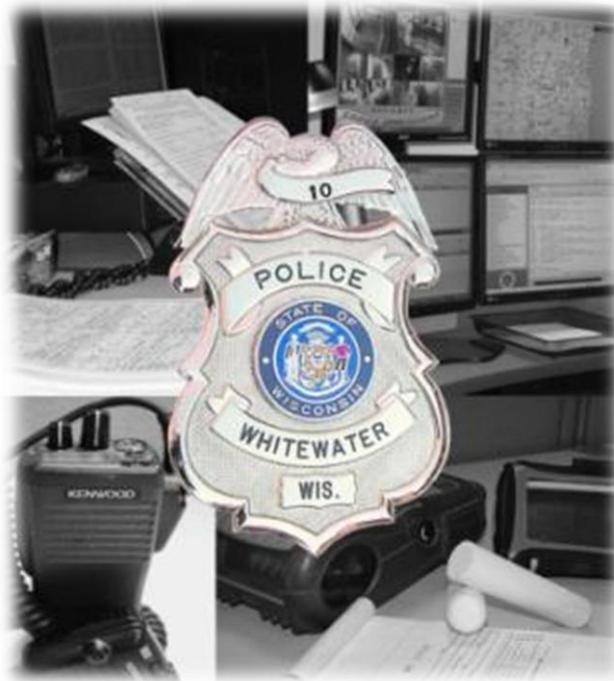


Whitewater Police Department

2011 Annual Report

2012 Management Plan



**Whitewater Police Department
312 West Whitewater Street
Whitewater, Wisconsin 53190**

Non-Emergency Phone Number: (262) 473-0555

Emergency Phone Number: 9-1-1

www.whitewater-wi.gov

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Introduction

I am pleased to provide you with the 2011 Annual Report for the Whitewater Police Department. The year proved to be one of hard work with many notable accomplishments. The Department calls for service increased from 7,501 to 7,888. Of notable significance for the Department was the implementation of a number of new crime prevention initiatives. Through the diligent work of our personnel, we saw an increase in recovered property from 29% to 63%. Increased efforts surrounding traffic enforcement resulted in 800 more traffic arrests which in turn, aided in the decrease of traffic accidents.

Members of the Detective Bureau solved a number of high profile crimes and served 10 drug search warrants resulting in numerous criminal arrests in conjunction with seized assets. Because of this, the Detective Bureau was able to purchase a variety of specialized equipment to enhance their undercover surveillance and recordings.

Throughout 2011, time and resources were dedicated to researching and obtaining bids from vendors in order to comply with the pending federal mandate for narrowbanding. The Communications Center and its personnel continue to be vital assets to the department and the community, ensuring emergency needs are met with compassion and the immediate deployment of personnel.

Members of the Support Services Bureau and Community Service Officers provide the foundation and infrastructure that supports both the personnel of the agency as well as the citizens we serve. The Support Service personnel display the essence of public service, facilitating hundreds of requests for copies of reports and background checks.

These are just a few examples of how well-defined goals performed by professionally trained personnel can result in notable public safety gains. How the public feels about their police and how safe they feel in their community are two important measures; we believe these results reflect the department's collective commitment to the city and citizens of Whitewater.

We predict that 2012 will be another year of significant innovation, professional development, and continued progressive change for the organization. As we look ahead, we are preparing for a number of forward thinking preventative and technology advanced goals and objectives for 2012. These objectives include, but are not limited to, reaccreditation, full implementation of Badger TraCS (citation and accident report software), a revised strategic plan, an update of our Values and Mission Statement, and enhanced crime prevention initiatives. Our goals represent a collective fresh look at where we have been and where we intend to take our organization.

In closing, I would like to offer my genuine and heartfelt thanks to all the men and women of the Whitewater Police Department who have stepped up to the challenges of these difficult fiscal times and continue to deliver quality services to our community. Lastly, but certainly not least, we extend our appreciation to the Police Commission, city management team, political leaders, and the citizens of Whitewater for their dedication to and encouragement of our department. A continued united commitment and partnership are the necessary ingredients that truly make a difference in keeping Whitewater a safe and wonderful community.

*Lisa K. Otterbacher
Chief of Police*



City of Whitewater Police Department

Mission Statement

The mission of the Whitewater Police Department is to enhance the quality of life for those living in the City of Whitewater by providing quality police service to the community through fairness, integrity and professionalism, promoting a safe environment through police and citizen interaction, and by the equitable enforcement of the laws of the City of Whitewater and the State of Wisconsin within the framework of the Constitution of the United States.

Values

Preserve and Advance Democratic Values - We shall uphold this country's democratic values as embodied in the Constitution, and dedicate ourselves to the preservation of life, individual freedoms and justice for everyone.

Improve the Quality of Community Life - We must understand the importance of community values and expectations, be responsive to the concerns of all citizens, and encourage our officers to expand their role in helping the community to develop into a better place to live.

Compassion - The role of the police is to resolve conflict through impartial enforcement of law, not through imposition of judgment or punishment. All persons shall be treated equitably and with compassion.

Professionalism - We must recognize that our success is dependent on the trust and confidence of the citizens of the community, which we serve. Therefore, we shall always engage in behavior which is beyond reproach and reflects the integrity of police professionals.

Pride - We pride ourselves on being capable and caring people who provide a valued service to the citizens of Whitewater, and we shall promote pride in our community, agency and profession.

Teamwork - Law enforcement and public safety are of community wide concern, thus we must actively seek citizen involvement in all aspects of policing. We shall strive to cultivate effective working relationships with other governmental, public and private service agencies in pursuit of mutual goals.

Commitment - We must have a vision for the future of our community and our agency, and make a firm commitment to foster goals, which will enable us to attain that end.

Excellence - We shall endeavor to meet, or exceed, nationally recognized law enforcement standards in every duty we undertake. We pledge to establish and maintain high performance standards to ensure public confidence and trust.

Quality Service - We shall strive to realize the aforementioned values in order to provide the citizens of Whitewater with the highest quality of police services possible and accomplish our department mission.

154 Years of Professional Policing

In 1858 the first two law enforcement officers, James Shrom and Dominic O'Donnell, were hired to patrol what was then the Village of Whitewater. S.D. Ferguson was later appointed Village Marshall. The town was patrolled primarily on foot, with outlying areas covered by horseback.

With the dawn of the 20th Century came new and innovative ways to serve the incorporated City of Whitewater. The first motorcycle began to patrol the streets. Criminals were now fingerprinted and telephone lines extended from throughout the City into the police station. In 1911, George Gill was appointed the first Chief of Police. In the early 1900's an officer's salary was established at \$55 per month.

The Great Depression-era of the 1930's saw the police department battling the effects of prohibition while policing with very meager resources. In 1941 a civilian Police and Fire Commission was created to oversee the hiring and discipline of officers. By the 1950's the City's population had grown and so too had the size of the Police Department, comprised then of seven sworn officers.



The 1960's brought change, turmoil, and reform. The Vietnam War, social unrest, and civil rights brought protest and demonstrations to the campus of the University of Wisconsin-Whitewater. In 1970, an arson fire destroyed a famous campus landmark, "Old Main".



By the early 1970's the Police Department had grown to 20 officers. In 1971, Whitewater was distinguished as the first city in the State of Wisconsin to install a 911 system. Although the overall crime rate remained stable, the City experienced its first homicide in 1977.

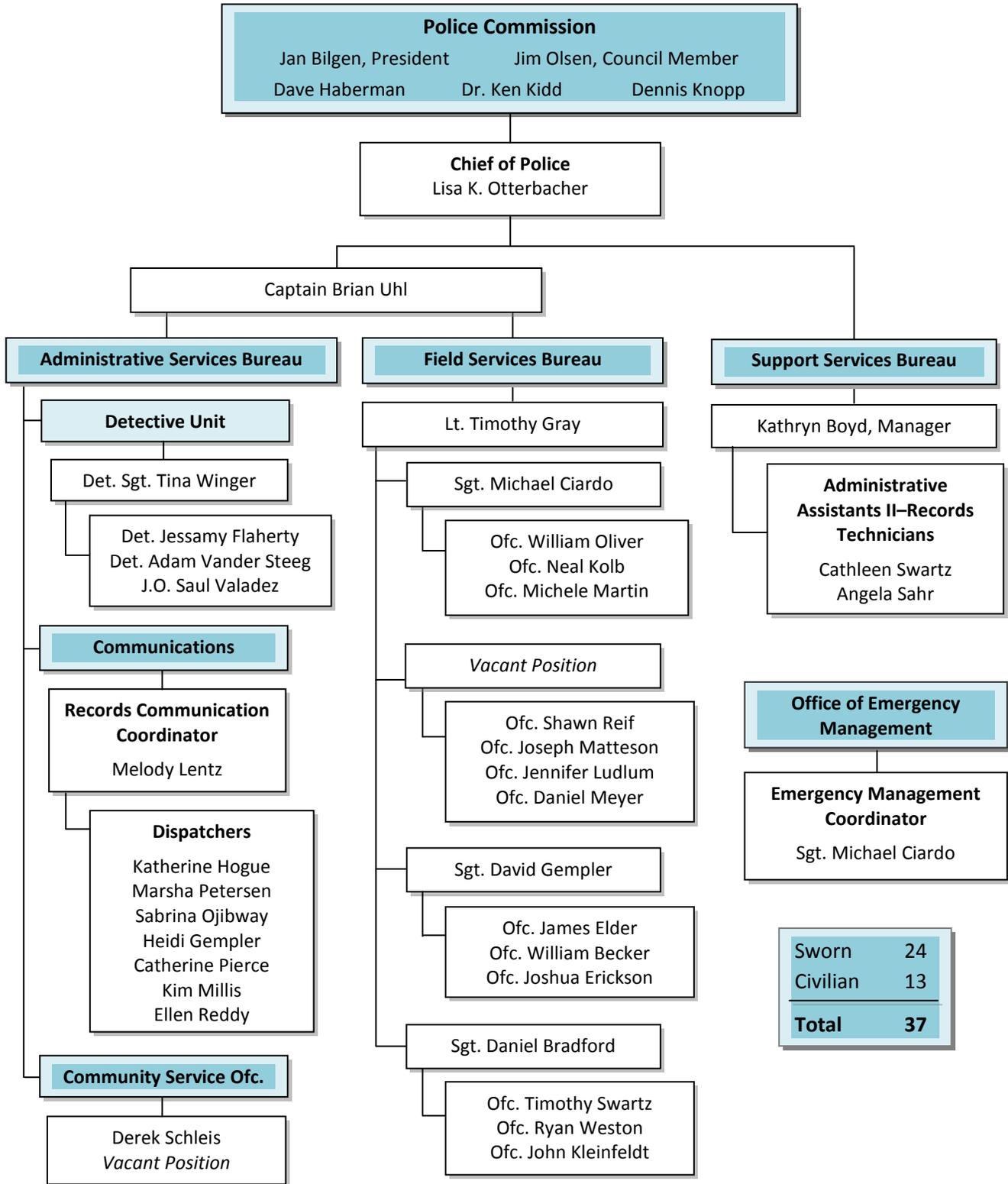
In the 1980's the Whitewater Police Department entered the age of technology with computers, a fax machine, and a new radio system. In 1990, the first fully sworn female officer was hired. Throughout the 1990's the Department saw continued organizational growth and development. In 2008 we increased our sworn staff to 24 officers, the first increase in sworn staffing since the late 1980s.



Today, the Whitewater Police Department has 37 members who remain dedicated to professional policing and committed to public service. The Department is accredited through Wisconsin Law Enforcement Accreditation Group (WILEAG) which ensures that we remain consistent with best practices and maintain sound policies and procedures that are compliant with governing laws. In order to keep up with continually changing crime trends, technology, and laws, we develop up-to-date strategic plans that provide a roadmap of where we have been and

where we intend to go. Whitewater remains safe in part to the department's commitment to crime prevention initiatives and our diligence to proactively enforcing municipal and criminal violations. We stand united ready to partner with our community to counter crime and promote safety and security in Whitewater.

**Whitewater Police Department
Organizational Chart
as of December 31, 2011**



Police Commission

Police and Fire Commissions date back in time, nearly a century ago, when the Wisconsin Legislature enacted a measure establishing such commissions as municipal bodies. Recognizing the critical role of police officers and fire fighters in assuring the public's safety, the legislature believed that by creating an independent body, one that no political party could come to dominate, the selection and removal of police officers and fire fighters would be insulated from the vagaries of partisan politics.

The statutory powers, duties, and responsibilities of a Police and Fire Commission are significant. A commission has authority to appoint, suspend, or remove the Chief of Police, to approve appointments and promotions, to hear appeals of disciplinary action or to impose discipline.

The City of Whitewater Police and Fire Commission was established in 1952 and was created in pursuant to Chapter 2.28 of the Whitewater Municipal Code as well as Wisconsin State Statutes. In 2010 the Common Council voted to change the commission name to the Police Commission considering there was no oversight of the volunteer fire department. The commission consists of four citizen members and one member of the Common Council appointed by the City Manager/Common Council. The addition of a Common Council representative also occurred in 2010. The citizen member's terms are for a five year period. We have been very fortunate over the years to have had many thoughtful and dedicated citizens serve our community as Police Commissioners.

Chief of Police

Our Chief of Police is the highest level management position within the police department. The Chief of Police is ultimately responsible for the complete control, operation and representation of the Whitewater Police Department and its employees. Work involves supervising departmental activities, formulating and enforcing departmental rules of conduct, developing policies, coordinating activities with outside agencies, preparing and justifying operational budgets, making recommendations for hiring, promotions, commendation and discipline, setting individual and departmental goals and objectives, and representing the City and the department to the general public, governmental agencies, news media, etc. Work is performed under the general supervision of the City Manager and the Police Commission.

Administrative Services Bureau

The Administrative Services Bureau provides the communication, investigation, training and community service for the Department.

Administrative Services Commander – Our Captain is responsible for a wide range of duties including: internal affairs, audit and inspections, planning and research, personnel and training, policy development, accreditation, and organizational functions designed to enhance the efficiency, effectiveness, and professional competence of employees of the Department. The Administrative Services Commander is an upper management, command level position and serves as second-in-command of the Department.

Detective Sergeant – Our Detective Sergeant is responsible for managing and directing the investigative function of the Department. This individual directly supervises assigned personnel and performs complex investigations and necessary follow-ups of crimes against persons and property. The Detective Sergeant also works closely

with internal elements of the Department, other law enforcement and Criminal Justice agencies, and with the general public in the reporting, investigation, and prosecution of offenders.

Detective – Our Detectives perform complex investigations and necessary follow-ups specializing in crimes against persons and property occurring in the City of Whitewater. These individuals work closely with internal elements of the department, other governmental agencies, and the general public in the reporting, investigation and prosecution of offenders.

Juvenile Officer - Our Juvenile Officer is assigned to investigate sensitive crimes, property offenses, acts of violence, and drug/alcohol violations that involve juveniles as suspects or victims. In addition to investigative work, the Juvenile Officer acts as a liaison between the police department and the school system. The Juvenile Officer is responsible for educational presentations, and the patrol and supervision of various school functions.



RCC Melody Lentz

Records/Communication Coordinator (RCC) - The Records/Communications Coordinator supports the operations of the communications center. This individual acts as an advisor by providing the necessary level of guidance and assistance required by the dispatchers to accomplish their assigned tasks in an effective and efficient manner. The Records/Communications Coordinator also performs tasks related to record keeping and data entry, which are under the general supervision of the Support Services Manager.

Dispatcher – Our Dispatchers provide communications service for the City of Whitewater Police, Fire and EMS as well as the University of Wisconsin – Whitewater Police Services. Duties include answering emergency and non-emergency phone lines; operating our radio system; monitoring unit activity for response and well being; maintaining accurate records; maintaining station security by video monitors and speakers; and assisting the general public by telephone and in person.

Community Service Officer (CSO) - Our Community Service Officers are part-time, limited term, non-sworn, para-professional positions responsible for performing limited law enforcement and animal control functions for the department. Work involves parking enforcement, traffic direction, park patrol, motorist assist, recovering lost/found property, code enforcement, crossing guard duties, funeral escort, traffic and crowd control at civic events, pickup and delivery duties, and other miscellaneous tasks as may be assigned.



CSO Derrick Schleis



Juvenile Officer Valadez attends the Cinco de Mayo Celebration with McGruff the Crime Dog



Det. Flaherty, Det. Sgt. Winger, and Det. Vander Steeg



Dispatcher Gempler on duty in the Communications Center

Administrative Services Bureau Year in Review

The primary responsibility of the Captain is to oversee accreditation, employ and maintain departmental staffing, facilitate training objectives, manage internal affairs, as well as provide administrative oversight of the Detective Bureau, the Communications Center, and the Community Service Officers (CSO).

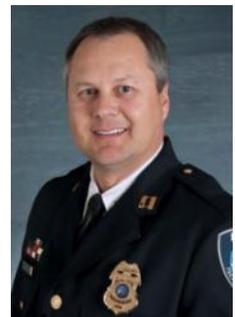
The year 2011 was a year of change for the Whitewater Police Department. After a nationwide search, a new Chief of Police was promoted from the rank of Lieutenant. A new Captain's position was created and a Lieutenant's position was eliminated. The new organizational structure was created to allow for a defined chain of command, create a more balanced management structure on dayshift, and to promote a unified command structure. With that, the administrative services bureau is now headed by the Captain.

The Detective Bureau is a critical element to complicated, in-depth, and complex criminal investigations. The Detective Bureau joined forces with the University of Wisconsin-Whitewater Police Services in the first joint drug task-force in Whitewater. Both agencies recognized the need for cooperation and information sharing to facilitate a more in-depth and proactive approach to fighting drug crimes in our community. The Detective Bureau continues to be actively involved with Internet Crimes against Children (ICAC), the Walworth County Sexual Assault Team, and maintains communications via monthly meetings with area departments concerning burglaries, thefts, assaults, and drugs.

In 2011, the Detective Bureau served 10 drug search warrants resulting in criminal arrests. The Police Department purchased new equipment to assist in undercover surveillance and recordings, which led to several drug arrests resulting in currency and vehicle forfeitures. The Detective Bureau began working with pawn shops to collect records on a monthly basis.

The Communications Center continues to be a professional and innovative component for the department and community. In 2012, the Federal narrow-banding of radio frequencies mandate will be upon us. Much of 2011 was spent in equipment research, obtaining bids from general contractors, communication with the City Council to obtain the necessary funding, and development of workable scenarios and products to fulfill this mandate. The Communications Center and its personnel will continue to be an integral part of the City and vitally important during this transition period.

The Whitewater Police Department continues to be a very professional and progressive police department. The police department continues to improve the Communications Center through the use of technology, staffing the CSO program with future law enforcement officers, and strives to provide the Detective Bureau with adequate equipment, training, and guidance to help solve cases and bring the satisfaction of closure to the victims of crime in the community.



*Captain Brian Uhl
Administrative Services Commander*

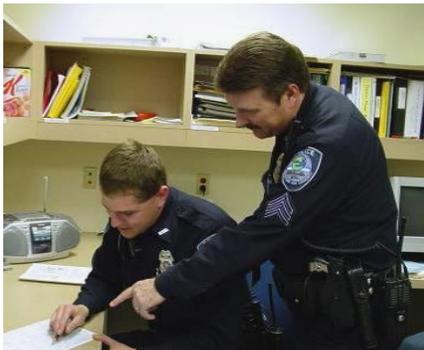
Field Services Bureau

The Field Services Bureau is the uniformed patrol component of the Department.

Field Services Commander - Our Lieutenant is responsible for directing the field operations of the Department and facilitating the delivery of police services to the community. This position acts as an advisor for his/her subordinates by providing the necessary level of guidance and assistance required by first line supervisors and patrol officers to accomplish their tasks in an efficient and effective manner. The Field Services Commander is an upper management, command level position.

Sergeant - Our Sergeants are first-line supervisors who direct the field operations of the department and who facilitate the delivery of police services to the community. These individuals act as advisors for their subordinates by providing the necessary level of guidance and assistance required by the patrol officers to accomplish their assigned tasks in an effective and efficient manner. Duties are performed under general supervision of the Field Services Commander.

Patrol Officer – Our Patrol Officers are entry level sworn positions responsible for the protection of life and property through the enforcement of laws and ordinances. Work involves patrolling assigned areas, responding to calls for service, investigating crime, conducting traffic enforcement, apprehending violators, protecting victims and property, and responding to emergency situations. Duties are performed under general supervision of a Sergeant.



Sgt. Ciardo assists Ofc. Swartz with an accident report



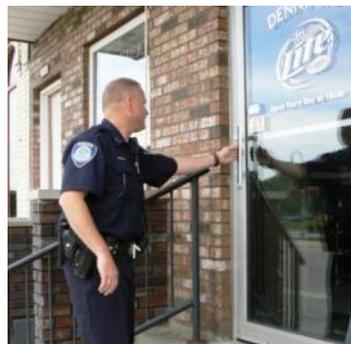
Ofc. Ludlum conducts a test of a laser speed detection unit with Sgt. Gempler



J.O. Valadez simulates a felony traffic stop



Ofc. Reif interviews a suspect



Ofc. Oliver checks a downtown business door

Field Services Bureau Year in Review

The year 2011 was one of growth and movement towards the future in several different areas to include technology and patrol strategies. The department took steps towards the implementation of the Badger TraCS software program. This software is installed on the mobile data computers (MDC's) in each of the marked squad cars. This allows an officer to complete a traffic citation, warning, repair notice and accident reports on the computer in their squad car. Data has shown that departments that have installed this software have experienced a rise in citation issuance and a reduction in errors. The largest benefit comes from the time it saves in not having to write citations by hand. When the system is fully implemented and integrated with our records management system and the clerk of courts software, it will save additional employee time as there will no longer be a need to enter the data by hand as it will be electronically transferred. We also added additional resources and options to the MDC's to better maximize their use.

One of the patrol strategies utilized this past year was the formation of a formal crime prevention team. There is a representative from each of the shifts assigned to the team so that it can truly take a team approach to crime prevention. We felt that the department was very good at responding to crimes and following them up appropriately, but we were possibly not doing everything we could in a preventative sense. The crime prevention team created initiatives such as the vehicle check cards, where as an officer will leave a card on a vehicle that may have been left in a vulnerable condition with suggestions on how to better secure their vehicles and belongings.

We also recommitted ourselves to the bike patrol team and utilized them more to better patrol the neighborhoods in an attempt to bring more peace and order during the more traditionally busier nights. We felt that not only were the officers apprehending a large number of subjects committing violations, but also acted in a preventative manner. Anecdotally, it appears that once it was known that the patrol bikes were out, a larger number of people would reduce their noise levels and their other potentially disorderly conduct.

The Field Services Bureau looks forward to 2012 when more crime preventative measures are introduced as well as the full implementation of the Badger TraCS software. These initiatives will aid us in providing more efficient ways to serve our citizens in the future.



*Lieutenant Tim Gray
Field Services Commander*

Support Services Bureau

Support Services Bureau is the clerical and records component of the Department.

Support Services Manager – This is a non-sworn, supervisory position responsible for the management of the clerical staff of the Police Department. Work involves supervision of the clerical staff in maintaining the official records of the police department, assisting in preparation and monitoring of the departmental budget, and oversight of the department computer system. Additional responsibilities include oversight of the department payroll, monies collected, and support to the administrative staff.

Records Technicians – Our Records Technicians provide clerical support for the administrative staff and police officers to include transcription of dictation, maintenance of the filing system, computer data entry, payroll, record keeping, development and updating of documents, and assistance to the general public both by telephone and in person.



Records Technician
Cathy Swartz



Records Technician
Angela Sahr

Support Services Bureau Year in Review

The Support Service staff is responsible for maintaining the official records of the police department, making certain that all records are processed accurately and in a timely manner. In addition we provide clerical support for the command staff, police officers, detectives, and dispatchers as well as assisting our citizens.

In 2011 the Support Services staff processed 2,324 records requests, which included disseminating 1,497 incident reports, 191 requests for motor vehicle accident reports and 4 miscellaneous record requests. We conducted 632 background checks for city licensing, employment purposes, and general public requests. In addition we handled the sale of 297 parking permits for the City.

In January our Parking/Community Support position was left vacant due to a retirement. It was determined that the position would not be filled and the parking duties were then assigned to the Dispatchers with oversight by the Support Services Manager.

With the departure of Chief Coan in March, the Support Services staff provided assistance to the Police Commission with the hiring process for a new chief. In late August the Police Commission held listening sessions to obtain feedback from the community and hosted a forum where the community had a opportunity to meet the prospective candidates. The process was completed with the swearing in of our new Chief in late September. In addition to the Chief's hiring process, staff assisted with the hiring processes for the newly formed Captain position, a Patrol Officer position and a Community Service Officer position.

In June the Support Services staff, along with other City staff attended fire extinguisher training conducted by the Whitewater Volunteer Fire Department. In July we attended the Hyper Vigilance training conducted by Walworth County Chaplain Chuck Sweetman. At the end of the year we received training updates for Automated External Defibrillator (AED) and Cardiopulmonary Resuscitation (CPR), which included an introduction to the new Cardio-Cerebral Resuscitation (CCR) life saving technique. Additional training included emergency government E-Sponder software and Fundamentals of Layout and Design.

In an effort to preserve the integrity of our oldest saved reports, the Support Services staff continued the process of scanning the reports, as time allowed. The paper in the older reports had become brittle and difficult to handle. Scanning in the older reports has created an electronic version of these historical department records. As staff has progressed through this project the task has become less challenging and is moving along at a faster rate. This project is scheduled to be completed in 2012.

Generally the summer and winter school breaks afford us time to catch up on projects and tasks that we are unable to tackle while school is in session. With four hiring processes and increases in calls for service and arrests, which typically means an increase in incident reports and record requests, the cross training for both Records Technician positions was rescheduled for 2012. Crossing training the Records Technicians will broaden their scope of responsibility and better utilize their skill sets and talents.

Additional goals for 2012 include training on the records portion of the Wisconsin Badger TraCS citation and accident report software and involvement in the creation of the department's 2012 - 2017 strategic plan.

The Support Services staff continues our commitment to maintaining excellence in our work product, along with providing professional and courteous customer service as we serve and support our colleagues and our community.



Kathryn Boyd
Support Services Manager

Office of Emergency Management

The Office of Emergency Management coordinates the planning for the City of Whitewater's response to natural and man-made disasters.

Emergency Management Coordinator (EMC) - The Whitewater Police Department has appointed an officer to serve as Emergency Management Coordinator. The Emergency Management Coordinator works closely with City government, the fire department, EMS, and with the county emergency government director in matters of mutual concern. Duties include conducting training, development of policies and procedures, management of grants, and the readiness of our Emergency Operations Center.

Office of Emergency Management Year in Review

(Excerpts from the Whitewater Office of Emergency Management 2011 Annual Report)

Of significant note in 2011, was the federal initiative to restructure all emergency operations plans into more effective Emergency Response Plans (ERP). This new initiative was put into effect in September 2011 and will result in the need to overhaul the City's Emergency Operations Plan (EOP) to conform to these new standards. There was continued partnership with the Walworth County Local Emergency Planning Committee (LEPC). LEPC provides statutory oversight of hazardous materials spills and storage of hazardous materials within the Walworth County area. During 2011, a new Emergency Management Director was hired for Walworth County (Lt John Ennis) and Captain Brian Uhl began training as the City's Assistant Emergency Management Coordinator.

The following are highlights of activities in 2011.

- Whitewater continued to maintain certification as a "Weather Safe" community for the 8th straight year.
- The City's public service video on tornado awareness was updated and broadcast during severe weather season.
- The Whitewater severe weather spotters group was selected by the National Weather Service (NWS) as a Summer/Convective Weather Program (SulCom) partner in reporting severe weather directly to the NWS through trained ham radio operators. All ten spotters received training specific to the reporting criteria required by SulCom.
- In a joint effort between Emergency Management and the City's Building Manager, the City conducted a fire evacuation drill of the municipal building.
- Emergency Management facilitated the training of several city employees in public information and hosted a functional exercise for supervisors, which included the City of Whitewater, UW-Whitewater and Jefferson County Emergency Management.
- The initial implementation of a citizen disaster registry was completed with approximately 300 residents returning registry information as indicated in a mass mailing sent out in March. The information obtained will be placed into a data base for first responders and will be used in obtaining and categorizing resource needs in time of disaster.
- There were several severe weather related incidents during 2011:

- On February 1st and 2nd a major winter storm/blizzard nicknamed the “Groundhog Blizzard” affected much of southern Wisconsin to include Whitewater. Snow from this storm generated drifts up to 15 feet and snowfalls in Walworth County up to 26 inches. After the storm, the Whitewater area was included in a presidential disaster declaration which resulted in financial assistance for costs incurred by the City for snow removal, equipment and overtime.
- On April 10th the largest tornado outbreak in Wisconsin history occurred. Fortunately, tornadoes missed the Whitewater area and were isolated to the rural central and northern parts of Wisconsin.
- There was severe weather in our area on May 22nd, June 8th, June 21st, and July 10th which required spotter activation. The June 8th storm caused a power outage and tree damage throughout the city. Private property damage was also reported.
- During the week of July 15th extreme heat conditions resulted in an area wide heat warning. Public information was provided through the media and City website informing residents of the extreme conditions. Public buildings were offered to those not having air conditioning; however there were no reports of residents using them for this purpose.
- On September 13th several reports of thick smoke blanketing Whitewater were received from citizens. Upon investigation, it was determined that the smoke was the result of a massive wildfire in the northern section of Minnesota.

It is the goal of this office to continue emergency preparedness exercises with city employees, UW-Whitewater officials and both Jefferson and Walworth County Emergency Management agencies in 2012. A fourth functional exercise has been tentatively scheduled for June 28, 2012 with emphasis on continuity and span of control. Another goal in 2012 will be the integration of data received through the disaster registry into the geographic information system (GIS) maps being developed by the City. Another major goal will be the review and transition of the current EOP to the now mandated Emergency Response Plan.

The Whitewater Office of Emergency Management remains committed to providing overall safety to Whitewater as we face future budgetary concerns and new state and federal mandates.



Sgt. Michael Ciardo
Emergency Management Coordinator

Personnel Changes

RETIREMENTS



Linda McVeigh
Parking/Community
Support
January



James R Coan
Chief of Police
March

APPOINTMENTS

Jose Massas-Caraballo
Community Service Officer
July

RESIGNATIONS

Megan Hagerty
Community Service Officer
May

Jose Massas-Caraballo
Community Service Officer
October

PROMOTIONS



Adam Vander Steeg
Detective
January



Lisa Otterbacher
Chief of Police
September



Brian Uhl
Captain
November

AWARDS & COMMENDATIONS

Officer of the Year
Sgt. Brian Uhl

American Legion Award
Ofc. Shawn Reif

Distinguished Service
Sgt. Dave Gempler and Ofc. Jim Elder

Distinguished Service
Field Training Officers
Sgt. Dave Gempler, Ofc. Michele Martin, Ofc. Ryan
Weston, Ofc. Joe Matteson, Ofc. Jen Ludlum

Training Officer of the Year
Sgt. Dan Bradford

Exceptional Service
Dispatcher Heidi Gempler

Exceptional Service
Communications Training Officers
RCC Melody Lentz, Disp. Kathy Hogue,
Disp. Sabrina Ojibway, Disp. Marsha Petersen,
Disp. Heidi Gempler, Disp. Cathy Pierce

Community Involvement

The Whitewater Police Department is committed to many of the precepts of a community-oriented philosophy of policing such as our emphasis on problem solving, addressing quality of life concerns, and in developing partnerships with our community. The following photos illustrate some examples of the way in which our personnel reach out and interact with our community throughout the course of the year.



Annual Police Day Ceremony



Bike Safety Program



Citizen Academy



Foot Patrol In Downtown Area



Lincoln Elementary Law Enforcement Luncheon



Special Olympics Law Enforcement Torch Run



Hispanic Outreach Program



Safety Fair



Public Safety Building tours



McGruff special appearances



United Way Punt, Pass and Kick Competition



Keeping the Community Safe
UW-Whitewater Police Department
Whitewater Fire Department and Rescue Squad
Whitewater Police Department.

Specialized Programs

Accreditation - Accreditation is a process by which a police department comes into compliance with a body of standards which covers virtually every aspect of a law enforcement operation. Accreditation formally recognizes, through an outside source, the quality of our organization, the caliber of our personnel, and serves to place the Whitewater Police Department among the elite in law enforcement agencies in the State of Wisconsin.

Bicycle Patrol - The bicycle patrol unit provides an alternate and highly visible means of policing special events and areas of the City which are inaccessible by motor vehicle and promotes greater interaction with citizens of the community. Specially trained officers on all-terrain bikes are involved in targeted patrol, crime prevention, public relations, special operations, and bike safety.

Citizen Academy - In an effort to enhance our community policing effort, the Whitewater Police Department has developed a citizen police academy. The academy is designed to provide selected members of the community with a hands-on look at the important job of law enforcement. The curriculum covers such topics as criminal investigation, police ethics, firearms training, officer survival techniques, crime prevention, first aid, court procedures, tactical operations, and police administration. Various members of the department act as instructors for the course.

Communications Training Officers Program – Communications Training Officers (CTO) use their knowledge, skills and abilities to train and evaluate new telecommunicators utilizing a structured CTO program. The one-on-one instruction introduces the basic theories, practices and guidelines for daily application in the dispatch communications environment.

Crime Prevention - The mission of the Whitewater Police Department includes crime prevention among its areas of greatest concern. The department is committed to the development and fostering of community based crime prevention efforts. We have developed a crime prevention team which consists of officers from each shift.

Department Newsletter - In 1995, the Whitewater Police Department introduced a highly successful newsletter. The quarterly publication promotes a feeling of belonging, teamwork, and community policing among our employees. Although the newsletter is directed at our own members, it is made available to interested city officials, citizens, and members of the local law enforcement community. The newsletter is aimed at making a positive statement about our people and our organization.

Field Training Officers Program - Field Training Officers are responsible for training and educating new officers through a very comprehensive and structured program. The intense training prepares recruit officers to face and correctly respond to a wide range of physically and mentally challenging situations

Honor Guard - The honor guard is a voluntary unit comprised of uniformed officers of the Whitewater Police Department. The honor guard represents our department and our city at funerals and special events.

ID/Evidence Technicians - Evidence Technicians are trained and equipped to process crime scenes, e.g. fingerprints, photographs, collection and preservation of evidence. Evidence Technicians allow for the rapid response to situations, which may require the gathering of evidence in a timely manner.

McGruff Program - The McGruff the Crime Dog safety project started in December of 1992. Using the universally recognized McGruff Dog, children are taught to say no to drugs, alcohol, vandalism, gangs, molestation, and abuse. McGruff's primary function is to bring his message to the elementary school children through public appearances in the Whitewater area. McGruff is always accompanied by a uniformed police officer.

Sensitive Crimes Investigative Team - Recognizing the intense and painful psychological and social pressures placed on the victims of sensitive crimes, the Whitewater Police Department approaches the investigation of such offenses with great sensitivity for the victim and with the unique skill afforded by a specialized Sensitive Crimes Investigative Team. The team is comprised of officers who are responsible for the investigation of complaints related to sexual assault and child abuse/neglect that require specialized training and intervention.

Unified Tactics Instructors – These officers are responsible for the development and presentation of various tactical skills and techniques to other Department personnel. These instructors are specifically responsible for training and educating officers in defense and arrest tactics, emergency vehicle operation, and in firearms qualification and proficiency.



Accreditation



Bike Patrol



Citizen Academy



Defensive Tactics Instructors



Emergency Vehicle Operation



Firearms Instructors



ID/Evidence Technicians



Honor Guard



McGruff the Crime Dog

Maintaining Professional Policing

It is crucial for the community to have confidence in its police department. The internal affairs function of the Whitewater Police Department is important for the maintenance of professional conduct. The integrity of a law enforcement agency depends on the personal ethics and discipline of each employee.

It is the policy of the Whitewater Police Department to promptly investigate allegations of misconduct or wrongdoing by department members and to take appropriate action to discipline, change policy, or exonerate the employee.

The Department encourages citizens to bring forward legitimate complaints regarding misconduct by employees. It also recognizes that malicious and false accusations are sometimes made. Nevertheless, all allegations must be properly investigated so as to ensure the integrity of the Department and our employees. This is accomplished through an internal system of investigation and review founded on objectivity, fairness, and justice.

At the conclusion of 2010, the Internal Affairs Policy was modified to include all citizen complaints other than informal operational or procedural concerns that were answered during an informal meeting with a supervisor. This summary of 2011 citizen complaints was compiled in accordance with the Internal Affairs Policy. Complaints received during 2011, which were handled via informal inquiry, are not included in this report.

An internal affairs investigation can result in five different findings:

- Unfounded:** Investigation indicates that the allegations are false.
- Sustained:** The allegations are supported by sufficient evidence to conclude they are true.
- Not Sustained:** Insufficient evidence to either prove or disprove the allegations.
- Exonerated:** Investigation indicates that the incident occurred, but was justified, lawful, and proper under the circumstances.
- Policy Failure:** The investigation revealed that the allegations are true; however, the employee was acting in accordance with an established department policy.

A sustained disposition may result in disciplinary action ranging from a written/verbal reprimand, suspension, demotion or dismissal.

During 2011 the Whitewater Police Department received sixteen (16) formal citizen complaints. All sixteen of the complaints alleged improper conduct by an officer.

- The first allegation was Not Sustained. The complainant claimed an officer improperly identified themselves, detained, and questioned them inappropriately with more force than necessary. Although the investigation was not sustained the officer was counseled.
- The second allegation was Sustained. An anonymous complainant said they witnessed an off-duty officer carry alcohol into a UW-Whitewater athletic event. The investigation led to written coaching and counseling of the officer.
- The third allegation was Sustained. The complainant said an officer made frequent visits to a local business, parked their squad illegally, and sometimes delivered personal items from their squad car. The investigation led to written coaching and counseling of the officer.

- The fourth allegation was Sustained. The complainant alleged a Whitewater squad passed him at a double yellow line and on a curve. The investigation led to written coaching and counseling of the officer.
- The fifth allegation was Unfounded and Sustained. The allegation involved two separate issues, one was unfounded and the other was sustained. The complainant alleged their rights were violated by an unlawful arrest and unreasonable length of detainment. The second allegation involved harassment by the officer. The investigation found the first allegation regarding any violations of rights to be unfounded. The second portion of the complaint regarding the harassment complaint was sustained, which led to written coaching and counseling of the officer.
- The sixth allegation was Exonerated. The complainant alleged officers harassed them and their roommates during early morning hours. The officer was exonerated as the investigation showed the officer was following proper policies and procedures.
- The seventh and eighth allegations were Exonerated: The seventh and eighth allegations were made by the same complainant. The complainant alleged the officer unlawfully arrested him and harassed him. The officer followed proper procedures within policy in effecting the arrest. The eighth and second allegation by the same individual was also exonerated. The complainant alleged during a separate incident the same officer drove his squad car inappropriately, squealing his tires and almost striking the complainant. An independent citizen statement confirmed the officer operated his squad car reasonably and the complainant was not at risk.
- The ninth allegation was Exonerated. The complainant alleged three different complaints against officers for illegally stopping their son, for illegally seizing their property, and harassment. The investigation showed officers were within department policy in stopping the vehicle, seizing the property, and were not harassing in their investigation.
- The tenth allegation was Sustained. The complainant alleged officers were conducting their investigation at unreasonable hours. The investigation led to written coaching and counseling of the officer.
- The eleventh allegation was Unfounded. The complainant alleged officers used unreasonable force affecting an arrest. The investigation revealed no improper use of force by officers as they were acting within department policy.
- The twelfth allegation was Sustained. The complainant accused an officer of verbal mistreatment during the course of an investigation. The investigation led to written coaching and counseling of the officer.
- The thirteenth allegation was Not Sustained. The complainant alleged an officer encouraged them to be dishonest and lie. The investigation revealed the opposite and the officer was being lighthearted. The officer was encouraged to remain professional during all police contacts.
- The fourteenth allegation was Not Sustained. The complainant alleged an officer lied and used misleading information while filling out a driver condition report. The investigation found the officer was acting within department guidelines and the information was supplied by the complainant's relative.
- The fifteenth allegation was Unfounded. The complainant alleged officers used unreasonable force during the arrest. The investigation determined officers did not use any force.

- The sixteenth allegation was Not Sustained. The complainant alleged they were wrongfully arrested, their property was stolen by the officers, and they were unfairly treated. The investigation found that the officers used appropriate force within department policy when executing the arrest, there was no illegal activity by the officers, and officers acted appropriately in dealing with the complainant.

In all circumstances, the complaints were addressed through a formal investigation. None of the actions of the officers were found to be a result of a policy failure, therefore it has been determined that no policy revisions were needed.

Wisconsin Unified Crime Reporting Index Offenses

TOTAL INDEX CRIME decreased by 6% in 2011, according to the Office of Justice Assistance. This is due to a decrease in property crimes.

Violent Crime Offenses	2010		2011	
	# offenses	loss amount	# offenses	loss amount
Murder/Non-Negligent Manslaughter	-	\$ 0	-	\$ 0
Forcible Rape *	2	\$ 0	4	\$ 0
Robbery	3	\$ 40	3	\$ 4,394
Aggravated Assault	14	\$ 0	12	\$ 0

* There were thirteen sexual assault incidents (1st, 2nd, 3rd, and 4th degree) in 2011 compared to nine in 2010. (Note: These numbers are not reflected in the Wisconsin Unified Crime Reporting Index Crime statistics.)

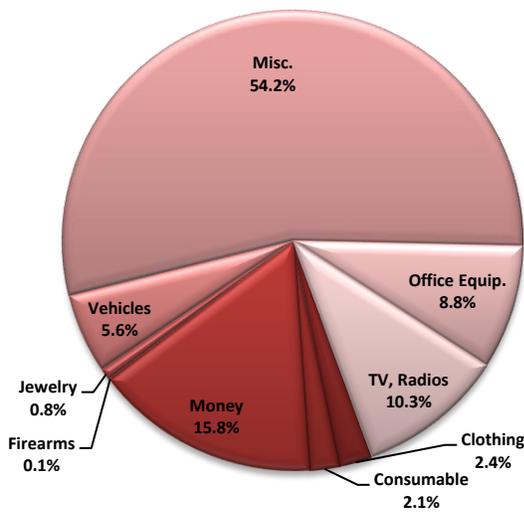
Property Crime Offenses	2010		2011	
	# offenses	loss amount	# offenses	loss amount
Arson	1	\$ 3,744	-	\$ 0
Burglary	42	\$ 19,521	58	\$ 42,858
Motor Vehicle Theft **	4	\$ 11,180	6	\$ 65,975
Thefts (breakdown of thefts below)				
▪ All Other	62	\$ 34,415	54	\$ 13,027
▪ Motor Vehicle Parts/Accessories	16	\$ 4,259	13	\$ 911
▪ Bicycles	43	\$ 7,533	42	\$ 7,161
▪ Coin Operated Machines	-	\$ 0	-	\$ 0
▪ From Motor Vehicles	67	\$ 19,173	59	\$ 19,709
▪ From Buildings	83	\$ 32,191	75	\$ 28,419
▪ Pocket Picking	1	\$ 70	1	\$ 84
▪ Purse Snatching	-	\$ 0	-	\$ 0
▪ Shoplifting	21	\$ 3,985	11	\$ 725
Total Thefts	293	\$ 101,626	255	\$ 70,036
Grand Total of All Offenses	359	\$ 136,111	338	\$ 183,263

** Four cars and two trucks were reported stolen during 2011. Of those 2011 incidents, the keys had been left in five of the vehicles. Two of the motor vehicle thefts were cleared by arrest (or exceptional clearance) and all of the motor vehicles were recovered.

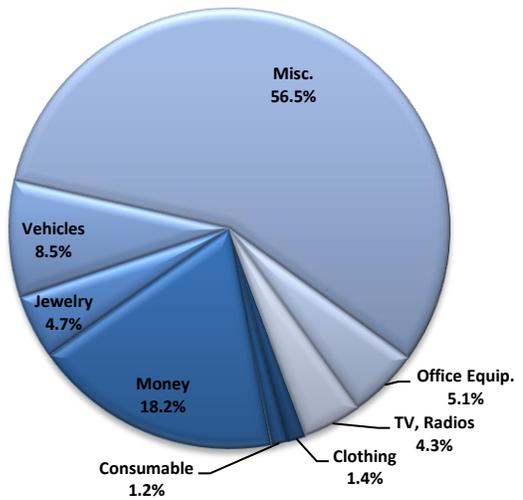
Property Stolen vs. Property Recovered

Type of Property	Stolen	Recovered	Recovery Rate
	dollar amount	dollar amount	percentage
Clothing and Furs	\$ 4336	\$ 1,591	37 %
Consumable Goods	\$ 3,818	\$ 1,363	36 %
Currency, Notes, Etc.	\$ 28,941	\$ 21,215	73 %
Firearms	\$ 150	\$ 0	0 %
Household Goods	\$ 0	\$ 0	0 %
Jewelry and Precious Metals	\$ 1,510	\$ 5,550	368 %
Locally Stolen Motor Vehicles	\$ 10,225	\$ 9,925	97 %
Miscellaneous	\$ 99,304	\$ 65,700	66 %
Office Equipment	\$ 16,050	\$ 5,984	37 %
Televisions, Radios, Stereos	\$ 18,929	\$ 5,016	26 %
2011 Total	\$ 183,263	\$ 116,344	63 %
2010 Total	\$ 132,367	\$ 38,859	29 %

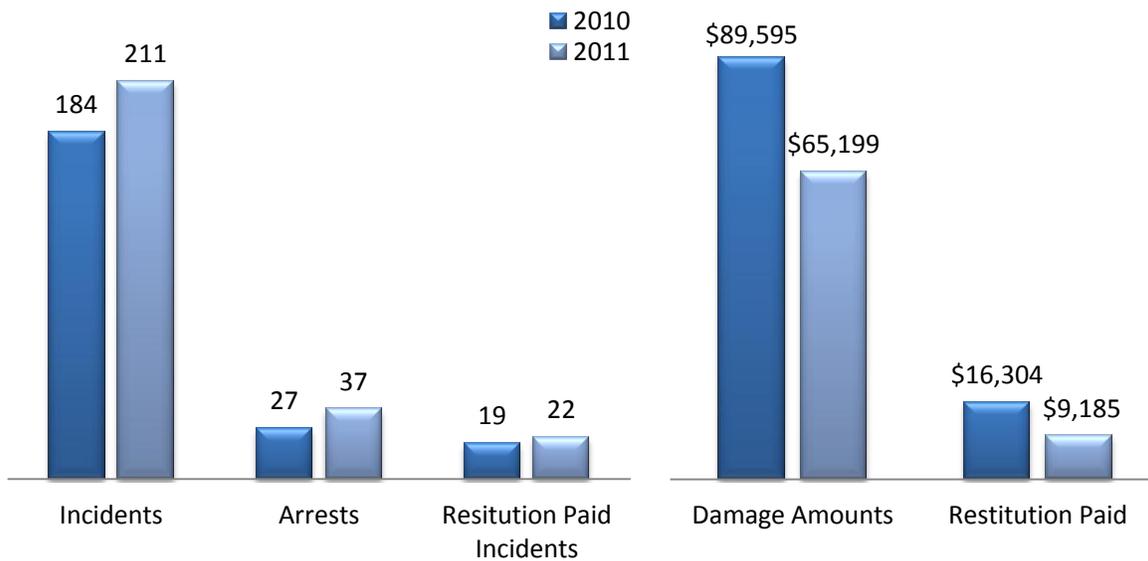
Stolen Property



Recovered Property



Criminal Damage Incidents



2011 Monthly Breakdown of Arrests

Month	Adult # of arrests	Juvenile # of arrests	Total # of arrests
January	300	11	311
February	277	9	286
March	421	23	444
April	379	31	410
May	296	15	311
June	212	30	242
July	211	18	229
August	224	18	242
September	304	22	326
October	410	19	429
November	194	25	219
December	219	19	238
Total	3,447	240	3,687
Monthly Average	287	20	307

Comparison of Arrests (Adult and Juvenile) by Year by Category

Type of Arrests	2007	2008	2009	2010	2011
	# of arrests				
Animal - License Required/ at Large /Noise	10	4	11	11	17
Arson	-	-	-	2	1
Assault (Aggravated)	6	23	6	12	7
Assault (Other)	34	52	34	45	32
Bail Jumping	47	43	24	33	65
Burglary	95	5	9	17	22
Burglary Tools - Possess	-	-	-	2	-
Cigarette/Tobacco Violation	35	46	15	26	12
Cigarette Deliver/Provided by Non-Retail	1	-	-	-	-
Citations Written for Parking Tickets	4	1	-	2	4
Contribute to Delinquency	1	4	-	-	1
Contribute to Truancy	3	-	3	1	3
Controlled Substance – Possession	75	75	62	55	66
Controlled Substance – Sale/Manufacturing	10	4	24	35	22
Court Order Violation	12	6	3	5	1
Criminal Damage	82	43	42	27	37
Criminal Trespassing	4	7	7	11	5
Curfew	44	39	11	23	20
Disorderly Conduct	361	384	351	409	330
Embezzlement	-	-	-	1	-
Emergency Detention/Protective Custody	41	68	41	41	50
Encourage Probation/Parole Violation	1	-	-	-	-
Escape	-	1	1	-	-
Extortion	1	-	-	-	-
Facilitate Child Sex Crime by Computer Use	-	-	1	-	-
Failure to Obey Officer	12	12	29	26	15
False Imprisonment	-	2	2	1	-
Fireworks - Sell/Discharge without Permit	1	1	3	-	1
Forgery and Counterfeiting	39	10	8	15	10
Fraud	116	53	31	25	53
Harbor/Aid a Felon	1	-	-	-	-
Illegal Blood Alcohol Content (IBAC)	167	139	126	101	95
Illegal Open Letter or Package	-	43	-	-	-

Type of Arrests (continued)	2007	2008	2009	2010	2011
	# of arrests				
Lewd and Lascivious Behavior	-	-	-	-	1
Liquor Laws	620	502	531	740	575
Littering	-	3	-	1	2
Motor Vehicle Theft	3	4	2	-	2
Noise	29	17	36	58	38
Obstruct/Resist Officers	55	47	40	44	37
Obstructions on Streets Prohibited	-	3	-	-	-
Offenses Against Family and Children	2	5	-	1	2
Operate Auto While Intoxicated (OAWI)	171	155	137	105	103
Park Regulations	-	-	2	2	1
Pornography/Obscenity	1	2	-	3	5
Possession of Drug Paraphernalia	41	60	37	47	52
Prostitution (Enticement)	3	7	1	-	2
Reckless Endangering Safety	2	8	6	6	3
Registered Sex Offender Photograph Minor	-	1	-	-	1
Robbery	-	-	1	3	-
Runaway	19	13	6	5	5
Sex Offenses (Other)	9	3	2	-	5
Sexual Assault – 1 st Degree	5	3	3	2	6
Sexual Assault – 2 nd Degree	8	3	7	4	13
Sexual Assault – 3 rd Degree	3	1	2	-	-
Sexual Assault – 4 th Degree	5	6	3	6	1
Solicitors/Peddlers Prohibited	1	-	-	1	2
Stolen Property	3	-	-	2	1
Theft (Except Motor Vehicle)	124	154	94	115	84
Traffic Offenses	767	979	967	838	1,568
Traffic Ordinance Violations	1	3	2	5	4
Truancy	47	28	17	20	32
Warrants Served - Local	136	189	140	145	136
Warrant/Pickups for Other Agencies	148	158	114	116	127
Weapons (Conceal/Possess/Negligent Use)	9	19	11	6	5
Zoning Violations	4	3	4	2	5
Total	3,419	3,441	3,009	3,203	3,687

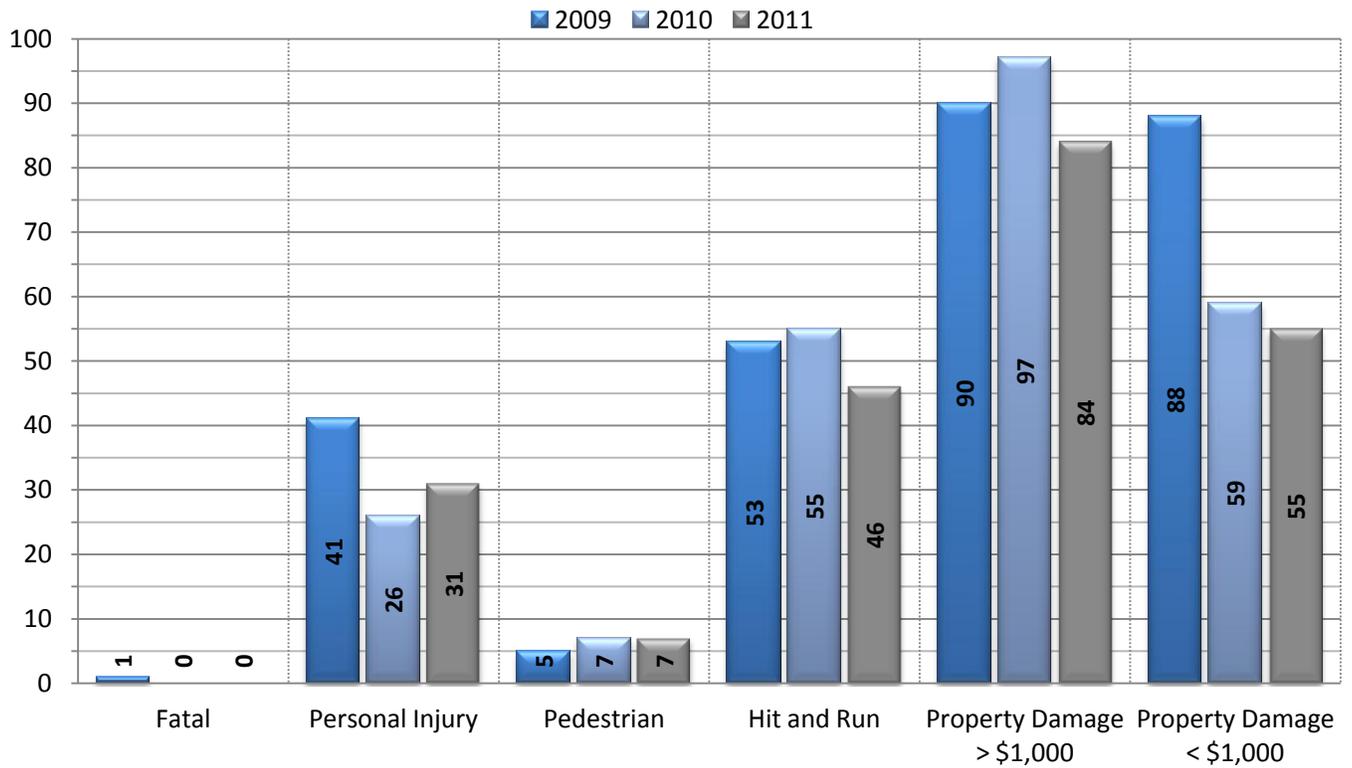
Comparison of Juvenile Arrests by Age by Category

Type of Arrests	12 & under	13-14	15	16	17	Total
	# of arrests					
Assault (Other)	1	2	-	-	1	4
Bail Jumping	-	-	-	-	8	8
Cigarette/Tobacco Violation	2	2	1	3	4	12
Controlled Substance – Possession	-	-	-	3	2	5
Controlled Substance – Sale/Manufacturing	-	1	-	-	1	2
Criminal Damage	1	2	-	-	1	4
Criminal Trespassing	-	-	-	-	1	1
Curfew	1	5	4	5	5	20
Disorderly Conduct	9	15	8	14	8	54
Liquor Laws	-	1	2	3	4	10
Littering	-	1	-	-	-	1
Obstruct/Resist Officers	1	-	1	-	-	2
Park Regulations	-	-	-	-	1	1
Pornography/Obscenity	1	-	-	-	-	1
Possession of Drug Paraphernalia	-	1	2	1	-	4
Reckless Endangering Safety	1	-	-	-	-	1
Runaway	1	1	-	1	2	5
Sex Assault (Other)	-	1	-	1	1	3
Sexual Assault - 1 st Degree	1	-	-	-	-	1
Sexual Assault - 2 nd Degree	-	3	1	2	1	7
Stolen Property	-	-	-	-	1	1
Theft (Except Motor Vehicle)	5	3	1	1	4	14
Traffic Offenses	-	1	2	8	33	44
Truancy	2	8	5	8	8	31
Warrant/Pickups for Other Agencies	-	-	-	-	2	2
Weapons (Conceal/Possess/Negligent Use)	2	-	-	-	-	2
Total	28	47	27	50	88	240

Comparison of Juvenile Arrests by Age by Year

Year	12 & under	13-14	15	16	17	Total
	# of arrests					
2007	26	78	83	149	193	529
2008	28	104	93	122	94	441
2009	40	47	42	64	99	292
2010	25	65	43	73	124	330
2011	28	47	27	50	88	240

Motor Vehicle Accidents by Category by Year



Motor Vehicle Accidents by Year by Month

Month	2007	2008	2009	2010	2011
	# of incidents				
January	23	33	34	16	20
February	29	50	40	26	25
March	29	22	15	22	21
April	16	22	22	16	13
May	26	15	17	22	17
June	18	23	26	14	14
July	23	17	24	15	18
August	18	15	12	10	17
September	22	40	15	20	25
October	22	31	19	20	19
November	24	32	25	23	17
December	44	49	29	40	17
Total	294	349	278	244	223

Parking Activity Comparisons by Year

Type of Activity	2007	2008	2009	2010	2011
	# incidents				
Parking Tickets Issued	8,270	7,138	5,209	3,937	4,027
Parking Revenue	\$ 136,724	\$ 126,944	\$ 121,320	\$ 108,164	\$ 99,332
Parking Permits Issued	114	198	248	300	297
> Resident	91	160	216	264	275
> Employee	23	38	32	36	22

Miscellaneous Activity Comparisons by Year

Type of Activity	2007	2008	2009	2010	2011
	# incidents				
Calls for Service	7,453	8,071	7,497	7,501	7,888
Emergency Medical Calls	564	576	520	573	516
Activity Logs *	684	508	249	316	231
Traffic Stops *	2,159	2,716	2,787	2,479	3,822
Family Disturbances	40	49	46	42	35
Noise Complaints	404	356	380	417	408
Animal Complaints	261	297	301	279	312
False Alarms	107	146	113	111	114
Bike Licenses Issued	34	26	21	18	23

* Officer initiated activities

Incarcerated Persons (City Jail) **	27	12	15	14	8
▪ Male	23	11	12	13	7
▪ Female	4	1	3	1	1

** In accordance with state statutes, the annual jail inspection found our jail to be in compliance with all statutory and departmental requirements, and in an orderly condition.

Open Records Requests

Type of Request	2007	2008	2009	2010	2011
	# requests				
Incident Reports (to government agencies)	830	1,397	1,216	1,078	1,032
Incident Reports (to public)	443	493	546	440	465
Motor Vehicle Accident Reports	249	196	172	243	191
Background Checks	923	898	876	703	632
• Alcohol Beverage License Applicants *	43	49	43	42	44
• Beverage Operators License Applicants*	201	173	158	181	214
Miscellaneous	11	13	12	7	4
Total Requests	2,456	2,997	2,822	2,471	2,324

*breakdown included in Background Checks total

Personnel Training, Overtime and Presentations

Type of Statistic	2007	2008	2009	2010	2011
	# hours				
Training Hours	1,789	3,472	1,491	1,243	1,871
Overtime Hours	4,324	4,705	4,006	4,461	3,624
Holiday Hours Worked	829	1,190	670	1,032	1,119
Presentations given by WPD Personnel **	# speeches				
	38	38	41	30	21

** In 2011, these presentations and outreach programs included:

- Operate auto while intoxicated (OAWI) presentations to high school driver's education classes
- Summer safety to elementary school students
- Internet safety to middle school and high school students and parents
- Emergency preparedness
- Severe weather
- Stealing-don't do it
- Duties of a juvenile officer
- Rental property information to Whitewater Rental Association
- Tavern information to the Tavern Owners Association
- Child neglect
- Active shooters in schools
- McGruff appearances at community events

Not included are the various department tours and job fairs conducted by department personnel.

2012 Management Plan

We predict that 2012 will be another year of significant innovation, professional development, and continued progressive change for the organization. Based on an assessment of departmental operations, supervisory and command staff discussions, budgetary considerations, and a review of the City Strategic Plan, we propose the following organizational goals and objectives for 2012. Our goals represent direct and definitive objectives for us to accomplish over the course of the year. Other issues will be reviewed and projects developed as opportunities arise or as conditions change. The following outlined goals will provide the vision for the professional development of our Department and a guide to what we intend to accomplish in the year ahead.

2012 ORGANIZATIONAL GOALS AND OBJECTIVES:

1. To Ensure Our Status as an Accredited Law Enforcement Agency

Accreditation is a process by which a police department, such as ours, maintains compliance with a body of standards relating to every aspect of a law enforcement operation. Over the years we have sought to develop policies and practices in accord with state and national standards and have maintained our accreditation commitment since 2000. Accreditation is a prestigious honor bestowed on those relatively few law enforcement agencies in the state which have been successful in coming into compliance with comprehensive standards set forth by the Wisconsin Law Enforcement Accreditation Group (WILEAG). We are the only such agency in all of Walworth and Jefferson Counties to do so. Accreditation recognizes the quality of our organization, the caliber of our personnel, and places our agency among the elite in Wisconsin law enforcement. In 2012, we will undergo an extensive reaccreditation process which is designed to ensure on-going compliance with accreditation standards.

2. Transition to Narrowbanding

In an effort to promote greater spectrum efficiency, the FCC is requiring all public safety and industrial/business licensees using 25 kHz VHF and UHF radios systems to migrate to minimum 12.5 kHz efficiency by January 1, 2013. The Department has already begun to work with Radicom Inc. to begin modifying the radio frequencies so we are ready to transition once the narrowbanding equipment is installed. The City Council approved the dedicated financial support that will be necessary to comprehensively enhance the portable and squad radios, towers, bay stations and voters to ensure the Department's communication capabilities remain strong as we transition towards the narrow banding mandate. The pending upgrade will integrate current equipment and all newly purchased equipment will be narrowbanding compliant and have the ability to upgrade to a digital system when necessary. The system will support police, public works, fire and rescue's individual needs and is expected to be fully implemented by December 2012.

3. Increase Agency Crime Prevention Initiatives

Crime prevention and creating community partnerships that foster open communication between the community and law enforcement personnel is critical to making Whitewater inhospitable to criminals and criminal activity. In 2011 the Whitewater Police Department formulated a Crime Prevention Team. The team worked hard to begin implementing crime prevention programs to partner with the community and decrease crime. In 2012 the team will seek to increase the Department's crime prevention initiatives by incorporating two new programs. The team will seek to begin building an atmosphere that will transition the Department from a program based mindset into a crime prevention culture throughout the Department and the community.

4. Complete a Five Year Strategic Plan

Members of the Whitewater Police Department will begin to compile an updated five year strategic plan in conjunction with the City of Whitewater. The completed five year strategic plan will cover 2012 through 2017.

5. Update the Values and Mission Statement

After eighteen years, members of the Whitewater Police Department will seek to reassess our Values and Mission Statement to determine if we can incorporate some of the recent challenges to counter crime, enhance public safety and better serve the community of Whitewater.

6. Collaborate with the University and Drug Units to Enhance Drug Awareness

Members of the Detective Bureau will collaborate with the University and the Walworth and Jefferson County drug units to enhance drug awareness and make proactive arrests as appropriate. The Department will seek to increase drug arrests and seized property assets associated with drug arrests by 10%.

7. Reorganization of Agency

Internal movement within the organization creates an opportune time to take a fresh look at the organizational structure. This is done to determine if changes can enhance the organization to better serve the Department and community's needs. In 2012, I added a Captain position and streamlined the chain of command to increase the number of patrol officers dedicated to road duties.

8. Increase Bike Patrol Personnel

The Whitewater Police Department has maintained a bike patrol initiative as a proactive measure to provide additional secondary transportation options for patrol officers beyond patrol squads. In conjunction with our increased crime prevention initiatives and the heightened cost of gasoline, the Department is seeking to significantly increase the number of officers trained as bike patrol officers.

9. Dedicate Personnel for Enforcement of Traffic, Alcohol and Drug Influenced Violations

Risks and hazards created by motorists combining alcohol and other drugs are growing. This concern includes not only drugs such as ecstasy, cocaine, heroin, and marijuana, but also prescription medications and medications sold over the counter. All of these may affect a driver's ability operate a motor vehicle, sometimes in subtle ways that the operator may not realize that he or she is affected. The effects of these types of drugs could be exacerbated when they are taken with alcohol. Members of the Whitewater Police Department are dedicated to decreasing the number of alcohol related accidents by increasing crime prevention personnel to educate the community on the risks and dedicated patrol interdiction measures to arrest offenders who risk the community's safety.

10. To Accomplish Annual Patrol/Team Objectives

Per policy, on an annual basis each shift of officers formulates and then seeks to accomplish team goals and objectives. Objectives generally include attention to three areas (traffic enforcement and safety, anti-crime/problem solving, and community policing/crime prevention). In 2012, we intend to focus our resources on thwarting unlawful car entries, conducting underage alcohol abatement operations, preventing frauds against our elderly citizens, increase drug interdictions and enhance our traffic safety efforts (particularly on

West Main Street). All of these goals include very specific objectives for each team (shift) of officers to accomplish over the next twelve months.

CONCLUSION

The Whitewater Police Department is clearly a very progressive and professional law enforcement agency. As we look forward, we need to begin seeking new and innovated ways to continue our high standard of professional policing on a reduced fiscal budget. Shrinking budgets seem to be a recurring trend; a trend that isn't expected to change soon.

As we navigate through the strategic plan, we need to keep professional and tactical sound responses at the forefront while implementing new technology that may help lessen many of the costs. Annual firearms training is necessary, but using technology may provide the same high level tactical training but at a reduced cost of expensive ammunition and travel costs. Proactive patrol is a sound technique in reducing opportunity driven crime; enhancing bike patrol team members can dramatically reduce fuel costs and increase community interaction. Police reports are the foundation in documenting events that occur, but can be expensive in overtime costs to ensure they are completed in a timely fashion. Looking at utilizing dictation may prove to be the balance of timely and accurate reports with increased dedicated patrol initiatives. These are just some of the ways the Whitewater Police Department may successfully weather difficult financial challenges and still provide highly skilled and resourceful protective services to the community.

The most solid foundation of the Whitewater Police Department remains the valued, trusted and loyal personnel who have dedicated their careers to the law enforcement profession. A career in law enforcement, in every facet; support services, community service officers, patrol officers, dispatchers, detectives, and supervisory staff, is truly a calling. To serve the public is a challenging career in part because our customers and their needs can be vast. However, for law enforcement it can prove to be a more challenging undertaking in part because many of our traditional customers don't chose to be served for their benefit, but rather more often, for the benefit of the public safety. It takes an individual with strong character and a compassionate foundation to enter the doors of the police department prepared to tackle any task with professional wisdom, patience's and dedication. With the support of the police commission, city council, city management, and city support personnel, we will continue to collectively serve the city of Whitewater throughout 2012.