



ELM GROVE POLICE DEPARTMENT

ANNUAL REPORT

2025

CHIEF JASON HENNEN



Citizens of Elm Grove
President James Koleski
Members of the Village Board
Elm Grove Police Commissioners
Mr. Tom P. Harrigan, Village Manager

Dear Ladies and Gentlemen:

It is with great pleasure that I present the 2025 Elm Grove Police Department Annual Report. I am very pleased with our staff's contributions this past year, as they trained new officers and dispatchers while continuing to remain proactive in their enforcement efforts. Much like 2024, these achievements were accomplished while overall staffing levels were often at minimum levels. Recruitment throughout the law enforcement profession continues to be challenging due to a limited number of qualified applicants for sworn officer positions. The department reached full staffing in September 2025; however, due to a retirement, the department ended the year one officer below authorized strength.

This past year showed a 10.87% increase in police activity, with a 3.62% increase in criminal activities investigated by the department. Part I offenses increased by 24.32%. As reflected in communities with lower overall crime volume, small numerical changes can result in larger percentage fluctuations. Traffic enforcement continues to be a high priority for the department, particularly speed enforcement, as maintaining safe roadways for both vehicular and pedestrian traffic remains a core focus. Officers remained persistent in their enforcement of traffic violations throughout the year.

All non-probationary Elm Grove police officers are trained Emergency Medical Technicians and are dispatched to all EMS-related calls for service. In 2025, officers responded to 353 EMS calls, representing a 6.3% increase from the previous year. The Elm Grove Police Department continues to play an integral role in supporting emergency medical services within the Village. Cooperative efforts with neighboring law enforcement agencies also remained consistent, with Elm Grove officers assisting in several critical incidents in nearby jurisdictions and serving on the Suburban Mutual Aid Response Team (SMART), Major Investigations Unit (MIU), and Suburban Critical Incident Team (SCIT). The department likewise utilized these teams for various incidents and planned events throughout the year within the village.

The 2025 calendar year marked the second full school year of placing an Elm Grove police officer as a School Resource Officer (SRO) at Pilgrim Park Middle School. This position is funded by the Elmbrook School District with minimal cost to the Village and has provided a valuable law enforcement resource for students, staff, and parents.

I wish to thank the citizens of Elm Grove for the opportunity to serve the Village in 2025 and the Elm Grove Village Board for their continued support. The Elm Grove Police Department is grateful to the Village Board, our residents, and community groups for their assistance in accomplishing our mission. Finally, I extend my sincere appreciation to the members of the Elm Grove Police Department for their dedication, professionalism, and service to the community throughout the past year.

Sincerely,

Jason R. Hennen

Jason R. Hennen
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;

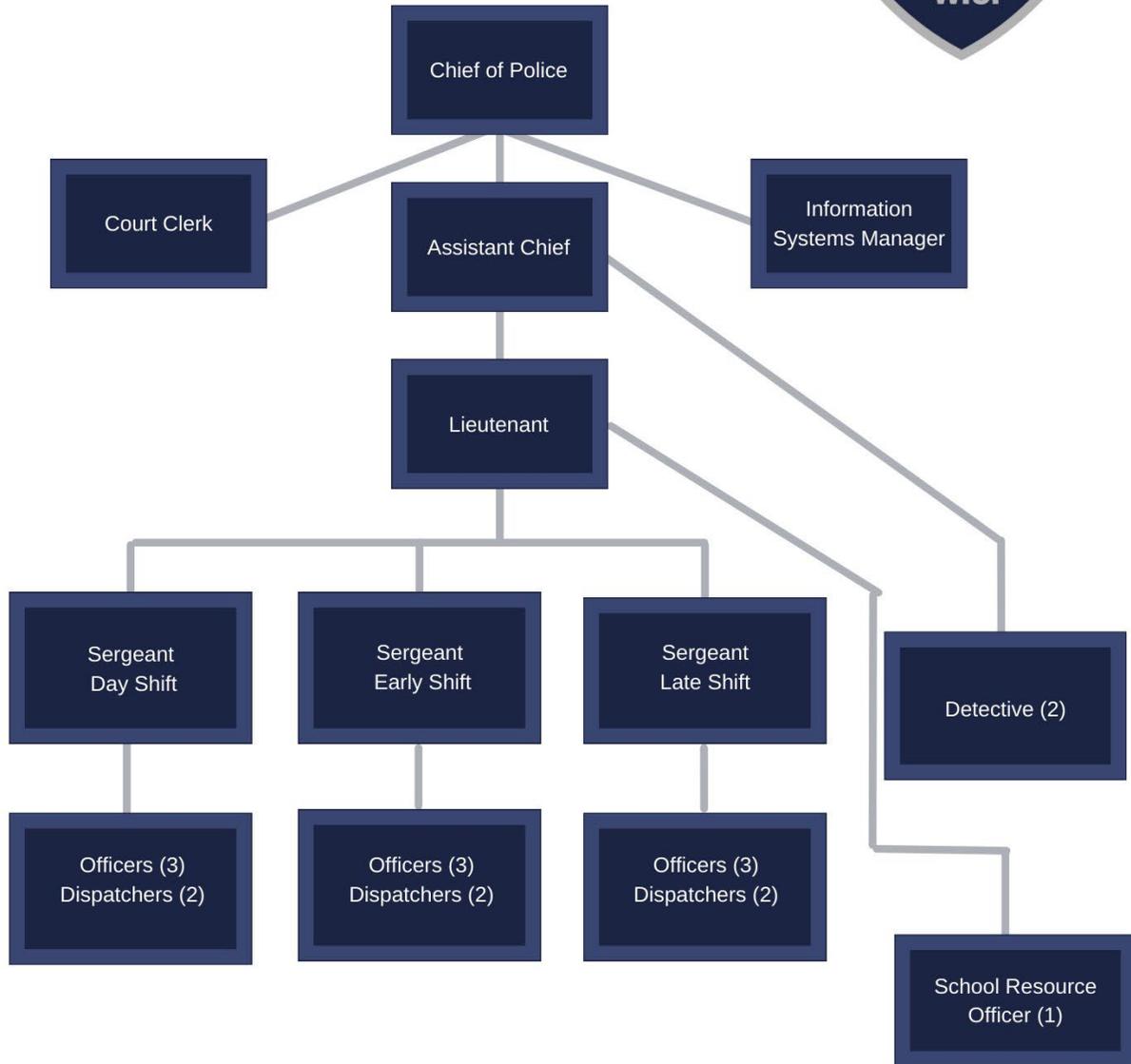
Recognize the importance of planning functions to develop programs which will address major goals and objectives of the Department;

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

Organizational Chart



PERSONNEL ACTIONS

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

Command Staff

Chief of Police –	Jason Hennen
Assistant Chief – Administrative and Investigations Command	Ryan Unger
Lieutenant of Police – Operations and Communications Command, SCIT Negotiator	Natalie Riley
Sergeant of Police – Officer Supervisor, TASER and DAAT Instructor, Evidence Technician, Equipment Manager	Preston Nobile
Sergeant of Police – Officer Supervisor, CPA Coordinator	Christopher Douglas
Sergeant of Police –Officer Supervisor	Paul Weber

Investigations

Detective –Evidence Technician, Fire Investigator	Craig Mayer
Detective – Evidence Technician, Fire Investigator	Sean Lenardic

Patrol

Police Officer – Field Training Officer, Firearms Instructor, SCIT Operator	Evan Schano
Police Officer – SRO	Steven Weber
Police Officer – Evidence Technician, Back-up SRO, Field Training Officer, Fire Investigator	Hannah Martin
Police Officer – Civil Disturbance Unit, Field Training Officer, Taser Instructor, Back-up SRO, DAAT Instructor	Alexander Hockett
Police Officer –	Patrick Sykes
Police Officer – Firearms Instructor, Field Training Officer	Kyle Karasti
Police Officer-	Brent Sluka
Police Officer- (Separated during probation – April 2025)	Amy Heggie
Police Officer - (Hired – January 2025)	Nathan Anhalt
Police Officer - (Hired – July 2025)	Jared Peterson
Police Officer - (Hired – August 2025)	Peter Holmes
Police Officer – (Hired - September) DARE Officer	Alexa Billstrom

Communications

Dispatcher – TIME Agency Coordinator, Advanced TIME certified, Emergency Medical Technician, EMD	Carolyn Gasse
Dispatcher – Emergency Medical Dispatcher (EMD), Advanced TIME certified, Dispatcher trainer	Wendy Priest
Dispatcher – Emergency Medical Dispatcher, Advanced TIME certified, Dispatcher trainer	Marissa Hipp
Dispatcher – (Resigned July 2025)	Sara Courtier
Dispatcher- Emergency Medical Dispatcher (EMD), Advanced TIME certified	Carlee Mayer
Dispatcher- Emergency Medical Dispatcher (EMD) (Hired March 2025)	Jeffrey Holmes
Dispatcher – (Hired June 2025)	Heather Hamilton

Support Staff

Court Clerk/Administrative Assistant (shared position with Municipal Court)	Mary Doyne
Information Systems Manager	Iaqam Hans
Part-time In-Court assistant	Priscilla Rollmann

Elm Grove Police and Fire Commission

Members

Robert Haugh, President
Gus Moulas, Vice President
Tina Evens
David Beaumier
Eric J. Peter

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:

August 4, 2025 – The Commission interviewed police officer candidates and appointed Alexa Billstrom to the position of patrol officer.

December 15, 2025 – The Commission interviewed detective candidate and appointed Hannah Martin to the position of detective.

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.

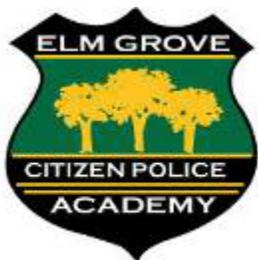
STRUCTURE

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

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, lidar/radar/speed trailer, office remodeling and even a gazebo and brick 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, alcohol and tobacco compliance checks and traffic and crowd control duties for Memorial Day, Fourth of July, and 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.).

	2020	2021	2022	2023	2024	2025	2025 (-) 2024 Comparison	2025 vs Previous 5 Yr Average
TOTAL ACTIVITY	6362	6481	8093	8225	7664	8497	10.87%	15.37%
Complaints Investigated	3867	3971	3955	3833	3837	3976	3.62%	2.29%
Traffic Stops	3858	2391	2526	4260	3827	4521	18.13%	29.98%

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 2025 the Crime Index for Elm Grove was 46. This figure represents a 24.32% increase in crime, compared with 2024. The 2025 vs. the previous five-year average shows an overall 24.32% decrease. When dealing with small numbers, changes in those numbers represent large percentage changes.

PART I CRIMES:	2020	2021	2022	2023	2024	2025	2025 (-) 2024 Comparison	2025 vs Previous 5 Yr Average
1. Homicide	0	0	0	0	1	0	100.00%	100.00%
2. Sexual Assault	2	3	3	2	2	5	150.00%	108.33%
3. Robbery	0	2	1	0	0	0	0.00%	0.00%
4. Assault	0	2	0	1	2	5	150.00%	400.00%
5. Burglary	5	2	5	7	3	4	33.33%	-9.09%
6. Theft	113	48	35	24	32	32	0.00%	-36.51%
7. Auto Theft	1	7	1	3	2	0	-100.00%	-100.00%
PART I TOTALS	121	64	45	37	42	46	24.32%	-28.13%

Adult Arrests & Juvenile Apprehensions

The following table represents a two year comparison of adult arrests and juvenile apprehensions in the Village of Elm Grove. In 2025 there was a increase in adult apprehensions while juvenile apprehensions remained the same compared to 2024. 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. As of 2014, we no longer make custody arrests for some traffic offenses, resulting in slightly lower arrest numbers.

Adult Arrests and Juvenile Apprehensions						
Offense	Adult		Juvenile		Total	
	2024	2025	2024	2025	2024	2025
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses - Forcible	0	0	0	1	0	1
Sex Offenses - Nonforcible	0	0	0	0	0	0
Aggravated Assault	0	1	0	0	0	01
Simple Assault	1	2	1	0	2	2
Kidnapping/Abduction	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Human Trafficking	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Burglary	2	1	0	0	2	1
Theft						
<i>Theft - Pocket-Picking</i>	0	0	0	0	0	0
<i>Theft - Purse Snatching</i>	0	0	0	0	0	0
<i>Theft - Shoplifting</i>	2	8	1	1	3	9
<i>Theft from Building</i>	1	9	0	0	1	9
<i>Theft from Coin Operated Machine</i>	0	0	0	0	0	0
<i>Theft from Motor Vehicle</i>	0	0	0	0	0	0
<i>Theft of Motor Vehicle Parts</i>	0	0	0	0	0	0
<i>Theft - All Other Larceny</i>	3	5	0	0	3	5
Motor Vehicle Theft	0	0	0	0	0	0
Stolen Property Offenses	1	3	0	0	1	3
Arson	0	0	0	0	0	0
Counterfeiting/Forgery	0	4	0	0	0	4
Fraud Offenses						
<i>Fraud - False Pretenses</i>	0	1	0	0	0	1
<i>Fraud - Credit Card/ATM</i>	0	0	0	0	0	0
<i>Fraud - Impersonation</i>	0	1	1	0	1	1
<i>Fraud - Welfare</i>	0	0	0	0	0	0
<i>Fraud - Wire</i>	0	0	0	0	0	0
<i>Fraud - Identity Theft</i>	0	0	0	0	0	0
<i>Fraud - Hacking/Computer Invasion</i>	0	0	0	0	0	0
Embezzlement	0	0	0	0	0	0
Extortion/Blackmail	0	0	0	0	0	0
Bribery	0	0	0	0	0	0
Destruction/Vandalism	3	2	0	1	3	3
Weapon Law Violations	5	8	0	0	5	8
Prostitution Offenses	0	0	0	0	0	0
Drug/Narcotic Violations	19	30	1	2	20	32
Drug Equipment Violations	1	11	0	0	1	11
Gambling Offenses	0	0	0	0	0	0
Pornography	0	0	0	0	0	0

Animal Cruelty	0	0	0	0	0	0
Bad Checks	0	0	0	0	0	0
Curfew/Loitering/Vagrancy	0	1	1	4	1	4
Disorderly Conduct	9	11	5	2	14	13
Driving Under the Influence	16	27	0	0	16	27
Family Offenses, Nonviolent	0	0	0	0	0	0
Liquor Law Violation	0	2	0	0	0	2
Peeping Tom	0	0	0	0	0	0
Trespass of Real Property	1	1	0	0	1	1
All Other Offenses	22	26	3	2	11	28
TOTALS	72	154	13	13	85	165

Traffic and Parking Enforcement Dispositions

The following table represents traffic and parking enforcement dispositions in the Village of Elm Grove. In 2025, there were 2482 citations issued for traffic related violations which was a 3.81% increase in citations from the previous year. 2384 warnings were issued for traffic related offenses which represents a 4.56%% decrease from the previous year. 101 parking citations were issued in Elm Grove which represents a 8.18% decrease in parking citations compared to the previous year.

TOTAL CITATIONS	2024	2025	2025 (-) 2024 Comparison
Traffic Citations	2391	2482	3.81%
Verbal Warnings	2498	2384	-4.56%
Parking Citations	156	101	-35.26%

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	2024	2025	2025 (-) 2024 Comparison
Operate After Revocation/Suspension Registration	64	81	26.56%
Non-Registration of Vehicle	204	296	45.10%
Operate While Intoxicated	18	25	38.89%
Operate Without Valid License	98	77	-21.43%
Operate After Revocation/Suspension License	289	346	19.72%
Exceeding Speed Zones	898	1261	40.42%
Seat Belt Violation	5	1	-80.00%
Operate Motor Vehicle Without Insurance	61	46	-24.59%

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 all incident reports.
- 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 and community 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 communiqués 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 2025. The actual type of call could change or be deemed “unfounded” upon further investigation.

CALLS FOR SERVICE BY CATEGORY								
Call Type	2024	2025	Call Type	2024	2025	Call Type	2024	2025
911 Verify	231	223	Death Investigation	5	5	Ordinance Violation	214	305
911 Malfunction	0		Disabled Vehicle	154	125	Parking Complaint	45	64
911/TDD Test	30	19	Disorderly Conduct	20	54	Patrol Information	27	23
Abandoned Vehicle	10	5	Domestic Dispute	6	5	Prisoner Transport	1	1
Abducted	0	0	Duty Injury	3	2	Public Accident	5	7
Accident - Bike/F/PI/PDO	0	1	Court Order Violation - TRO/DOM/INJUNC	4	6	Public Service	562	521
Accident - Deer/F/PI/PDO	4	2	Open Door/Window Business	152	104	Recovered Property	52	62
Accident - Fatal	1	1	Open Door/Window Residence	85	235	Request Mutual Aid for Ambulance	7	17
Accident - Property Damage Only	117	120	Extra Patrol Request	63	66	Request Mutual Aid for Fire	2	0
Accident - Pedestrian F/PI/PDO	0	1	Fight	1	0	Request Mutual Aid for Police	54	62
Accident - Personal Injury	9	15	Fire Department Call	70	49	Robbery	0	0
Accident - Train F/PI/PDO	0	0	Fire Alarm	34	47	Sex Offense	3	4
Accident - Unknown	6	3	Fireworks Complaint	5	10	Snow Complaint - Plow/Throw	0	0
Alarm - Business	35	62	Fugitive Warrants - All	3	4	Speed Trailer Deploy	16	13
Alarm - Residential	58	47	Gas Skip	0	1	Suspicion-General	76	67
Alarm - Vehicle	1	2	General Transport	0	0	Suspicious Person	75	89
Ambulance Request	332	353	Harassment	1	5	Suspicious Phone Call	8	13
Animal Bite Dog / Cat	7	3	Help - Miscellaneous	0	0	Suspicious Vehicle	124	110
Animal Complaint	101	89	Liquor Law	0	3	Tavern/Tobacco Check	25	41
Area Check	85	96	Lock-out	45	27	Test Call	0	1
Assault	1	0	Lost Property	15	17	Theft	68	79
Assist Invalid	84	85	Assist Other: Ambulance Service	44	32	Transient Merchant	1	4
Bomb Threat	0		Assist Other: Fire Department	22	37	Trespassing	2	2
Burglary	3	3	Assist Other PD: CDU	1	1	Traffic Complaint	85	86
Burning Complaint	5	12	Assist Other PD: MIU	1	1	Traffic Stop	3827	4521
Criminal Damage to Property	4	8	Mutual Assist to Other PD	41	56	Traffic Hazard	214	128
Community Relations	196	185	Assist Other PD: SCIT	6	14	Weather Alert/Warning	28	22
Control Substance / Drugs	0	1	Missing Person	18	12	Zoning Complaint	2	4
Curfew	0	1	Noise Complaint	24	11	TOTAL CALLS:	7,664	8497

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 79 theft offense **calls** reported above, but only 32 theft **cases** reported below. Presumably, 47 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	2024	2025	Class Type	2024	2025	Class Type	2024	2025
01 - Homicide	1	0	18 - Narcotic Law Vio	21	38	35 - Fatal MV Accidents	1	1
02 -Sexual Assault	2	5	19 - Gambling	0	0	36 - Personal Injury Accident	9	19
03 - Robbery	0	0	20 - Family Offenses	0	0	37 - Prop Damage Accidents	89	85
04 - Battery/Agg Assault	0	0	21 - Drunken Driving	17	27	38 - Other Accidents	0	0
05 - Burglary	3	4	22 - Liquor Laws	5	2	39 - Public Accidents	0	0
06 - Theft	32	32	23 - Drunkenness	0	0	40 - Home Accidents	0	0
07 - Motor Veh Theft	2	0	24 - Disorderly Conduct	22	16	41 - Industrial Accidents	0	0
08 - Arson	3	5	25 - Vagrancy	0	0	42 - Firearm Accident	0	0
09 – Other Assaults	0	0	26 - All Other Offenses	28	45	43 - Animal Bite	8	3
10 - Forgery/Counterfeit	2	1	27 - Suspicious	16	7	44 - Suicide	0	1
11 - Fraud	27	27	28 - Curfew Loiter - Juvi	1	3	45 - Suicide Attempt	0	0
12 - Embezzlement	3	0	29 - Runaways	0	0	46 - Death	7	4
13 - Stolen Property	0	2	30 - Lost / Missing	6	2	47 - Sick Cared For	0	0
14 - Vandalism	4	6	31 - Found/Recovered	49	52	48 - Mental Observation	12	31
15 - Weapons	5	7	32 - Traffic Vio Report	86	98	49-Misc Service Report	50	67
16 - Prostitution	0	0	33 - Parking Violation	0	0	50 - Ordinance Violation	9	14
17 - Sex Offenses	2	1	34 - Other Vio Traffic/MVD	10	14	90 - Administrative	39	56
						TOTALS:	479	550

Other Activity:

	2020	2021	2022	2023	2024	2025	2025 (-) 2024 Comparison	2025 vs Previous 5 Yr Average
Business Checks	39463	30043	28186	31428	37712	40326	6.93%	20.86%
Tavern Checks	24	41	30	12	25	41	64.00%	55.30%
Vacant Home Checks	578	278	404	360	479	363	-24.22%	-13.53%
Forfeiture & Fees Collected	170419	183921	214170	276763	251011	293200	16.81%	33.72%

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 180 hours of classroom instruction with practical hands on care and 40 hours of refresher training every three years. 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 equipment to address serious hemorrhage and penetrating trauma. The equipment supplied are to assist officers with devastating gunshot, stabbing injuries, or to assist victims of active shooters. To date, officers have used this specialized equipment to help a construction workers after a mishap with equipment, multiple citizens with a severe femoral artery bleeds, 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 2025, officers responded to 353 calls for emergency medical service, along with providing assistance to seniors who may have fallen but did not require ambulance transport.

	2024	2025
Ambulance Calls	332	353

Detective Bureau

The Detective Bureau is responsible for investigating all major crimes within the Village of Elm Grove and assisting patrol officers with investigations and at crime scenes. The Detective Bureau consist of two detectives, Detective Craig Mayer and Detective Sean Lenardic. The following represents the activity of the Detective Bureau in 2025:

Criminal Investigations: Patrol officers investigated approximately 550 calls for service involving case reports and approximately 39 were directly investigated by the Detective Bureau or forwarded to the Detective Bureau. This does not include continuing investigations from 2024.

Some major crimes from 2025 included:

- 1 Assist MIU investigation.
- 2 Burglary investigations
- 5 Fraud investigations.
- 7 Sex crime investigations, including sexual assault and possession of child pornography.
- 7 Theft investigations.
- 2 Forgery investigation.
- 4 Retail Theft investigations.
- 2 Credit card fraud investigation.
- 4 Identity theft investigations.
- 1 Fatal motor vehicle accident investigation.
- 2 Death investigation.
- 1 Reckless homicide investigation.
- 1 Weapons Offense

In addition to criminal investigations, the Detective Bureau is responsible to conduct background investigations for new police officer candidates and dispatchers.

Property Inventory: The Detectives maintain all evidentiary property and are responsible for the department's property room. In 2025, 255 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 was a total of 16 pieces of evidence returned to owners. The Detectives are 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.

There were numerous cases transmitted to the district attorney's office in 2025. The Detectives work as liaisons between our department and the Waukesha County District Attorney's Office for signing criminal complaints, 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 MIU responsibilities are to respond to major crimes in Waukesha County when called upon.

The Detective Bureau is also responsible for transporting electronic devices to and from the computer forensic labs, for forensic downloads of the data from the devices, during their investigations.

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 Detectives attend monthly meetings with the Wisconsin Area Fraud Investigators Group which discusses the trends of crimes committed in the Southeast Wisconsin area. The Detectives also attend monthly meetings with Southeast Wisconsin Retail Theft Investigators Group. Detective Mayer is also trained in the ERAD system for area wide jurisdictions. The Detectives are also members of the International Association of Financial Crimes Investigators (IAFCI).

The Detectives are also instructors for the Elm Grove Citizen's Police Academy.

The Detectives also attend the same firearms training, Wisconsin State in-service training, EMT training, 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. The Elm Grove Police Department has one officer currently assigned to the team as an operator and a lieutenant is assigned to the team as a negotiator.

2025 was again a busy year for the team compared to annual activations since the team's inception in 2013. SCIT deployed 27 times in 2025 (same as 2024). Since 2020, the team's annual activations have remained steady between 20-30 activations. The types of activations were not as diverse as in the past several years. Of those activations, 14 were for search warrants, mostly related to ICAC investigations. We also had two vehicle assault activations for gold courier scams, two "TRG Only" activations, and five "ARV Only" activations to assist our partner tactical teams. We also were able to accommodate every request for SCIT personnel and team equipment for each of your department's community outreach events in 2025.

Major Investigations Unit (M.I.U.)

This team of officers from Butler, Chenequa, Hartland, Elm Grove, Delafield, Oconomowoc Lake, Pewaukee Police Departments, and Waukesha Sheriff's Department 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. The Elm Grove Police Department has six officers assigned to assist the unit.

2025 Elm Grove personnel assisted with one MIU call.

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 Drug Task Force –

In 2014, the Elm Grove Police department started working in the Waukesha County Metro Drug Unit which was made up of Waukesha County Deputies/Officers from local law enforcement agencies within Waukesha County. In the Fall of 2022, the unit officially transitioned to a Drug Enforcement Administration (DEA) sponsored drug task force and became known as the Waukesha County Drug Task Force. This unit is now a designated Wisconsin County Initiative within the North Central High Intensity Drug Trafficking Area (HIDTA) and includes members of the DEA and Wisconsin Department of Justice- Division of Criminal Investigation. The Elm Grove Police department had an officer assigned to this unit on a part-time basis through November, 2022. Illegal drug activity in our community is a significant and never ending problem. By being a member of the Waukesha County Drug Task Force, 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, task force 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. While we no longer have an officer assigned to this unit, we continue to share information and work collaboratively on an as-needed basis.

Civil Disturbance Unit –

This unit consists of specially trained officers from several law enforcement agencies in Waukesha County. The unit may be called upon by any community to assist with large gatherings and demonstrations, where law enforcement officials feel a large specially trained and equipped team of officers is needed. The department has two officers assigned to this unit.

In 2025, Elm Grove personnel assisted in one CDU deployment.

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 2025, 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 Ryan Unger, FBINA Class #295

Northwestern University, School of Police Staff and Command:



Chief Jason R. Hennen, SPSC Class #149

Assistant Chief Ryan Unger, SPSC Class #310

Lieutenant Natalie Riley, SPSC Class #462

Sergeant Preston Nobile, SPSC Class #518

Sergeant Christopher Douglas SPSC Class #462

Sergeant Paul Weber SPSC Class #602

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 2025, in addition to the Firearms training received during their annual In-service training, most officers received 15 additional hours of firearms instruction. The training program is designed by our Firearms instructors and is overseen by the Chief of Police. The instructors are certified as Firearms instructors by the Wisconsin Department of Justice. Having these instructors on staff enables the Department to train 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 force on force marking ammunition 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 and March, officers trained at the Brookfield Police Department firearms range using their Sig Sauer P320 .40 caliber service handguns. Officers transitioned to their new pistols and pistol-mounted optics, receiving instruction on optic use, handgun fundamentals, and completing the required qualifications.
- In August, officers trained at SRRGC firearms range using their Sig Sauer P320 .40 caliber service handguns and Sig Sauer 516 5.56 NATO rifles. Officers completed training which involved rapid fire, shooting while moving, and handgun transitions.

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, Taser deployments, Taser Policy/Procedure review, and Taser usage within the DAAT Intervention Options. Officers practiced and trained in these techniques, as well as, a review and discussion of the Police Department Aggression Response Policy. Sergeant Preston Nobile and Officer Alex Hockett are the Department's certified DAAT instructors. Annually, each patrol officer receives approximately nine to twelve hours instruction.

- In January, Officers participated in DAAT training that included scenario training, covering intervention options and participating in multiple scenario-based drills to assess their decision-making and application of those options.
- In May, Officers participated in less lethal munitions training.
- In June, Officers participated in Taser skills training as our agency transitioned to the Taser 10.
- Officers also received 4 hours of DAAT training during Police In-Service Training held at Waukesha County Technical College throughout the year.

COMMUNITY SERVICES

ELM GROVE BIKE PATROL

The Elm Grove Police Department has several officers that are trained as bicycle patrol officers. The Department has four 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 four 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 2025, 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. The bike officers will 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. During 2025, the department completed its first full summer using a fleet of three e-bikes, improving officer engagement and accessibility during patrols and community events.

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 any 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 had been teaching DARE since the early 1990's to approximately 2019. Following a five-year pause resulting from staffing shortages and the lack of a certified instructor, the D.A.R.E. program was successfully reestablished by the Department in Spring 2025.

The Department is excited to share that Officer Alexa Billstrom obtained her DARE certification in 2025 and has scheduled her first DARE classes in January of 2026.



School Resource Officer (SRO)

The Elm Grove Police Department is proud to have Officer Steve Weber serving as the School Resource Officer (SRO) at Pilgrim Park Middle School. Officer Weber, a dedicated law enforcement professional with over ten years of experience, assumed this role on January 1, 2024. Since then, he has made a significant impact on the school community by fostering a safe and welcoming environment for students, staff, and families. As an SRO, Officer Weber's responsibilities go beyond security; he plays an integral role in building positive relationships with students, providing mentorship, and supporting educational initiatives. Through daily interactions, he works to bridge the gap between law enforcement and youth, reinforcing trust and mutual respect. His proactive approach includes getting to know students personally, learning their names, and even creating unique handshakes to build rapport across all grade levels.

Officer Weber's outstanding commitment was recently recognized by Pilgrim Park Middle School when he received the **Panther Pride Award**, a new honor passed between staff and students to acknowledge those who make a meaningful impact. A sixth-grade student who nominated Officer Weber highlighted the sense of safety and belonging he brings to the school, stating:

"Officer Weber has made our school a better place by making people feel welcome by learning their name and learning handshakes with people in all grades. Also, he protects our school all school year. For example, it was scary to come to middle school, but he made me feel welcome. Now, because of him, everyone feels welcome."

This heartfelt nomination is a testament to Officer Weber's dedication to the students and staff at Pilgrim Park Middle School. His efforts exemplify the mission of the School Resource Officer program—creating a secure learning environment while fostering strong connections between law enforcement and the community.

The Elm Grove Police Department looks forward to Officer Weber's continued success in the SRO role and remains committed to supporting positive police-student relationships in our schools.



OTHER PUBLIC RELATIONS EFFORTS

NEW IN 2025.....ROLLIN WITH THE COPS... As part of the department's ongoing commitment to community engagement and proactive public safety education, the Elm Grove Police Department hosted *Rollin' with the Cops: Bike & Scooter Safety Night* at Elm Grove Village Park. This family-focused event provided officers with an opportunity to connect directly with residents in a relaxed, positive setting while delivering hands-on bicycle and scooter safety education to local youth. Participants engaged with officers during safety demonstrations, received practical riding tips, and took part in a group ride alongside officers, reinforcing trust and approachability. The event concluded with a community gathering at a local business, further strengthening partnerships and neighborhood relationships. Initiatives such as this reflect the department's emphasis on prevention, education, and meaningful community connection, and the Elm Grove Police Department looks forward to continuing and expanding this successful program in 2026.



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, Lieutenant Natalie Riley, Assistant Chief Gus Moulas (ret.) and Chief Jim Gage (ret.). 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. We did not have an Explorer Post in 2024.

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 ... as staffing permits, 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.

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 AND SCHOOL PRESENTATIONS ... we regularly provide speakers to civic groups such as the Rotary, Business Association, St. Mary's Senior Center, and others on specific topics or areas of general safety concerns. We also provide training and presentations on various topics to staff at Elm Grove schools. 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.

REACH-A-CHILD ... each patrol squad has a bag filled with children's books. When an officer encounters a child in crisis, they take the child to a safe place and the child chooses a book for them to read together, thus giving comfort to the child while also distracting them from the source of trauma.

RADAR TRAILER ... purchased with a private 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. We added a new speed trailer in 2024 which was paid for by a generous donation.

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.
- 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

2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual	2026 Budget
\$99,836	\$113,972	\$122,952	\$114,816	\$122,060	\$125375

Department Description:

Functions

This program provides for costs associated with the processing, prosecution, adjudication, and appeal of approximately 2,400 municipal cases per year, and all associated record keeping.

Personnel

Judge	Part-time elected position
Court Clerk (police department employee)	.6 FTE
Court Assistant	.1 FTE
Bailiff- Police Officer (overtime)	75 hours per year

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 driver's 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 2025, 112 reportable traffic accidents occurred in the Village of Elm Grove. This represents a 16.67% increase in accidents compared with 2024. 88 resulted in property damage only, and 23 accidents resulted in personal injuries, and 1 resulted in a fatality.

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 or more (except government-owned vehicle which is \$1,000).

ACCIDENTS	2024	2025	2025 (-) 2024 Comparison
Motor Vehicle Accident - Fatal	1	1	0.00%
Motor Vehicle Accident - Personal Injury	10	23	130.00%
Motor Vehicle Accident - Property Damage Only	85	88	3.53%
TOTAL REPORTABLE MOTOR VEHICLE ACCIDENTS	96	112	16.67%
Motor Vehicle Accident - Hit and Run	10	14	-40.00%



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 2025 maintenance budget was \$8,000.00. The 2025 budgeted fuel costs were \$30,000. The vehicles are assigned, as follows:

- 2017 Ford Police Interceptor SUV. Used by the Lieutenant and Assistant Chief.
- 2018 Ford Police Interceptor SUV. Used for school assignments, training and by volunteers for assigned functions.
- 2019 Ford Police Interceptor SUV. **Disposed of by Auction in 2025**
- 2022 Ford Police Interceptor SUV. This is a single use vehicle, currently assigned to the Police Chief.
- 2022 Ford Police Interceptor SUV. Secondary patrol use.
- 2023 Ford Police Interceptor SUV. Detective unmarked vehicle.
- 2023 Ford Police Interceptor SUV. Marked School Resource Officer vehicle.
- 2025 Ford Police Interceptor SUV. Primary patrol use. **Acquired in 2024.**
- 2025 Ford Police Interceptor SUV. Primary patrol use. **Acquired in 2024.**
- 2025 Ford Police Interceptor SUV. Shift Commander marked vehicle. Secondary front-line patrol use. **Acquired in 2025.**



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. There were no deer count or culling conducted in 2022, 2023, or 2024.

In 2025, car vs. deer crashes were once again the lowest in 22 years. Over the past few decades, the frequency of car-deer accidents has fluctuated without a consistent trend. Historically, these incidents have accounted for 1.3% to 10.9% of total accidents annually, with an average of 4%–5%. In 2025, only two car-deer accidents occurred, representing 1.8% of the 112 total accidents for the year. This marks a significant decrease from 2022, when seven such incidents comprised 5.3% of the total. The current frequency is among the lowest recorded in recent years.

The consistent decline since the peak in 2010, when car-deer accidents represented 10.9% of total accidents, suggests that culling is not necessary at this time. Several factors may contribute to this downward trend, including improved driver awareness, reduced deer movement in urbanized areas, and habitat modifications like fencing and vegetation control. Together, these measures appear to have successfully mitigated risks, making additional population control through culling unlikely to provide further benefits.

Car-deer collisions currently represent a small proportion of total accidents in Elm Grove and do not pose a significant public safety concern compared to other causes. While higher frequencies in past years might have warranted action, the recent low numbers indicate that culling should only be considered if collision rates or ecological impacts increase in the future.

The Police Department recommends continuing to monitor car-deer collision trends and maintaining alternative preventative measures, such as driver education and habitat modifications. These approaches will ensure public safety without resorting to culling unless necessary.

ELM GROVE POLICE DEPARTMENT

MEMO

January 20, 2026

TO: Tom Harrigan, Village Manager

FROM: Jason Hennen, Chief of Police

SUBJECT: 2025 Car vs. Deer Accident Update

The following is an update to the annual memo detailing car-deer accidents. The 2025 accidents have been added to the running totals listed below.

Car-Deer Accidents

A review of such reported accidents from 1992 through 2025 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	3.8
2014	7	209	3.4
2015	7	167	4.2
2016	7	203	3.4
2017	4	205	1.7
2018	7	173	4.0
2019	6	216	2.7
2020	4	114	3.5

2021	7	119	5.9
2022	7	131	5.3
2023	3	114	2.6
2024	3	96	3.1
2025	2	112	1.8

Jason R. Hennen, Chief of Police

PROGRAM BUDGETS

Police Department Operations

2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual	2026 Budget
\$2,336,254	\$2,359,231	\$2,558,585	\$2,726,082	\$3,039,133	\$2,978,350

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	2
Patrol Officers	10
School Resource Officer	1
Subtotal- sworn officers	19
Administrative Assistant (part-time court)	.4
IT manager (shared with General Government)	1
Total	20.4

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

2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual	2026 Budget
\$527,787	\$510,640	\$541,486	\$563,507	\$599,003	\$621,565

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.

PERSONNEL:	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

Dept./Capital Item	2026	2027	2028	2029	2030	Total 26-30
Patrol Vehicles	\$134760	\$73154	\$148186	\$75205	\$158000	\$589,305
Mobil Data Computers	—	\$40,000	—	—	—	\$40,000
Time Terminal Package	—	—	—	—	—	—
Taser/Body Cameras	—	—	—	—	—	—
911 Equipment (replace)	—	—	—	—	—	—
Livescan Machine	—	—	—	\$22,000	—	\$22,000
Squad Cameras/Lockup	\$34,500	—	—	—	—	\$34,500
Patrol Rifles	—	\$21,000	—	—	—	\$21,000
POLICE TOTALS	\$169,260	\$134,154	\$148,186	\$97,205	\$173,000	\$721,805

New Equipment 2026- Police

Large Screen Monitors (3) Dispatch	\$2,000
Desk Chairs (2) – Dispatch	\$1,400
Fixed Squad Radar	\$2,840
Ballistic Vest Patrol Vest and Carrier	\$1,200

Total: \$7,440

REVENUES

Fines, Forfeitures & Penalties	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual	2025 Budget
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Court Fines Collected	\$170,633	\$210,410	\$264,478	\$251,011	\$298,171	\$245,000
Court Fine Expense	(\$58,055)	(\$71,880)	(\$90,620)	(\$86,146)	(\$82,325)	(\$83,500)
Fines, Forfeitures & Penalties	\$112,578	\$138,530	\$173,851	\$164,865	\$215,846	\$161,500