

2015

ANNUAL REPORT

ELM GROVE POLICE DEPARTMENT



James P. Gage

Chief of Police

April 25, 2016



04/25/2016

Citizens of Elm Grove
President Neil Palmer
Members of the Village Board
Elm Grove Police Commissioners
Mr. David De Angelis, Village Manager

Dear Ladies and Gentlemen:

It is with great pleasure that I present the 2015 Elm Grove Police Department Annual Report. I am very proud of the efforts of all the employees of the Elm Grove Police Department, our Police Explorer Post and our Citizen's Police Academy Alumni. I would personally like to thank all of our employees and our volunteer staff for their dedication and strong sense of duty and commitment to the community. Without this sense of pride and commitment, we could not provide the high level of service that our citizens enjoy.

In 2015, overall police service and criminal activities investigated showed a slight decrease of 0.36%. Likewise, Part I offenses showed a decrease overall of 6.56%. As in years past, we continue to see a significant number of labor intensive fraud cases (identity theft, contractor fraud, etc.) that do not count as UCR Part I offenses. In addition to our fraud cases, with increasing technology and the increased number of video cameras in the public, many cases that in the past would not yield much information to investigate, now have many "leads" captured on video that merit follow-up. The result is increased case clearances, but also increased patrol man-hours on follow-up investigations that take away from traffic enforcement and high-visibility patrol. While violent crimes are thankfully very low, in Elm Grove, 2015 did show an increase in armed robbery offenses. We had three in 2015, compared to one in 2014 and none for the preceding four years.

As we approach spring and summer, please remember to watch out for your neighbors and fellow business owners. If you happen to have conversations with some of our bank managers, shop keepers and various home owners who have been recent victims of theft, burglary, or robbery, they will tell you to stay vigilant and call us when "something just doesn't look right." We rely on neighbors watching out for one another. A good witness and a willingness to get involved is the backbone of many of our arrests and convictions. With the weather improving, and people leaving their front doors unlocked or open, offenders will seek out homes where people are working outside or sleeping at night. They will make quick entries to grab laptops, cash, credit cards, and other items that can be used in identity theft crimes. Most people don't have their eyes opened until they become a victim. This sudden brush with reality compounds the shock leaving some feeling violated and unsafe in their own home. Be aware of what is going on in your neighborhood or around your business. Be trustworthy, but not trusting. Be vigilant, but not paranoid. And, as always, give us a call when things don't seem right.

I wish to thank the citizens of Elm Grove for the opportunity to serve them in 2015 and the Elm Grove Village Board for their continued support. The members of the Elm Grove Police Department would not be able to accomplish their goals without support from the Village Board, the citizens and community leaders. Finally, I wish to express my appreciation to Information Systems Manager Lorrie Hansen and Administrative Secretary Mary Doyne for their diligence and hard work in preparing this annual report.

Sincerely,

James P Gage

James P. Gage
Chief of Police

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POLICING AUTHORITY

Our policing authority and the standards by which our authority is exercised are regulated by provisions in the United States Constitution, the Constitution of the State of Wisconsin, relevant sections of the Wisconsin statutes, and Codified Village Ordinances.

How our police authority is exercised within the Department is governed by organizational written and verbal directives (e.g., rules, regulations, policies, procedures, general orders) and established customs and practices.

No member of this Department shall, while enforcing a law or while taking any action for or against another person, act contrary to the law and these granting authorities.

PROFESSIONAL CODE OF ETHICS

All sworn members are required to comply with the following Code of Ethics:

As a law enforcement officer, my fundamental obligation is to be a responsible public servant. My major duties are to safeguard lives and property, protect the innocent against violence and deception, and the weak against oppression and intimidation.

While I consider the way I choose to conduct my private affairs a personal freedom, I accept the responsibilities for my actions, as well as inactions, while on duty or off duty, when those actions bring disrepute on the public image of my employer, my fellow workers, and the law enforcement profession.

I vow to perform all my duties in a lawful, professional and competent manner. I consider the abilities to be courageous in the face of danger and to exercise restraint in the use of my powers and authorities to be the ultimate public trust. I accept that I must consistently strive to achieve excellence in learning the necessary knowledge and skills associated with my duties. I will keep myself physically fit and mentally alert so that I am capable of performing my duties according to the standards of quality expected of my position.

I vow to be fully truthful and honest in my dealings with others. I deplore lies and half-truths that mislead or do not fully inform those who must depend upon my honesty. I will obey the very laws that members of my Department are sworn to uphold. I will seek affirmative ways to comply with the standards of my Department and the lawful directions of my supervisors.

I vow to treat others with courtesy at all times. I consider it to be a professional weakness to allow another's behavior to dictate my response. I will not allow others' actions or failings to be my excuse for not performing my duties in a responsible, professional, and expected manner.

I vow to empathize with the problems of people with whom I come into daily contact. However, I cannot allow my personal feelings, prejudices, animosities, or friendships influence the discretionary authorities entrusted to my job. I will affirmatively seek ways to avoid conflicts and potential conflicts of interest that could compromise my official authority or public image.

I hold the authority inherent in my position to be an affirmation of the public's trust in me as a public servant. I do not take this trust lightly. As long as I remain in this position, I will dedicate myself to maintaining this trust and upholding all the ideals of my profession.

COMMENTARY

In the performance of duty to serve society, officers are often called upon to make difficult decisions.

They must exercise discretion in situations where their rights and liabilities and those of the Department hinge upon their judgment and conduct. An officer's decisions are not easily made and occasionally they involve a choice which may cause hardship or discomfort. An officer must be faithful to the oath of office, the principles of professional police service as expressed in this Code of Ethics, the objectives of the Department, and in the discharge of their duties.

They must not allow personal motives to govern their decisions and conduct.

CORE VALUES

Our values are expressed in our directives and daily practices. Every member is required to serve with dedication, integrity, courage, respect and empathy for others. Specifically, all members will:

Not violate the law while enforcing the law.

While on duty, observe all constitutional and statutory laws, as well as all lawfully established directives (i.e., rules, policies, procedures and established practices), whether such directives are written or established verbally or through customs of the Department.

While off-duty, conduct themselves in a manner that does not result in a direct and negative effect on the professional image or reputation of this Department.

Act with respect and courtesy at all times and under all circumstances. Personnel will never have a justifiable excuse for discourteous or disrespectful conduct or behavior towards another human being.

Work productively and perform all job tasks, duties and responsibilities in a thorough, complete and competent manner.

Not illegally discriminate in the performance of any assigned or assumed job task, duty, or responsibility.

Not let personal associations, relationships or situations create a conflict of interest or the potential of a conflict of interest with the values or goals of this Department, or with assigned or assumed job tasks, duties and responsibilities.

Conduct themselves, behave and perform in a manner that does not cause serious damage or create the potential of seriously damaging the trust, faith, and confidence of those to whom they are legally or fiducially accountable.

ORGANIZATIONAL VALUES

VISION

Police operations will exemplify social concern for the protection of individual freedoms, the general welfare and the development of humanitarianism in the community.

Police operations will be based upon the equality of all members of the community in the eyes of the law.

Police operations will be characterized by the meticulous adherence to constitutional, ethical and performance standards.

Police operations must always be based upon the explicit and broadly held notions of police services by the community.

Police operations will always reflect receptivity to development and change in order to better respond to the appropriate requests and needs of the community.

MISSION

The mission for every member of this Department is to affirmatively promote, within available resources and engaging in lawful police functions, a feeling of security and safety for every member of our community.

This mission requires positive effort based on self-initiative.

The goal is for every member in every contact to seek ways to achieve this mission.

This mission is a commitment to quality performance from all members. It is critical that members understand, accept and be aligned with the responsibilities established by this mission. It provides the foundation upon which all decisions and organizational directives will be based. Directives include rules, regulations, operating policies, procedures, customs and practices.

This mission represents the commitment of this administration to the concepts of quality performance management. In other words, members are expected to work consistently in a quality manner in the daily performance of those duties, job responsibilities and work tasks associated with this mission. Quality manner means that performance outcomes comply with our standards.

Examples of performance standards include the oath of office, code of ethics, rules, policies, procedures, directives, general and supervisory written and verbal orders, and work productivity.

Members are required to accept the responsibility for the achievement of this mission and publicly register their commitment to it and to the concepts of quality service.

OBJECTIVES

The objectives of the Department are:

To protect constitutional guarantees for all persons;

To create and maintain a feeling of security in the community; to reduce the opportunities for the commission of crime;

To aid individuals who are in danger of physical harm and assist those individuals who cannot care for themselves;

To resolve conflict;

To identify criminal offenders and criminal activity and, where appropriate, apprehend offenders and participate in subsequent court proceedings;

To identify problems that are potentially serious law enforcement or governmental problems; to facilitate the movement of people and vehicles; and

To provide other police services to the community.

In order to achieve the above objectives, the Department stands committed to:

Provide a continual training program to insure professional competence and development of personal and organizational discipline in order to carry out Departmental goals and objectives;

Recognize the importance of planning functions to develop programs which will address major goals and objectives of the Department;

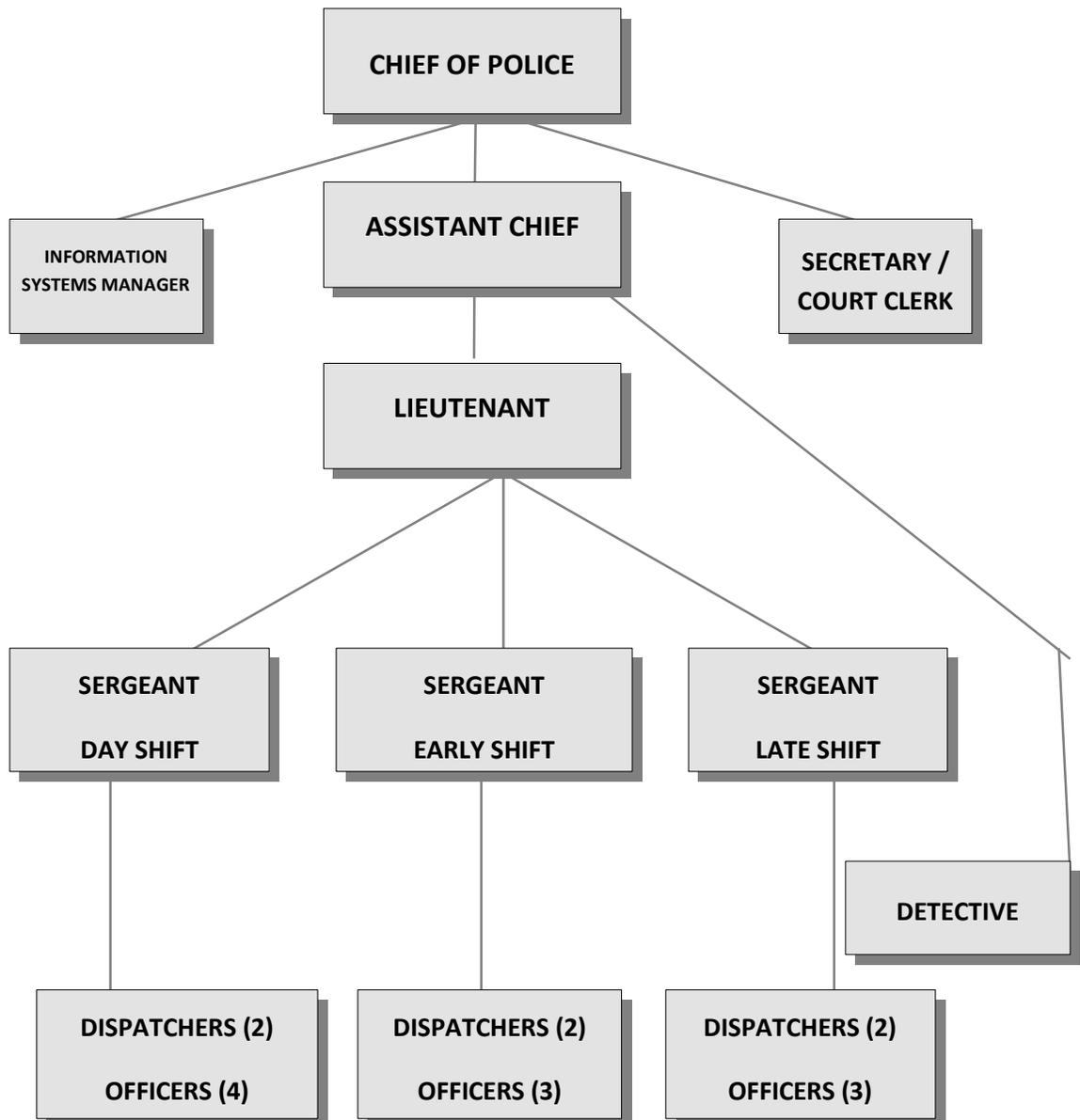
Cooperate with related public and private agencies in pursuit of their major goals; and

Emphasize a continual willingness to study and initiate new and better police services for the community.

PERSONNEL

ELM GROVE POLICE DEPARTMENT

ORGANIZATIONAL CHART



PERSONNEL ACTIONS

****ALL SWORN POLICE STAFF ARE AT MINIMUM EMERGENCY MEDICAL TECHNICIANS (EMTs)****

Command Staff

Chief of Police – Tactical Combat Causality Care Paramedic	James Gage
Assistant Chief – Administrative and Investigations Command	Jason Hennen
Lieutenant of Police – Operations and Communications Command, Firearms Instructor	Jason Kubiak
Sergeant of Police - TASER Instructor, Field Training Officer Supervisor, equipment manager	Ryan Unger
Sergeant of Police - Firearms Instructor, Citizens Police Academy Coordinator, FTO	Joseph Ipavec
Sergeant of Police - Evidence Technician, Field Training Officer	Natalie Hudzinski

Investigations

Detective	Craig Mayer
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Patrol

Police Officer – Field Training Officer, Evidence Technician, fingerprint comparison	Phil Doney
Police Officer - Field Training Officer, Evidence Technician	Jamie Hawkins
Police Officer – DARE Officer, Evidence Technician, Arson Investigator	Sandra Brown
Police Officer – Evidence Technician, Explorer Post Advisor	Raime Townsend
Police Officer – DAAT & Vehicle Contacts Instructor, Field Training Officer, TASER Instructor	Preston Nobile
Police Officer – Field Training Officer, Firearms Instructor, Tactical Team Operator	Evan Schano
Police Officer	Brandon Pipp
Police Officer – Paramedic Resigned 7/2015	Daniel Cooler
Police Officer	Aaron Zimmermann
Police Officer	Steven Weber
Police Officer – Hired 10/2015 – Left Employment 1/2016	Jonathan Landis

Communications

Dispatcher – TIME Agency Coordinator, Advanced TIME certified, Emergency Medical Technician	Carolyn Gasse
Dispatcher – Emergency Medical Dispatcher, Advanced TIME certified, Dispatcher trainer	Wendy Priest
Dispatcher – Advanced TIME certified, Emergency Medical Technician	Liz Schlaefer
Dispatcher – Advanced TIME certified, Emergency Medical Dispatcher	Emily Carriveau
Dispatcher – Advanced TIME certified, Paramedic	Emily Asmondy
Dispatcher – Advanced TIME certified, Emergency Medical Dispatcher	Jake Zuehlke

Support Staff

Court Clerk/Administrative Assistant (shared position with Municipal Court)	Mary Doyne
Information Systems Manager (shared position with General Government)	Lorrie Hansen
Records Clerk (part-time)	Priscilla Rollmann

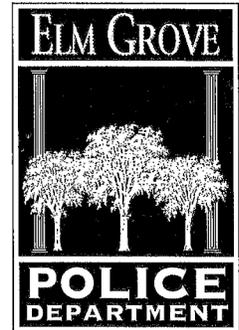
Awards and Commendations

The following are letters of awards and commendations, issued by the Chief of Police, for a given year. Letters of Appreciation, from the Chief of Police, are also noted in this section, if issued.

13600 Juneau Boulevard ■ Elm Grove, Wisconsin ■ 53122-1679 ■ Phone: 262 786-4141 ■ Fax: 262 782-8550

February 4, 2015

Sergeant Joseph Ipavec
Officer Philip Doney
Officer Raime Townsend
Officer Brandon Pipp



LETTER OF APPRECIATION

I greatly appreciate your participation in providing a casket honor guard for Chief Jeffrey W. Haig's [ret.], funeral visitation. As you know, Chief Haig served the Village of Fox Point for nineteen years, leaving as a captain, prior to serving our agency for fifteen years as chief. Words cannot express the gratitude of family and friends for this display of honor, in recognition of his thirty-four years of law enforcement service. In his last days, Chief Haig had mentioned to his family not to request an honor guard, but if offered, he would be honored by the gesture. He understood the staffing requirements and he did not want to burden a small agency. I am proud of the fact that you chose to "step up" and honor a fellow officer and his family.

Please accept my sincere gratitude for taking on this extra task to honor Chief Haig and his family. You were gracious, professional and displayed a great amount of pride in your chosen profession, while serving on this solemn detail.

Your presence made this honor a much richer one. Without your participation, we would not have been able to staff a second guard. I am truly appreciative of your support in providing this important honor to Chief Haig and his family.

With sincerest appreciation,

A handwritten signature in black ink, appearing to read "James P. Gage". The signature is written in a cursive style and is positioned above a horizontal line.

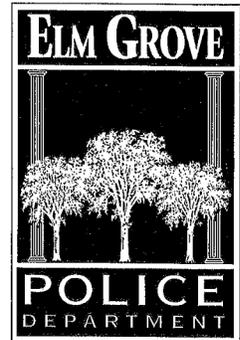
James P. Gage
Chief of Police

JPG/mhs.

cc: Asst. Chief Jason Hennen
Lieutenant Jason Kubiak
Sergeant Ryan Unger

November 16, 2015

Lieutenant Jason Kubiak
Police Officer Philip Doney



LETTER OF APPRECIATION

As a condition of employment with the Village of Elm Grove, all sworn officers are required to maintain certification as Emergency Medical Technicians. As a result, we are one of the few remaining police agencies in the State of Wisconsin that require this high level of emergency medical training, beyond the standard recruit school medical training. All of our officers are required to respond and provide care on all ambulance requests as if they were an ambulance attendant and as a result, lifesaving incidents stemming from ambulance requests are not generally recognized by our current awards policy.

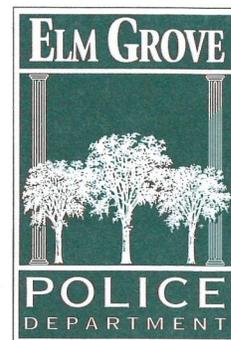
Having said this, I am extending my sincere appreciation for a job well done during a suicide attempt on October 12, 2015. This was a particularly challenging call, since the subject had inflicted severe wounds to his wrists and neck, causing excessive blood loss. The two of you immediately recognized the need for combat level medical interventions of tourniquets and hemostatic agents. I am certain that without your interventions, this patient would have died at the scene.

As a result of your quick action in applying these life saving measures, this patient has made a full physical recovery and is receiving counseling.

With sincerest appreciation,

A handwritten signature in black ink, appearing to read "James P. Gage". The signature is fluid and cursive, with a long, sweeping tail that extends to the right.

James P. Gage
Chief of Police



December 10, 2015

Officer Preston Nobile

LETTER OF APPRECIATION

I greatly appreciate your ongoing efforts with the Metropolitan Drug Enforcement Unit. The knowledge you have gained, during this assignment, has greatly benefited our agency over the years.

Recently, you were involved in a combined effort, with the Wisconsin Department of Justice, in coordinating the states prescription Drug Take Back Initiative. Waukesha County was designated as the state's collection site. As a result, the task of unloading, weighing, and palletizing over 38,900 pounds of prescription medication, fell to the members of the Metropolitan Drug Enforcement Unit. I echo Sheriff Eric Severson's comments when, while presenting you with his agency's Unit Award, he said, "The Metropolitan Drug Enforcement Unit was instrumental to the success of this initiative, in keeping with the highest traditions of the Waukesha County Sheriff's Department." This was a massive undertaking and you, along with the members of your unit, completed this task to the highest standards of our agency and the law enforcement profession.

With sincerest appreciation,

A handwritten signature in black ink, appearing to read "James P. Gage".

James P. Gage
Chief of Police

JPG/mhs.

cc: Asst. Chief Jason Hennen
Lieutenant Jason Kubiak
Sergeant Joseph Ipavec

Elm Grove Police and Fire Commission

Members

Robert Haugh, President
David Molter, Vice President
Allan Kasprzak, Secretary
Steven Nelson
Michael Steinle

Under Wisconsin State law, Elm Grove is required to have a Police Commission. The members of the Commission are appointed for five years by the Village President, with the confirmation of the Village Board, and serve on the Commission without compensation. The Police Commission has authority over all members of the police department who have arrest powers. The duties of the Police Commission, established under Wisconsin Statute, are:

- 1) Appoint, suspend or remove the Chief of Police.
- 2) Approve appointments and promotions of subordinates in the police department made by the Chief of Police.
- 3) Establish a selection process and eligibility list for entry level positions.
- 4) Establish a selection process and eligibility list for promotions within the police department.
- 5) Approve the examinations to be used to judge suitability for appointment.
- 6) Control examinations, designate and change examiners and establish compensation to be paid to the examiners.
- 7) Approve each list of individuals determined to be eligible for appointment to the police department.
- 8) Hear appeals from subordinates in the police department who have been suspended by the Chief of Police and who request a hearing.
- 9) Suspend the Chief of Police and subordinates pending the filing and hearing of charges.
- 10) Initiate charges against the Chief of Police or any subordinate.
- 11) Hear charges filed against the Chief of Police or a subordinate, make findings and determinations and impose penalties.
- 12) Adopt rules governing the administration of the disciplinary and appeal process.
- 13) Receive, investigate and resolve citizen complaints filed against sworn members of the police department.

The Commission met:

May 13, 2015 -- The Commission met for the annual election of officers. Mr. Kasprzak moved and Mr. Steinle seconded the motion to nominate and cast a unanimous ballot for Robert Haugh as president, David Molter vice-president and Allan Kasprzak secretary, motion carried unanimously. Fire Chief Selzer presented the current roster of staff and officer appointments. Mr. Haugh moved and Mr. Steinle seconded the motion to approve the current roster and officer appointments. The motion passed unanimously. Chief Gage provided an update of personnel, departmental activities, recent news items and the progress of new officers.

August 26, 2015 – Chief Gage provided information on personnel and departmental activities, specifically related to the resignation of Officer Cooler and the progress of new officers. The Commission conducted interviews of police officer candidates. Mr. Jonathan Landis was unanimously appointed to the position of police officer.

POLICE VOLUNTEERS

The Elm Grove Police Department maintains volunteer programs that will allow qualified citizens to assist and support the police department personnel with their mission of providing service, protection and safety to the citizens and visitors of the Village of Elm Grove.

PURPOSE

To provide structure and guidelines for citizens to better utilize their unique skills and to guide their enthusiasm in helping the department meet its mission.

STRUCTURE

Citizens may assist the police department by gaining membership to one of two volunteer organizations:

Explorer Post #177 – a youth organization, chartered through the Boy Scouts of America. The program is open to young adults between the ages of fifteen and twenty-one years of age. Past members of this program have gone on to serve in local and federal law enforcement agencies.

Elm Grove Police Citizen's Police Academy Alumni – an adult organization consisting of graduates of the Elm Grove Police Department's Citizen's Police Academy. Alumni members are responsible for donating hundreds volunteer hours to the police department, along with generous monetary donations of hundreds of thousands of dollars of donated items; to include patrol rifles, TASERS, flashlights, thermal imaging, radar / speed trailer, office remodeling and even a gazebo and brink pathway for the village park. Many former CPA members have continued to serve in various areas of local government.

Both organizations are registered with the USA Freedom Corps, Volunteers in Policing program, sponsored by the U. S. Department of Justice and the International Association of Chiefs of Police. Each organization is governed by individual organizational by-laws and guidelines.

Members of both units help with Village Board packet deliveries, training exercises, low level surveillance, alcohol and tobacco compliance checks and traffic and crowd control duties for Memorial Day, Fourth of July, or other special events.



ENFORCEMENT STATISTICS



Activity Totals

Below are the basic summary totals for complaints investigated vs. traffic stops. Complaints investigated are generally “called in” complaints by citizens, while traffic stops are self-initiated officer based complaints, that may involve anything from a minor traffic violation to the discovery of a more serious crime (i.e. stolen vehicle, drug violation, warrant arrests, etc.).

	2010	2011	2012	2013	2014	2015	2015 (-) 2014 Comparison	2015 vs Previous 5 Yr Average
TOTAL ACTIVITY	10,031	9,077	8,816	7,707	7,522	7,495	-0.36%	-13.16%
Complaints Investigated	4,276	4,640	4,288	3,858	3,823	3,904	2.12%	-6.54%
Traffic Stops	5,755	4,437	4,528	3,849	3,699	3,591	-2.92%	-19.37%

Crime Index - Part I Offenses

The Elm Grove Police Department participates in the Uniform Crime Reporting (UCR) system. The crime statistics for the Village of Elm Grove are submitted monthly to the Wisconsin Department of Justice, Office of Justice Assistance. The information is then forwarded to the Federal Bureau of Investigation, Uniform Crime Reporting Division. The FBI compiles nationwide crime statistics and publishes *The Uniform Crime Reports* in November of each year.

The Crime Index is the total amount of Part I offenses. Part I offenses are comprised of the following crimes: homicide, sexual assault, robbery, assault, burglary, theft, and motor vehicle thefts. In 2015 the Crime Index for Elm Grove was 57. This figure represents a 6.65% decrease in crime, compared with 2014. The 2015 vs. the previous five year average also shows an overall 22.55% decrease. The significant decrease occurs in the Theft (49 in 2014 vs. 39 in 2015) category. When dealing with small numbers, changes in those numbers represent large percentage changes.

PART I CRIMES:	2010	2011	2012	2013	2014	2015	2015 (-) 2014 Comparison	2015 vs Previous 5 Yr Average
1. Homicide	0	0	0	0	0	0	0.00%	0.00%
2. Sexual Assault	1	1	1	0	0	0	0.00%	-100.00%
3. Robbery	0	0	0	0	1	3	200.00%	1400.00%
4. Assault	3	0	2	2	2	3	50.00%	66.67%
5. Burglary	16	12	12	11	9	10	11.11%	-16.67%
6. Theft	72	67	38	59	49	39	-20.41%	-31.58%
7. Auto Theft	1	4	1	4	0	2	200.00%	0.00%
PART I TOTALS	93	84	54	76	61	57	-6.56%	-22.55%

Adult Arrests & Juvenile Apprehensions

The following table represents a two year comparison of adult arrests and juvenile apprehensions in the Village of Elm Grove reported in the Uniform Crime Reports. In 2015 there was an increase in adult arrests and a decrease in juvenile apprehensions. This table only includes arrests for Elm Grove offenses and does not include warrant arrests for other agencies and miscellaneous traffic offenses (not OWI) for our agency. **Total arrests inclusive of warrants and other traffic was 256 (previous year -221).** In 2014, we no longer make custody arrests for some traffic offenses, resulting in slightly lower arrest numbers.

Adult Arrests and Juvenile Apprehensions							
		Adult		Juvenile		Total	
Code	Offense	2014	2015	2014	2015	2014	2015
01A	Murder	0	0	0	0	0	0
01B	Negligent Manslaughter	0	0	0	0	0	0
02	Forcible Rape	0	0	0	0	0	0
03	Robbery	0	0	0	0	0	0
04	Aggravated Assault	0	1	0	0	0	1
05	Burglary	2	4	0	0	2	4
06	Theft	17	17	1	1	18	18
07	Motor Vehicle Theft	0	3	0	1	0	4
08	Other Assaults	6	11	0	1	6	12
09	Arson	0	0	0	0	0	0
10	Forgery	2	4	0	0	2	4
11	Fraud	1	9	0	1	1	10
12	Embezzlement	0	0	0	0	0	0
13	Stolen Property	2	3	0	0	2	3
14	Vandalism	2	3	6	0	8	3
15	Weapons	1	0	0	0	1	0
17	Sex Offenses	0	0	0	1	0	1
18A	Opium/Cocaine Sales	0	0	0	0	0	0
18B	Marijuana Sales	0	0	0	0	0	0
18C	Synthetic Narcotic Sales	0	0	0	0	0	0
18D	Other Drug Sales	0	0	0	0	0	0
18E	Opium / Cocaine Possession	2	0	0	0	2	0
18F	Marijuana Possession	15	15	5	2	20	17
18G	Synthetic Narcotic Possession	0	0	0	0	0	0
18H	Other Drug Possession	0	3	0	0	0	3
19C	All Other Gambling	0	0	0	0	0	0
20	Family Offenses	2	0	0	0	2	0
21	Driving While Intoxicated	40	28	0	0	40	28
22	Liquor Laws	0	2	1	0	1	2
24	Disorderly Conduct	7	12	0	2	7	14
25	Vagrancy	0	0	0	0	0	0
26	All Other (Except Traffic)	19	17	3	0	22	17
28	Curfew and Loitering	0	0	1	0	1	0
29	Runaways	0	0	0	0	0	0
		118	132	17	9	135	141

Traffic and Parking Enforcement Dispositions

The following table represents traffic and parking enforcement dispositions in the Village of Elm Grove. In 2015, there were 2,613 citations issued for traffic related violations which was a 4.48% increase in citations from the previous year. 1,871 warnings were issued for traffic related offenses. 31 parking citations were issued in Elm Grove which represents a 3.33 % increase in parking citations compared to the previous year.

TOTAL CITATIONS	2014	2015	2015 (-) 2014 Comparison
Citations Issued	2,501	2,613	4.48%
Written Warnings Issued	0	1	100.00%
Verbal Warnings	2,236	1,870	-16.37%
Parking Citations	30	31	3.33%

The following table represents a two year comparison of various traffic citations issued by type of violation in the Village of Elm Grove.

CITATION TYPES	2014	2015	2015 (-) 2014 Comparison
Operate After Revocation/Suspension Registration	122	123	0.82%
Non-Registration of Vehicle	210	199	-5.24%
Operate While Intoxicated	81	65	-19.75%
Operate Without Valid License	87	109	25.29%
Operate After Revocation/Suspension License	219	266	21.46%
Exceeding Speed Zones	854	1,061	24.24%
Seat Belt Violation	41	59	43.90%
Operate Motor Vehicle Without Insurance	262	176	-32.82%

SERVICES

Dispatch and Administrative Services



Core Dispatch and Administrative Support Functions

The core dispatch functions refer to those activities that relate directly to emergency 9-1-1 dispatching:

- Answer 9-1-1 telephone calls for police, fire and emergency medical services (EMS).
- Answer non-emergency telephone.
- Dispatch police, fire and EMS for calls for service; record time of call, time of arrival and time officer reports back in service.
- Query Department of Transportation records on registration and driver's file data as requested by officers.
- Record and maintain master index file on complaints, victims and other parties encountered by police.
- Query Crime Information Bureau (CIB) and National Crime Information Center (NCIC) on wanted subjects and stolen property information.
- Record and maintain daily activity calls of various police activities conducted each shift.
- Monitor radio traffic of surrounding jurisdictions for information of concern.
- Serve as a telephone communications link between officers on patrol and parties that must be contacted or notified, such as towing companies, hospitals, etc.
- Call in additional officers and support personnel as needed.

Essential Dispatch and Administrative Support Functions

Essential dispatch functions are those duties that require 24-hour monitoring or immediate response. These tasks include:

- Confirm wanted person warrants (locally generated) and stolen property hits as requested by other agencies within 10 minutes, as required by the Transaction Information for Management of Enforcement (TIME) system.
- Type reports for district attorney for lock-ups.
- Handle public walk-in service counter (citizen requests for information and report copies, dog licenses, bail and forfeiture payments, and complaints).
- Monitor officers in booking and cellblock area via video system, summoning assistance when appropriate.
- Monitor building security cameras.
- Control building security access doors, consisting of general government and main police station (public access) door, all booking and cell block area doors and prisoner unloading garage doors.
- Monitor building alarm panel for fire, pool and general government alarms.
- Provide dispatch service to highway department crews (snow removal, downed trees etc.) after business hours.
- Record overnight parking permission information and disseminate to patrol officers.

Secondary Dispatch and Administrative Support Functions

The third category is Secondary Dispatch Functions. These tasks include:

- Enter information on wanted persons and stolen property into NCIC and CIB systems and maintain appropriate related files.
- Keep record of officers' on-and off-duty.
- Assign complaint and booking numbers.
- Assist municipal court clerk (validate municipal warrants, run Department of Transportation queries, file citations and summons).
- Record and maintain vacation home check file.
- Monitor, review and distribute all teletype information received by the department.
- Prepare daily log information and important teletypes for roll call.

In addition to understanding the core, essential and secondary dispatching functions of the Elm Grove dispatcher there are three other areas of the dispatching position that are important. These three areas are staffing, division of tasks, and the difference between dispatching police, fire, and EMS.

Staffing

Elm Grove dispatching staffing levels currently call for six full time dispatchers. The full time employees fill three around the clock shifts, filling a work schedule of four days on, two off.

Difference between Dispatching Police, Fire and Emergency Medical Services

One of the important nuances of dispatching is the difference in the way the Elm Grove dispatchers dispatch police as compared to how they dispatch fire and emergency medical services (EMS). For example, the police communicate frequently, several times an hour with the dispatchers. When the officers are out on patrol the dispatcher is the officer's primary link to the police station. The dispatcher serves as the police officer's tether or lifeline from the street to the station. Elm Grove officers rely heavily on the dispatcher for their safety. As such police officers take the relationship between themselves and their dispatcher very seriously.

This relationship between dispatcher and police officer is contrasted with the relationship between dispatcher and firefighter or dispatcher and emergency medical technician EMT (for brevity sake firefighters and EMS personnel will be jointly referred to as rescue personnel). Foremost the dispatcher communicates very infrequently with rescue personnel. This is primarily due to the nature of the jobs. Rescue personnel do not patrol the streets of Elm Grove like police officers do. Therefore there is no need to keep in periodic communication with the rescue personnel. Communication between the dispatcher and rescue personnel occurs almost exclusively when there is an emergency. For Elm Grove, such an emergency occurs 34 times a month or approximately once a day. This means that on average, the dispatchers communicate with rescue personnel only once every 24 hours.

While communication between dispatchers and police officers is sometimes intense during an emergency situation it is most often characterized as normal interaction. This is not the case with communication between dispatchers and rescue personnel. Those infrequent communications are almost always filled with the tension of an emergency situation.

Calls for Service

The following table reflects the types of calls for service that Elm Grove Police Officers responded to in 2015. The actual type of call could change or be deemed “unfounded” upon further investigation.

CALLS FOR SERVICE BY CATEGORY								
Call Type	2014	2015	Call Type	2014	2015	Call Type	2014	2015
911 Verify	271	267	Death Investigation	7	3	Parking Complaint	59	50
911 Malfunction	13	6	Disabled Vehicle	246	209	Patrol Information	46	42
911/TDD Test	68	62	Disorderly Conduct	25	17	Prisoner Transport	14	6
Abandoned Vehicle	14	4	Domestic Dispute	11	16	Public Accident	6	6
Abducted	0	0	Duty Injury	5	1	Public Service	486	558
Accident - Bike/F/PI/PDO	1	0	Court Order Violation - TRO/DOM/INJUNC	3	15	Recovered Property	28	29
Accident - Deer/F/PI/PDO	7	8	Open Door/Window Business	132	153	Request Mutual Aid for Ambulance	4	9
Accident Fatal	0	0	Open Door/Window Residence	43	35	Request Mutual Aid for Fire	1	3
Accident - Property Damage Only	168	174	Extra Patrol Request	64	48	Request Mutual Aid for Police	92	79
Accident - Pedestrian F/PI/PDO	2	2	Fight	0	8	Robbery	1	3
Accident - Personal Injury	29	33	Fire Department Call	44	61	Sex Offense	1	4
Accident - Train F/PI/PDO	0	0	Fire Alarm	36	39	Snow Complaint - Plow/Throw	0	1
Accident - Unknown	2	2	Fireworks Complaint	1	6	Speed Trailer Deploy	4	0
Alarm - Business	72	64	Fugitive Warrants - All	11	1	Suspicion-General	146	168
Alarm - Residential	105	110	Gas Skip	1	0	Suspicious Person	74	82
Alarm - Vehicle	3	3	Harassment	7	12	Suspicious Phone Call	16	18
Ambulance Request	197	201	Help - Miscellaneous	3	0	Suspicious Vehicle	149	155
Animal Bite Dog / Cat	1	1	Liquor Law	0	0	Tavern/Tobacco Check	57	27
Animal Complaint	131	120	Lock-out	65	60	Test Call	1	4
Area Check	71	83	Lost Property	12	3	Theft	97	119
Assault	3	1	Assist Other Ambulance Service	19	13	Transient Merchant	1	0
Assist Invalid	31	46	Assist Other Fire Department	19	17	Trespassing	4	4
Bomb Threat	0	0	Assist Other PD - K9	0	0	Traffic Complaint	108	118
Burglary	9	12	Mutual Assist to Other PD	63	51	Traffic Stop	3699	3591
Burning Complaint	1	8	Assist Other PD-Thermal Image	0	0	Traffic Hazard	130	154
Criminal Damage to Property	11	15	Missing Person	5	4	Traffic Counter Deployment	0	1
Community Relations	108	127	Noise Complaint	9	5	Weather Alert/Warning	17	19
Control Substance / Drugs	0	0	Ordinance Violation	125	114	Zoning Complaint	7	5

CASE Classifications

All cases start as a call and become a case when a call results in additional investigation, a criminal action, or arrest/custody action. For example, a “theft” call may end as a “fraud” case. This is why there are one hundred and nineteen theft offense **calls** reported above, but only thirty-nine theft **cases** reported below. Presumably, eighty theft **calls** did not match the criteria for a theft crime and a **case** was not generated, or the **call** was reclassified as a fraud or some other **case** classification.

CASE ACTIVITY BY CALL FOR SERVICE CLASS								
Class Type	2014	2015	Class Type	2014	2015	Class Type	2014	2015
01 - Homicide	0	0	18 - Narcotic Law Vio	16	18	35 - Fatal MV Accident	0	0
02 -Sexual Assault	0	0	19 - Gambling	0	0	36 - Personal Injury Acc	29	34
03 - Robbery	1	3	20 - Family Offenses	4	5	37 - Property Damage Acc	132	132
04 - Battery/Agg Assault	2	3	21 - Drunken Driving	39	29	38 - Other Accidents	8	7
05 - Burglary	9	10	22- Liquor Laws	0	2	39 - Public Accidents	0	0
06 - Theft	49	39	23 - Drunkenness	0	0	40 - Home Accidents	0	0
07 - Motor Veh Theft	0	2	24 - Disorderly Conduct	10	21	41 - Industrial Accidents	0	0
08 - Other Assaults	4	6	25 - Vagrancy	0	0	42 - Firearm Accident	0	0
09 - Arson	0	0	26 - All Other Offenses	69	63	43 - Animal Bite	0	0
10 - Forgery/Counterfeit	1	8	27 - Suspicious	0	0	44 - Suicide	0	0
11 - Fraud	29	68	28 - Curfew Loiter - Juv	1	0	45 - Suicide Attempt	0	0
12 - Embezzlement	0	0	29 - Runaways	0	0	46 - Death	9	3
13 - Stolen Property	2	0	30 - Lost / Missing	3	0	47 - Sick Cared For	0	0
14 - Vandalism	9	7	31 - Found/Recovered	31	29	48 - Mental Observation	15	11
15 - Weapons	2	0	32 - Traffic Vio Report	20	41	49-Misc Service Report	76	43
16 - Prostitution	0	0	33 - Parking Violation	0	0	50 - Ordinance Violation	6	16
17 - Sex Offenses	2	4	34 - Other Vio Traffic/MVD	0	0	TOTALS:	578	604

Other Activity:

	2010	2011	2012	2013	2014	2015	2015 (-) 2014 Comparison	2015 vs Previous 5 Yr Average
Business Checks	28,815	25,352	30,047	32,474	29,816	27,976	-6.17%	-4.52%
Tavern Checks	157	136	85	56	57	27	-52.63%	-72.51%
Vacant Home Checks	973	1,617	2,364	2,002	1,856	936	-49.57%	-46.89%
Forfeiture & Fees Collected	\$336,625	\$308,066	\$284,866	\$283,436	\$262,998	\$283,993	7.98%	-3.80%

Emergency Medical Services



The Elm Grove Police Department’s commitment to the community goes beyond traditional policing services to include training in emergency medical services. All police officers are trained as Emergency Medical Technicians in emergency medical care and licensed by the State of Wisconsin. The initial training consists of over 140 hours of classroom instruction with practical hands on care and 30 hours of refresher training every two years. Two police officers are paramedics, with approximately 1000 additional hours of medical training, requiring 48 hours of annual in-service and certification in Advanced Life Support Care. The department’s medical program has oversight from an Emergency Room Physician to ensure appropriate current topics in medicine are being presented to officers. Officers responding to calls for medical services, at minimum, provide an initial patient assessment and basic life support, until an ambulance arrives. Elm Grove Police Officers are one of many medical providers a patient will encounter when suffering from a medical condition. This early intervention is provided to correct or slow any significant condition a patient is experiencing. In 2011, officers began carrying specialized trauma “go-bags” to address serious hemorrhage and penetrating trauma. The bags are primarily supplied to assist officers with devastating gunshot, stabbing injuries, or to assist victims of active shooters. They are designed to be carried on their person, while moving through a hostile environment. To date, officers have used this specialized equipment to help a construction worker, after a mishap with a circular saw, a citizen with a severe femoral artery bleed and a severe multi-injury suicide attempt. Two officers are currently trained in the Tactical Emergency Medical System advanced level (40 hour course), with all other officers having received basic TEMS at in-service training. In addition to these trauma care “saves”, our officers are regularly an integral part of “cardiac saves” in our community. Combined with our rapid, emergency medical trained dispatch staff, Elm Grove remains one of the best communities, in southeastern Wisconsin, at addressing your life threatening emergency.

During 2015, officers responded to 243 calls for emergency medical service, along with providing assistance to seniors who may have fallen but did not require ambulance transport. Compared to 2014, this is an increase in total ambulance calls of approximately 6.11%.

	2014	2015
Ambulance Calls	229	243

Detective Bureau

The Detective Bureau is responsible for investigating all major crimes within the Village of Elm Grove and assisting the patrol officers with investigations and at crime scenes. The following represents the activity of the Detective Bureau in 2015:

Criminal Investigations: Patrol officers investigated approximately 623 calls for service involving case reports and approximately 32 were directly investigated by the detective bureau or forwarded to the detective bureau. This does not include continuing investigations from 2014.

Some major crimes from 2015 included:

- Ten burglary investigations.
- Two sexual assault investigations.
- Five major theft cases
- Twelve fraud cases two were multi-state fraud investigations, both resulted in arrest and charging.
- Two fire investigations.
- Two robbery investigations.
- One reckless homicide investigation.
- Assisted other departments through the Major Investigation Unit on search warrant for child pornography case.

Property Inventory: The Detective maintains all evidentiary property and is responsible for the department's property room. In 2015, 783 pieces of property were entered into the computer as stolen, recovered, safe keeping, evidence for court, or evidence to be destroyed at the Wisconsin State Crime Laboratory. Numerous pieces of evidence were transported to the state crime lab for further processing and destruction. There were a total of 112 pieces of evidence returned to owners. The Detective is responsible for ordering and maintaining evidence supplies according to the detective bureau budget.

In addition to some of the major investigations, search warrants and subpoenas were requested, issued by the court, and executed.

The Detective Bureau is also responsible for submitting all case referrals to the Waukesha District Attorney's Office, social services, and corporation counsel. When the reports are received and charged, the Detective will respond to the District Attorney's office and sign the criminal complaints for each case. On average, the Detective responds to the Waukesha County District Attorney's Office three times per week. There were 173 reports transported to the district attorney's office in 2015. In addition, the detective works as the liaison between our department and the Waukesha County District Attorney's Office for court scheduling and officer subpoenas.

The Detective Bureau is also a member of the Major Investigation Unit (MIU) for Waukesha County. The MIU consist of membership from seven police jurisdictions in Waukesha County.

The Detective Bureau is also assigned as an evidence technician to process major crime scenes and to process all evidence recovered and brought to the police department as well as transporting evidence to the Wisconsin State Crime Laboratory.

In addition, the Detective attends monthly meetings with the Wisconsin Area Fraud Investigators Group which discusses the trends of crimes committed in the Southeast Wisconsin area. The Detective also attends monthly meetings with Southeast Wisconsin Retail Theft Investigators Group.

In 2015, Detective Mayer gave one presentation to a citizen group on recent trends in crime and identity theft.

The Detective also attends the same firearms training, State in-service and DAAT training as the patrol officers.

COOPERATIVE LAW ENFORCEMENT SERVICES

Suburban Critical Incident Team (S.C.I.T)

This team of officers from the Brookfield, Chenequa, Delafield, Elm Grove, Hartland, Mukwonago, Muskego, New Berlin and Pewaukee Police Departments are trained to handle highly critical calls, such as barricaded persons, negotiations, serving high risk warrants, or conducting surveillances. This is a significant mutual aid agreement as the team serves as a back-up to other similar teams in the county, such as the Waukesha County Sheriff's Department and the City of Waukesha Police Department.

Major Investigations Unit (M.I. U.)

This team of officers from Chenequa, Elm Grove, Delafield, Lannon and Pewaukee Police Departments are trained and prepared to investigate all major crimes that may occur in any of these communities. This mutual aid agreement allocates necessary resources to investigate major incidents and allows each community to maintain adequate police coverage for other activities, without interrupting investigative efforts. The sharing of equipment and resources makes this team cost-effective and provides a professional quality investigative product. The team also serves as a liaison to other investigative teams in the county.

Suburban Mutual Assistance Response Team (S.M.A.R.T.)

This is a cooperative effort between agencies in southeastern Wisconsin allowing for mutual aid during a significant event. Within sixty minutes, a community that is a member of S.M.A.R.T can expect up to sixty-five law enforcement agencies responding to help with an incident. The team currently encompasses agencies from Racine, Jefferson, Walworth, Milwaukee and Waukesha Counties.

Waukesha County Metro Drug Unit –

In Fall of 2013, the department started the process for membership with metro, gaining full membership in early 2014. As a result, the department has an officer assigned to this unit on a part-time basis. Illegal drug activity in our community is a significant and never ending problem. By being a member of the Metro Drug Unit, participating agencies have a global view of the drug issues in our region. By partnering with county and federal assets, participating officers are able to bring back information and training to patrol officers that will better equip officers to recognize and address drug related crimes, during their patrol assignments. Additionally, Metro assigned officers, working on active cases, may also take advantage of possible asset forfeiture funds that may then be used to enhance the local agency's enforcement efforts.

Tactical Emergency Medical Service –

This unit consists of highly trained medical providers that are able to work in a tactical combat environment, where medical providers need to access injured persons in highly volatile conditions, like an active killer event. The team is made up of both sworn law enforcement officers and non-sworn civilian medical professionals. All team members are armed and are required to pass the state law enforcement firearms certification on an annual bases. Team members currently include four police officers paramedics (Chris Freedy, Gus Moulas, Dr. Jon Robinson and Jim Gage) and two non-sworn paramedics (Team Leader and Flight for Life Medic, John Schindler and Paramedic Curt Waddell). The team trains various tactics and patient movement drills, with regular duty police officers, on a quarterly basis. Almost all of the equipment for the team is covered by private donations or supplied by the team member.

TRAINING

Training

The goal of the Elm Grove Police Department is to deliver the highest quality service to the community. In order to achieve this goal, our personnel must be familiar with the most recent changes in laws, court decisions, law enforcement techniques and technology. The Elm Grove Police Department utilizes many training programs presented by Federal, State, and local levels to accomplish this goal. In addition, the Elm Grove Police Department has many talented individuals who are certified as instructors in areas such as: field training, firearms, defensive tactics, and crime prevention. These individuals provide in-house training at roll call presentations and specialized training sessions

Beginning in 2005, all members of the Elm Grove Police Department began an ongoing training program that will carry over into coming years. The National Incident Management System (NIMS) has been developed by the federal government to prepare responders in dealing with events that may occur in the community and stretch the available resources. During 2009 and continuing through 2015, all supervisory personnel continued the advanced training necessary to plan for and execute the long term management of a significant incident.

The Elm Grove Police Department continues to educate their personnel on the newest techniques and available technology with the hopes of maintaining a level of service available only in Elm Grove.

ADVANCED MANAGEMENT TRAINING

Command staff members that have attended advanced management ten week programs:

The FBI National Academy:



Assistant Chief Gust W. Moulas (ret.), Session #153

Chief Jeffrey W. Haig (ret.), Session # 159 [attended as a Fox Point Captain]

Chief James P. Gage, Session #252

Northwestern University, School of Police Staff and Command:



Chief James P. Gage, SPSC Class #82

Assistant Chief Jason R. Hennen, SPSC Class # 149

Lieutenant Jason Kubiak, SPSC Class #203

Sergeant Ryan Unger, SPSC Class # 310

Sergeant Joseph Ipavec SPSC Class #355

Firearms Training

The Elm Grove Police has a formal training program which is designed to test and enhance the skills of the police personnel. In 2015, most officers received 10 hours of firearms instruction. The training program is designed by our Firearms Instructors and is overseen by the Chief. The instructors are certified as Firearms Instructors by the Wisconsin Department of Justice. Having these instructors on staff enables the Department to train the personnel while on duty.

The training sessions begin with basic techniques, and then progress into emphasizing the importance of split second decision making coupled with the proper and proficient use of the firearm. Actual scenarios are duplicated on the range to test and refine the skills of the personnel. High stress scenarios are also designed with the use of simmunitions and live ammunition to depict dangerous situations that officers may encounter while at a residence, business or while on a traffic stop. The instruction also includes officer safety tactics, weapons safety, weapon retention, verbal skills, legal considerations and proper documentation if deadly force is used.

- In February, officers trained at the Brookfield Police Department Firearms Range with their issued Sig Sauer P226 .40 caliber service handguns. Officers were trained in rapid succession shooting focusing on increasing speed and accuracy. Additionally, Officers were trained in close combat situations and low light scenario training utilizing their flashlights.
- In April, officers trained at St Mary's Elementary School, reviewing Active Shooter response tactics.
- In May, officers trained at the Menomonee Falls Police Department Firearms Range using their service handguns and rifles. Officers were trained in fully automatic fire control along with shield use and movement in two man teams. Additionally Officers completed the State mandated qualification course
- In August, officers trained at Menomonee Falls Police Firearms Range with Benelli shotguns. Officers were trained in left and right handed barricade shooting, pellet spread in relation to distance from target, shooting while moving, and shooting moving targets.
- In October, officers trained at the Menomonee Falls Police Department Firearms Range, using their service handguns. Officers were trained in shooting while moving and also completed the State mandated qualification course.

All of the above training is necessary and contributes in satisfying recommendations set by federal and state authorities requiring police officers to be trained in a variety of skills and scenario situations to help minimize the effects of stress on their performance and improve their decision making in use of force situations.

Defense and Arrest Tactics (DAAT)

The Elm Grove Police Department has a Defense and Arrest Tactics Training (DAAT) program which is designed so that officers will know and become efficient in the application of all the skills instructed in the DAAT curriculum. The DAAT system has a guideline which assists law enforcement officers to analyze a subject's behavior and to determine a reasonable level of force to use in response to that behavior. The techniques used in this system were adopted by the Wisconsin Department of Justice and the Law Enforcement Standards Board in 1987. There are five different modes contained in the system, they are: Presence, Dialog, Empty Hand Control Techniques, Intermediate Weapons, and Deadly Force. Each mode contains several techniques and skills which were instructed to the officers during the year, along with several other topics such as, Decentralizations, Protective Alternatives, Ground Handcuffing, Weapon Control Techniques, Taser Training, and also general officer fitness. Officer Preston Nobile is the Department's certified DAAT instructor. Annually, each patrol officer receives approximately twelve to fifteen hours instruction.

COMMUNITY SERVICES

ELM GROVE BIKE PATROL

The Elm Grove Police Department has nine officers that are trained as bicycle patrol officers. The Department has three fully equipped mountain bikes. The existence of the bike patrol program is due to generous donations from citizens and businesses. The donations provided funds for the purchase of three mountain bikes, all of which are sized differently to accommodate the different sized officers. The first donations also included funds to purchase state of the art equipment and lighting as well as provide uniforms and training for our first bicycle patrol officers.



In 2015, when staffing levels permitted, bike patrol officers spent time patrolling on bikes, including special events. The patrol bicycles are used at special events such as the Memorial Day Parade, the Fourth of July Fireworks and festivities in the park, Concerts in the Park, Safety Village, Elm Grove Bicycle Safety, and can also be seen patrolling the Park n Shop and downtown area. They are also utilized to target special crime watch areas that have unusual increases of incidents such as burglaries or thefts from motor vehicles. When staffing levels permit, the bike officers conduct periodic patrols of the village, including remote areas that squad cars cannot enter. The bike patrol allows the officers to have one on one contact with the public. Members of the public are encouraged to approach the bike officers so they may answer any questions or address concerns.



Drug Abuse Resistance Education

- The D.A.R.E. program, which began in 1983, is a nationally acclaimed program in which specially trained police officers teach a 10-16 week anti-drug/anti-violence curriculum to elementary school students. D.A.R.E. teaches the 5th grade students the dangers of drug abuse, gives concrete ways to refuse peer pressure and teaches responsibility with risks and consequences, reinforces the concept that each person has a right to make their own healthy and wise choices, and gives the decision making life skills necessary to resist and stay away from drugs, alcohol and violence. Studies show that students who have completed the D.A.R.E. program were five times less likely to start smoking compared to kids who did not participate in D.A.R.E. The Elm Grove Police Department has been teaching DARE since the early 1990's.
- Police Officer Sandy Brown is the Department's D.A.R.E. officer, since 2009. In 2015, the D.A.R.E. program was funded by the Village of Elm Grove, with supplements from other donations. We would also like to say THANK YOU from the local businesses for their donations to our program! The Elm Grove Junior Guild, UPS Foundation, RJ's Ice Cream, Culver's, Subway, Jimmy Johns, Ace Hardware, Penelope's and Silver Spur all have contributed to our program. Jimmy Johns donated subs, pickle buckets and napkins for the DARE graduation luncheon. Subway donated cookies, chips, and napkins for the graduation luncheon; McDonald's donated orange drink; Silver Spur donated utensils, plates, and Frank Hornick's time in helping set up the lunch area with tables and linens; RJ's donated a coupon for a free ice cream to each of the graduates; Culver's donated free scoop coupons; and ACE donated 2- \$25 gift cards for the WDOA fundraising raffle. Some of the businesses donated monetarily in addition to the food and coupons!!!
- These donations greatly help out our D.A.R.E. program & help it to thrive! Please contact Officer Brown at sbrown@elmgroviewi.org if you or your business is interested in donating to our local D.A.R.E. program or if you have any questions about volunteering for D.A.R.E. events. The support we have received has been outstanding over the past few years and has continued to grow, which helps our program succeed, thanks to our donors, teachers, and staff. We couldn't do it without all of the support from everyone!
- THANK YOU so very much!



WISCONSIN DARE OFFICERS ASSOCIATION- WDOA

- Devean Laedtke, a 5th grader at Elm Grove Lutheran School, was chosen as the WDOA state level DARE essay winner, CONGRATS Devean! Last year, Cassandra Romero was one of 2014's Essay winners, also from EG Lutheran and one of Officer Sandy's students! Keep up the good work Elm Grove students!!



- In 2015, Officer Brown was re-elected to be the State WDOA Secretary for another 2 year term. She continues her position in 2015-2017, representing EGPD on the state level since 2013. She is also on the fundraising raffle committee for the WDOA, held at the annual training conference, which raises funds for continuing education and training for the DARE Officers in the state of WI. Photo by Jen Morris
- Officer Brown continues to be an active member in the SEWDOA group, (Southeast Wisconsin Dare Officers Association), since 2014. The SEWDOA organizes the DARE Brewer Game event which raises funds for our local DARE programs.





ELM GROVE D.A.R.E.



The 2015 Elm Grove D.A.R.E. curriculum consisted of 10 lessons plus a graduation day. The D.A.R.E. course was presented to 137 Fifth grade students at Tonawanda Elementary School, St. Mary's Visitation School and Elm Grove Lutheran School. The course of instruction included:

- Completion of "Keepin' it Real" D.A.R.E. workbooks with a weekly D.A.R.E. assignment that reflected each lesson. Students completed the work in individual, pairs, and groups in the lessons.
- "Family Talk" student and parent discussion sheets for more parent involvement in the D.A.R.E. program.
- Completion of a one-two page DARE essay, which is a statement of each student's commitment to stay drug free and why they think DARE is important to keep in their lives.
- Covering additional topics such as Over the Counter/Prescription medication safety and bullying. Students had a chance to wear the fatal vision "drunk goggles" and tried to walk a straight line while wearing them. When time permits, cyber bullying/internet safety lessons were also presented with the school's request.
- All students took part in a graduation ceremony and received a red DARE t-shirt with sponsored businesses listed on the back, pin and certificate of completion of the D.A.R.E. program. Students also are awarded pencils, erasers, stickers, and other prizes which are funded through donations.
- Upon graduation of the D.A.R.E. program, the D.A.R.E. graduates were provided with a Wisconsin Dells discount card, valid for 20% off at 41 participating WI Dells attractions. The card is valid for the student and three other family members for the 2015 season. The cards are provided by the Wisconsin Dells Visitor & Convention Bureau.
- A special THANK YOU to our Guest Speakers DA Sue Opper and ADA Lesli Boese from the Waukesha County District Attorney's Office, who take time out of their busy schedules to talk to the kids at our DARE graduations.
- DARE graduates (and their families) of past and present, participated in the annual DARE Day Brewer Game and tailgate on April 11, 2015. All DARE students, graduates and any families are encouraged to attend the 2016 DARE Brewer game in April or May. Contact me for tickets to this great and affordable event!



Officer Sandy Brown & Daren the lion

Elm Grove D.A.R.E. Pledge

I know who I am and know that I want to remain happy and healthy.

I have learned of the devastation that drugs can do, not only to me but to the ones I love and care about. I know and have practiced the skills needed to make wise, healthy decisions against drugs, bullying and violence. I am in charge and I will help others resist drugs and violence in a time of weakness. I pledge to say NO to all illegal drugs, the abuse of substances, and violence!

Contact me at 262-786-4141 or sbrown@elmgrovewi.org

www.elmgrovewi.org

www.darewisconsin.org

www.dare.org

OTHER PUBLIC RELATIONS EFFORTS

CITIZEN POLICE ACADEMY ... began in 1998. It is safe to say each has come away with a greater understanding of what we do and the challenges we face. Our staff has learned from participants their perceptions, priorities, and concerns ... invaluable information to help us be more effective. Perhaps the best measure of success is the creation of an Alumni Association - by the graduates themselves - to continue their involvement with the Department. For more information about the Citizen's Police Academy, see the personnel section.

EXPLORER POST 177... has provided well over 120 teenagers the chance to learn about law enforcement and law enforcement officers. At least 25 alumni that we know of have pursued Criminal Justice careers, including, Sergeant Natalie Hudzinski, Assistant Chief Gus Moulas [ret.] and Chief Jim Gage. Just as importantly, dozens more are going through their lives with positive insights and attitudes regarding the police because of their experiences in this program. For more information about Explorer Post #177, see the Personnel Section.

SAFETY VILLAGE ... each August we have the chance to positively influence several dozen preschool children (and their parents). The opportunity to work with the Junior Guild, as an important influence in the community, is seen as a real positive for us. Each year one officer is assigned to assist with instruction of important safety tips for our youngest of residents.

ANNUAL BICYCLE SAFETY PROGRAM ... each June the village has hosted this fun safety program for all area children, drawing 200-300 participants, and almost as many parents. The past few years, Park and Rec. has taken over the management of the program and the Brookfield Police Department and Elmbrook Hospital have joined us in making this a true community event. Our bicycle patrol officers and on-duty personnel always take advantage of meeting the public, by attending this program.

COLLEGE INTERN PROGRAM ... almost every semester, we host a Criminal Justice college student for a ride-along program in which we evaluate the student, and for which they receive three credits. UW-M, Marquette, WCTC and MATC all have placed students with us. This program helps our Field Training Officers maintain their skills, gives the student a positive, inside look at our Department, and maintains valuable relationships with the Universities and Voc- Techs.

BUSINESS SECURITY CHECKS ... we spend some 1100 hours each year checking the security of closed businesses, and the business community's sense of safety is well worth it. Though they rarely enjoy middle-of-the-night calls when doors or windows are found open, they realize and appreciate our vigilance. Through this function we maintain on-going relations with them, as we do through the process of updating and maintaining our "key holder" list.

RESIDENTIAL (VACATION) HOUSE CHECKS ... a program where a home owner can advise the police department that the residents will be away from the home and provide pertinent information about key holders and property condition, should something happen while the home owner is away. Officers will also check the home, from time to time, to ensure that there are no crime inviting issues or emergent problems with the property (i.e. burst water pipe, storm damage, etc.).

SECURITY NOTICES ... are another P.R. tool we use to encourage security awareness and assure citizens of our vigilance. Printed reminders inform them of open garage doors, mail & papers accumulated, or other crime-inviting situations.

AUTOMOBILE LOCK-OUT RESPONSES ... provide a convenient service to forgetful or careless motorists. Though very few Departments continue this function due to workload or liability concerns, it provides us the chance to perform as "rescuers" rather than our more common role as "enforcer": pure public relations!

AUTO SAFETY CHECKS ... certifications necessary for school personnel to transport students in their private vehicles. If we didn't do it, they would have to go to State Patrol Headquarters. Our image as "team players" is enhanced by this fairly simple service: the convenience is really appreciated by school staff.

FINGERPRINTING SERVICES ... is another convenient public service we offer to our residents or business people. These fingerprints are needed for securities licenses, adoptions, bartender licenses, and other employment requirements. While under no obligation to perform this service, we welcome the opportunity to meet and serve our citizens.

"NO PARKING" SIGN PROGRAM ... is yet another way we meet and serve our residents and service clubs. In what I believe is a unique program, we loan "No Parking" signs on posts to anyone holding special events that will likely generate parking problems. This system has citizens accepting joint responsibility with us for maintaining public peace and order - a concept all too rarely seen these days, and one of the main reasons, I'm convinced, of this community's low crime rate.

McGRUFF PROGRAM FOR YOUNGER CHILDREN ... gives us, in addition to Safety Village, positive contact with preschoolers on up to 4th graders, with age appropriate messages about "stranger danger", obeying rules, theft, etc.

SCOUTING CITIZENSHIP BADGE TOURS ... give us the chance to show off our facility and explain our role in society to Cub Scouts and Brownies, who earn merit badges for the exercises. We typically give 2-4 such tours each semester, showing the police as the "good guys" to some 70 children per year.

CIVIC GROUP PRESENTATIONS ... we regularly provide speakers to civic groups such as the Rotary, Legion Post, Business Association, St. Mary's Senior Center, and others on specific topics or areas of general safety concerns. We're always pleased to give these presentations, and regardless of the group or the topic, a common theme is always "working together to make this a better community."

SPECIAL EVENT COORDINATION ... is one of the "fun" public relations arenas in which we participate. In an environment of mutual respect and community service, we help plan and coordinate the Memorial Day parade, 4th of July activities, soccer and tennis tournaments, Easter egg hunts, Rec programs, large funeral processions, and special school activities, to name a few. Working with the civic groups, schools, business groups, and other Village Departments is most rewarding, as is contributing to the success of these events, which help make this the great community that it is.

NOTARY PUBLIC SERVICES ... are available to the community at no charge. We usually have a Notary available from 8:00 A.M. to 4PM.

"TRAUMA" TEDDY BEARS ... are stocked in all patrol cars, the ambulance, and a fire truck. The value to a traumatized youngster of a huggable stuffed animal amid the turmoil of an auto accident, medical emergency, fire, or domestic dispute must be seen to be appreciated. This is another two-level public relations program: we (and the kids) "win" when we hand out a teddy bear; and our interaction with the service organizations that provide the toys is great community public relations in and of itself.

RADAR TRAILER ... purchased with a private citizen donation, conveys to drivers our sincere interest in traffic safety. No tickets are written: the only goal is motorist awareness and voluntary compliance with speed laws. Our website & in-person request programs foster even more citizen involvement and create yet another opportunity for us to work side by side with residents toward a safer community.

CITIZEN CONCEALED CARRY TRAINING ... This past winter the Elm Grove Police Department conducted four Concealed Carry Weapons classes which were open to the public. The course consisted of a variety of topics including basic fundamental firearm safety, safe carry considerations, proper storage of weapons, legal implications of the Concealed Carry law and the use of deadly force. The course was taught by the Elm Grove Police department's state certified firearms instructors and provided the required instruction needed for citizen's to obtain their Wisconsin concealed carry weapons permit. Sixty citizens attended the classes, so far.

HIGH VISIBILITY ENFORCEMENT (HVE) IMPAIRED DIVING TASK FORCE ... The Elm Grove Police Department is a participating agency in the Southeast Wisconsin Multi-Jurisdictional Drunk Driving Task Force. The task force is a group of agencies dedicated to the concentrated and coordinated effort to reduce impaired driving through high visibility enforcement (HVE) and education.

MUNICIPAL COURT

COURT BAILIFF DUTIES

The Court Bailiff duty assignment is performed by sworn police officers. Officer salary, while performing this function, is paid by the Municipal Court operating budget.

Officers assigned to Court Bailiff duties are responsible for, but not limited to, the following duties:

- Security and protection of all persons attending Municipal Court.
- Call to order the Municipal Court session and introduce the Judge.
- Maintain proper order and decorum as directed by the Court.
- Be available to Court personnel and be present in Municipal Court, during the duration of the assignment.
- Be accepting of learning new tasks to assist Court personnel in maintaining efficient and effective operations.
- Be able to answer basic questions about Court procedure without providing advice to defendants.
- Maintain a competent and professional uniformed presence.
- All other lawful duties as assigned by the Court Clerk and Municipal Judge.

Municipal Court Operations

2012 Actual	2013 Actual	2014 Actual	2015 Budget	2015 estimated	2016 Proposed
\$114,641	\$109,043	\$82,129	\$93,200	\$84,850	91,845

Department Description:

Functions

This program provides for costs associated with the processing, prosecution, adjudication, and appeal of approximately 3700 municipal cases per year, and all associated record keeping.

Personnel

Judge	Part-time elected position
Court Clerk (police department employee)	.5 FTE
Records Clerk (part-time police employee)	.3 FTE
Bailiff- Police Officer (overtime)	75 hrs per yr

Services/Duties

- Track each municipal citation from issuance to final adjudication;
- schedule initial appearances and trials;
- reconcile fines collected and distribute funds as required by law;
- coordinate appeals and jury trial requests;
- reconcile and distribute bails collected;
- effect court-ordered drivers license/registration suspensions;
- maintain court docket;
- prepare for and manage court nights;
- provide trial transcriptions and discovery demand records;
- Coordinate all functions with Municipal Judge, Municipal Attorneys, Police Department, and defendants/defense attorneys.

MISCELLANEOUS

Reportable Traffic Accidents

In 2015, 166 reportable traffic accidents occurred in the Village of Elm Grove. This represents a 3.11% increase in accidents compared with 2014. 132 resulted in property damage only, and 34 accidents resulted in personal injuries. There were no fatal accidents in 2015.

Reportable accidents are any accidents which involve at least one motor vehicle in transport and result in injury or fatality of a person, or total damage to one person's property to an apparent extent of \$1,000 or more, or damage to government-owned property to an apparent extent of \$200.00 or more (except government-owned vehicle which is \$1,000).

ACCIDENTS	2014	2015	2015 (-) 2014 Comparison
Motor Vehicle Accident - Fatal	0	0	XXXX
Motor Vehicle Accident - Personal Injury	29	34	17.24%
Motor Vehicle Accident - Property Damage Only	132	132	0.00%
TOTAL MOTOR VEHICLE ACCIDENTS	161	166	3.11%

Motor Vehicle Fleet

The Elm Grove Police Department maintains a fleet of nine vehicles. Vehicles are funded through the capital budget. Two cars are purchased during even years and one car is purchased during odd years. The 2015 maintenance budget was \$9,000.00. A \$1,000.00 decrease from 2014. The 2015 budgeted fuel costs were \$38,000.00. A \$7,000.00 decrease from 2014. Five out of the nine vehicles are used twenty-four hours per day. **In 2014, the total amount of vehicles for the police department was reduced from nine to eight.** The vehicles are assigned, as follows:

- 1998 Chevy van. Received via the 1033 program at no cost to the Village. The transport van is shared between general government, park and recreation and the police department. Since almost all of our training is off-site, the van is used to haul firearms training equipment. It has also been used for surveillance assignments. **This vehicle was repurposed to the highway department in 2014.**
- 2009 Ford Expedition. Used for school assignments, training and by volunteers for assigned functions.
- 2015 Ford Police Interceptor. Shift Commander marked vehicle. Secondary front-line patrol use.
- 2011 Ford Expedition. Assigned to primary use by the Detective and Assistant Chief. Also, used by patrol for non-marked use, during inclement weather conditions, or when patrol vehicles are out of service, due to repairs.
- 2013 Ford Police Interceptor SUV. Used by the Lieutenant and Assistant Chief.
- 2013 Ford Police Interceptor SUV. Tertiary patrol use.
- 2013 Ford Police Interceptor SUV. This is a single use vehicle, currently assigned to the Police Chief.
- 2014 Ford Police Interceptor SUV. Primary patrol use.
- 2014 Ford Police Interceptor SUV. Primary patrol use.

ELM GROVE POLICE DEPARTMENT

MEMO

January 5, 2016

TO: DAVID DE ANGELIS, VILLAGE MANAGER

FROM: JAMES P. GAGE, CHIEF OF POLICE

SUBJECT: 2015 CAR/DEER ACCIDENT UPDATE

The following is an update to the annual memo detailing car-deer accidents. The 2015 accidents have been added to the running totals listed below.

Car-Deer Accidents

A review of such reported accidents from 1992 through 2015 reveals the following:

FREQUENCY

YEAR	CAR-DEER ACCIDENTS	TOTAL ACCIDENTS	CAR-DEER % OF TOTAL
1992	11	250	4.4
1993	10	262	3.8
1994	11	301	3.7
1995	17	291	5.8
1996	10	296	3.4
1997	5	307	1.6
1998	13	297	4.4
1999	10	245	4.1
2000	8	293	2.7
2001	5	261	1.9
2002	13	232	5.6
2003	11	241	4.6
2004	11	202	5.5
2005	12	227	5.3
2006	3	234	1.3
2007	5	210	2.3
2008	4	222	1.8
2009	6	165	3.6
2010	17	155	10.9
2011	5	168	2.9
2012	6	170	3.5
2013	7	183	4.0
2014	7	209	3.4
2015	7	167	4.2

MONTH

	<u>2015</u>	<u>1992-2014</u>	<u>1992-2015</u>		<u>2015</u>	<u>1992-2014</u>	<u>1992-2015</u>
JAN	1	17	18	JULY	0	11	11
FEB	1	12	13	AUG	0	13	13
MARCH	0	10	10	SEPT	1	9	10
<u>1st Qtr Total</u>	<u>2</u>	<u>39</u>	<u>41</u>	<u>3rd Qtr Total</u>	<u>1</u>	<u>33</u>	<u>34</u>
<hr/>				<hr/>			
APRIL	0	11	11	OCT	0	24	24
MAY	2	8	10	NOV	2	49	51
JUNE	0	12	12	DEC	0	31	31
<u>2nd Qtr Total</u>	<u>2</u>	<u>31</u>	<u>33</u>	<u>4th Qtr Total</u>	<u>2</u>	<u>104</u>	<u>106</u>

TIME OF DAY

	<u>2015</u>	<u>1992-2014</u>	<u>1992-2015</u>		<u>2015</u>	<u>1992-2014</u>	<u>1992-2015</u>
12M - 1A	0	8	8	12N - 1P	0	6	6
1A - 2A	0	4	4	1P - 2P	0	2	2
2A - 3A	0	0	0	2P - 3P	0	2	2
3A - 4A	0	2	2	3P - 4P	1	5	6
4A - 5A	0	2	2	4P - 5P	0	11	11
5A - 6A	0	4	4	5P - 6P	2	16	18
6A - 7A	0	7	7	6P - 7P	2	12	14
7A - 8A	0	13	13	7P - 8P	1	20	21
8A - 9A	0	7	7	8P - 9P	1	27	28
9A - 10A	0	5	5	9P - 10P	0	25	25
10A - 11A	0	4	4	10P - 11P	0	9	9
11A - 12N	0	6	6	11P - 12M	0	10	10

LOCATION

	<u>2015</u>	<u>1992- 2014</u>	<u>1992- 2015</u>
Bluemound Rd: 12400 - Sunnyslope	0	100	100
Bluemound Rd: Sunnyslope - Moorland	1	27	28
TOTAL BLUEMOUND RD.	1	127	128

Bluemound Rd.	0	127	127
Pilgrim Pkwy.	2	42	44
Highland Dr.	1	16	17
Elm Grove Rd.	0	6	6
Other	3	16	19
TOTAL	6	207	213

DEER CULLING SAFETY MANAGEMENT

The goal population for deer within Village borders is 25 deer per square mile of habitat. This population goal was established by referencing the Milwaukee Metro Unit (77M) whose deer population had been similarly established (Southeastern Wisconsin Urban Deer Taskforce Final Report 1994). Population goals range from 10 – 35 deer per square mile of habitat throughout the state depending on habitat, climate and human condition. Monitoring of the deer population annually confirms the Village is achieving the determined goal population.

Elm Grove's deer habitat includes the area of .79 square miles or 504 acres. Therefore, if the deer population increases to more than 25 deer per square mile of habitat, or 20 deer, then the deer are actively managed. Deer may be managed to half the habitat amount, or 10 deer.

The police department, by direction of the Police Chief, oversees and inspects all deer sharpshooting locations. The Village contracts with Wildlife Management Services to maintain deer populations in Elm Grove.

Access to prior deer sites has been limited, compared to past years. As a result, the village board approved the netting of deer. This will allow deer culling without having to gain neighbor approval, since no firearm is involved. In 2014-2015 we removed 8 deer by netting. Total cost, \$7,320.00 or about \$915.00 per deer. This cost is expected to be higher in 2016, since the DNR and state Department of Health require additional testing and recording of deer kills, by the contractor, due to chronic wasting disease. This cost is expected to be passed to the Village.

PROGRAM BUDGETS

Police Department Operations

2012 Actual	2013 Actual	2014 Actual	2015 Budget	2015 Actual	2016 Proposed
\$2,100,207	\$2,234,524	2,055,838	\$2,121,200	\$2,056,754	2,135,625

Department Description:

This program provides funding for costs associated with preventative patrol; criminal and traffic law enforcement; investigations; requests for assistance; community problem-solving; maintenance of the peace; prosecution of offenders; community education and awareness; records maintenance; and assistance to other Village Departments.

PERSONNEL:	Full-time Equivalency FTE
Police Chief	1
Assistant Chief	1
Lieutenant	1
Sergeant	3
Detective	1
Patrol Officers	10
Subtotal- sworn officers	17
Administrative Assistant (part-time court)	.5
IT manager (shared with General Government)	1
Administrative clerk	.3
Total	18.8
<p>In 2011, the Department contracted for the services of two crossing guards that work ½ hour each day, during the school year, at Watertown Plank Road and Church Street. In 2012, the Village installed lighted crosswalks, and guard service was discontinued.</p>	

Services/Duties

PATROL: High-visibility preventative patrol establishes a police presence and sense of security in the community, while officers are on watch for

- traffic, criminal and Village code violations,
- hazardous conditions;
- crime-inviting situations;
- persons in need of assistance;
- opportunities for citizen interaction.

TRAFFIC: Activities aimed at maintaining and improving traffic safety and orderliness. Includes:

- accident investigation;
- traffic enforcement;
- parking enforcement;
- assisting motorists;
- investigating traffic complaints and suspicious vehicles;
- bicycle code enforcement;
- traffic management at special (planned or unplanned) events.

CRIMINAL:

- Investigation and reports on criminal activities;
- evidence processing and storage;
- felony and misdemeanor apprehensions;
- prisoner processing;
- non-arrest and juvenile dispositions;
- other investigations;
- field interviews;
- special details;
- case management;
- false alarm management.

ADMINISTRATIVE & GENERAL:

- Building and residential checks;
- animal calls;
- assist citizens;
- assist other Village Departments (including EMS as EMT-Basics and Paramedics);
- municipal & circuit court preparation and testimony;
- public relations;
- crime prevention;
- department administration- internal affairs, policy development, recruitment, coordination, training, personnel supervision and development;
- equipment service;
- planning and budgeting,
- records management
- supervision and management of dispatch
- management and scheduling of municipal court security.

Dispatch Department Operations

2012 Actual	2013 Actual	2014 Actual	2015 Budgeted	2015 Estimated	2016 Proposed
\$408,834	\$417,732	\$407,975	447,315	468,505	485,950

Department Description:

This program provides funding for costs associated with maintaining the Dispatch Center, the community's only 24 hour/day, 7day/week link with their local government. Program also provides clerical and record keeping function to police; and communication services to Police, Fire and EMS Departments; and off-hours communications to Public Works and General Government.

<u>PERSONNEL:</u>	Full-time Equivalency FTE
Dispatchers	6 FTE

Services/Duties

DISPATCH:

- Receive and react to all citizen calls for service, information and emergency (911) assistance.
- Provide communications for Police, Fire, EMS;
- Provide after-hours service to Public Works and General Government.

CLERICAL:

- Perform all routine clerical services for Police Department, including the time-critical transcription of reports needed for court proceedings.
- Maintain numerous databases (ie: keyholders, master name index, home check list, etc.)
- Perform initial record keeping for Fire and EMS calls.
- Provide walk-in service for Police, EMS, and Fire.
- Provide after-hours security monitoring for entire complex, and at all times for officer's prisoner processing.

POLICE FIVE YEAR CAPITAL BUDGET

Village of Elm Grove
5 Year Capital Budget
Years 2015-2019

Department/Capital Item	2015	2016	2017	2018	2019	total 15-19
<u>Police</u>						
Patrol Vehicles	35,000	62,000	35,000	62,000	32,000	226,000
Replacement of 911 Equipment	85,000					85,000
TIME Terminal Package		5,000				5,000
Mobile Data Terminals (laptops for squads)					35,000	35,000
Replacement of sidearms		18,000				18,000
Replacement of Tasers			8,000		8,000	16,000
Fingerprint Scanner			17,000			17,000
Multi-channel voice logger				20,000		20,000
Police In-Car and Lockup Video Camera System				45,000		45,000
Office Furniture Updates					35,000	35,000
Police Total	120,000	85,000	60,000	127,000	110,000	502,000

REVENUES

<u>Fines, Forfeitures and Penalties</u>	2012 Actual	2013 Actual	2014 Actual	2015 Estimated	2016 Budgeted
Court Fines Collected	277,833	251,470	243,996	285,000	265,000
Court Fine Expense	(120,639)	(95,493)	(85,939)	(114,000)	(106,000)
Fines, Forfeitures and Penalties	157,194	155,977	158,057	171,000	159,000