

PORT WASHINGTON POLICE DEPARTMENT

ANNUAL REPORT

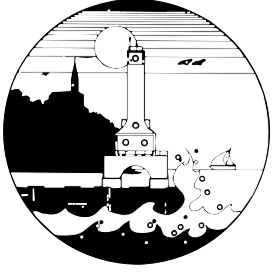
2010

Richard Thomas, Chief



TABLE OF CONTENTS

MISSION AND VALUE STATEMENTS.....	5
ADMINISTRATION AND PERSONNEL.....	6
SWORN PERSONNEL CHANGES.....	7
POLICE RESERVE MEMBERS.....	8
POLICE RESERVE ACTIVITY.....	9
SCHOOL CROSSING GUARDS.....	11
POP PROJECTS.....	12
TRAINING.....	13
OFFICER ACTIVITY.....	17
CITATIONS ISSUED.....	20
STATE ARRESTS.....	21
ACCIDENTS.....	22
JUVENILE ARRESTS.....	23
SPEED CITATIONS.....	24
UCR PART 1 CRIMES.....	25
UCR PART 2 CRIMES.....	27
GOALS AND ACTION PLANS.....	30
SPECIFIC WORK PLAN FOR 2010.....	31
STATEMENT OF FUTURE CONSIDERATIONS.....	32



March 2011

CITY OF
PORT WASHINGTON

POLICE DEPARTMENT

Richard Thomas,
Chief of Police

Michael Keller,
Police Captain

MEMO TO: Police & Fire Commission

FROM: Richard Thomas, Chief

SUBJECT: 2010 ANNUAL REPORT

The Annual Report for the City of Port Washington Police Department covering the period of January 1, 2010, through December 31, 2010, is hereby submitted for your review.

Throughout 2010 the Port Washington Police Department continued to experience change in the areas of personnel, technology, and equipment.

The department first engaged in a proactive tactical deployment program designed to prevent business armed robberies in November 2005. This program has three components and has been implemented each November annually since 2005.

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

The department uses a police mountain bike provided by Pedal Moraine Cycle & Fitness of West Bend during the summer months for various patrols.

The department also has had at its disposal a Yamaha scooter, which is used for various types of patrol especially in the lakefront area, compliments of Yamaha of Port Washington, Inc.

365 North Wisconsin Street

P.O. Box 365

Port Washington, WI 53074

Tel (262) 284-2611

Fax (262) 377-9648

In 2010 the Port Washington Kiwanis and the Port Washington Lions Club generously donated funds for Brewer baseball and Green Bay Packer football cards for distribution to the children in the community. Both of these programs continue to be very popular with the children.

Mid-Moraine Municipal Court continues to be a valuable asset for the City of Port

Washington. All ordinance violation cases are efficiently handled by municipal court and help to improve the quality of life in our community.

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

We underwent Accreditation Assessment from June 8 – 10, 2010. During this time, three Accreditation assessors reviewed and critiqued our accreditation files. On June 8, the assessors were shown static displays in the police department community room and garage, and the assessors began review of the files. On June 9, in addition to the file review, a public hearing was held with fifteen citizens in attendance. Also, four phone calls were received. On June 10, an exit interview was held with the police department accreditation team. The department files and proofs were found to be in compliance with the third edition standards. The Port Washington Police Dept. was accredited by the Wisconsin Law Enforcement Accreditation Group in July 2010.

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

OUR MISSION

The mission of the Port Washington Police Department is to enhance the quality of life in our city by working in partnership with the community, to protect and serve the community's quest for a peaceful and safe existence, with democratic values applied equally to all citizens.

VALUE STATEMENT

**TO ACHIEVE THIS MISSION,
WE COMMIT TO THESE SPECIFIC VALUES:**

Human life above anything else
Community opinion and response
Courtesy, compassion and respect
Problem Solving
Teamwork
Integrity

ADMINISTRATION AND PERSONNEL

BOARD OF POLICE AND FIRE COMMISSIONERS

Rick Nelson (President)
 Virginia Taucher (Secretary)
 Terry Tietzen (Vice Chair)
 Mark Gottlieb*
 Bruce Becker
 Martin Becker

POLICE DEPARTMENT

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

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

*Resigned

**ADMINISTRATIVE
ASSISTANT**

Barb Roska

APPOINTED

02-24-96

RECORDS CLERKS (Full-Time)

Becki Hill

Shelly Heaslip

Annie (Zembruski) Bialzik

APPOINTED

03-01-99

04-15-04

09-17-07

PART-TIME COURT CLERK

Tammy Shepherd

APPOINTED

09-23-92

SWORN PERSONNEL CHANGES

Present for duty December 31, 2009	19
Recruited during year	0
Separated from the service	0
Present for duty December 31, 2010	19

POLICE RESERVE MEMBERS

CAPTAIN: Doug Winqvist
LIEUTENANTS: Russ MacRae, Robert Mueller
CORPORAL: Charles Betka

MEMBERS:

Allen Biever	Brad Mielke*
Corey Birchbauer	James Ruth
Tricia Perry	Brandon Reel
William Parzyszek	Issam Izhiman
Gregg Kraft	Grant Close
Gregory Boulanger	Richard Loberger
Michael Hernandez	Jaimie Byrnes*
Michael Kolbach	Justin Moeller
	Christine Stokkers*

*Resigned

ADVISORS

Lt. Tom Barbuch

Officer Jerry Nye

Membership

The Port Washington Police Reserves added several new members in 2010. Gregory Boulanger, Grant Close, Michael Hernandez, and Michael Kolbach joined the ranks. Will Parzyszek returned to the unit in 2010. Several members who had been inactive resigned and returned their equipment so that the current members are active members.

Training

Internal training covered the topics of City familiarization, handcuffing, use of force, radio communications, and traffic control and direction, and firearms familiarization which included range training. Scenario training was used to help put the training received to practical use. These scenarios involved the assistance of several officers from the department in addition to the advisors.

Five Reserves participated in Severe Weather/Storm Spotting Training put on by the NOAA.

Four Reserves were sent to MATC for 16 hours of training. Training included Professional Communications, Handcuffing/Use of Force, Drug Recognition Evaluation, Traffic Direction, and Emergency Vehicle Operation Course.

Events/Activities

1,467 hours of service were logged by the Reserve members. This is an increase of 417 hours over 2009. In addition to the meetings which were held on a regular basis throughout the year, the following is a list of activities participated/assisted in by the Reserves:

Saturday Church Traffic @ St. Peters Catholic Church
Fingerprinting @ Port Catholic Open House
Severe Weather Storm Spotters
Bear – Crowd control
Main Street Program Ladies Night Out – Traffic Control
St Patrick's Day Parade – Traffic Control
Possibility Playground Run/Walk – Traffic Control
Miller Bike Ride for the Arts – Traffic Control
Main Street Program Street Festival – Patrolling the grounds
Memorial Day Parade – Traffic Control
PWHS Graduation – Traffic Control
July 4th Parade & Fireworks – Traffic Control
Port Fish Day – Traffic/Patrolling the grounds
Piratefest Parade, Fireworks, and Patrolling the grounds
Ride alongs
Downtown Weekend Surveillance

Relay for Life – Security for donation collection
PWHS Homecoming Parade – Traffic Control
PWHS Football games – Patrolling the grounds
TJMS Bike Ride – Traffic Control
Triathlon – Traffic Control
Run from Concordia – Traffic Control
Scenic Shore 150 Bike Ride – Traffic Control
Port Maritime Festival – Patrolling the grounds
Pumpkins in the Park – Traffic Control
Car Show - Traffic Control
Funeral – Traffic Control
Municipal Court - Security
Squads to Milwaukee for service
Bicycle Rodeo – Assist Officer running the course
Port Christmas Parade – Traffic Control

In addition, the unit provided assistance for activities in other communities:

Grafton Bicycle Race – Traffic/Crowd Control
Grafton Christmas parade – Traffic
Celebrate Fredonia parade – Traffic
Frebeka 5 run – Traffic
Saukville Run/Walk – Traffic

Expanding Duties

The Reserve unit is currently planning and working towards expanding the scope of activities. These ideas will require approval and some will also require additional training and coordination with Officers. Some of the ideas have come from the Reserve members, and some of come from conversations with officers in the department. Some of the ideas under consideration include:

Vacation Home checks
Child Fingerprinting Programs
Expanding Downtown Surveillance
Adding Reserves to the bike patrol
Using Reserves under the age of 21 for checks of establishments selling alcohol
Training Reserves for as Teleserve call takers

REGULAR

Diane Jung – Head Crossing Guard

Lynn Didier

Kristen Andrews

Sandy Radloff

Duane (Swede) Halverson

Judy Flom

Robert Byrne

Kathy Lambrecht

Charles Betka

ALTERNATES

Allen Bieber

Joan McGarty

Donna Stepaniak

Killian Bode*

Liliana Bieber

Ruth Schneider

Marion Torbeck

Gerald Wilde

JulieAnne Weinberger

James Radloff

*Resigned.

POP PROJECTS

Officer	Location	Date Started	POP Project	Status
Kajtna & Wolff	Throughout the City	03/30/2010	Recognizing Persons with Autism handout	Completed
Schleg	Possibility Playground	05/06/2010	Have "SLOW" painted on roadway before crosswalk area by Possibility Playground	Completed
Footit	Lincoln Avenue	05/29/2010	Speeding on Lincoln Avenue in School Zone Area	Response
Diane Jung	Marina	05/2010	America's Waterway Watch	Response
Bergin & Nye	Downtown	05/20/2010	Vandalism (2nd year)	Response
Erickson	Kaiser Dr. and Monroe St.	10/04/2010	Extend sidewalk on Kaiser Dr. from Monroe St. north	Response
Barbuch	Throughout the City	10/04/2010	Medication collection	Response
Moertl	Officers	2010	Strangulation and Domestic Abuse	Completed
Knowski	Throughout the City	12/21/2010	K2, Spice, Fake Marijuana	Response
Schmeling	Michigan Street	6/1/10	Vehicles parking too close to drive	Completed
Schmeling	Beach Patrol	6/11/10	Outfit Yamaha Rhino service vehicle with additional lighting	Completed
Hurda	Throughout the City	6/1/10	Recommend installation of STOP signs	Completed
Czarnecki	Wisconsin at Dodge	6/1/10	Paint street by Patio Bar to alleviate parking problems	Completed
Keller	Squad cars	6/30/10	Equip squads with Key Secure devices (Knox boxes)	Completed

OFFICER TRAINING

Chief Thomas

FBI LEEDA Conference, Atlanta GA
 Range Training @ OZSO range
 FBI NA Spring Shoot
 W C P A Summer Conf., Wausau WI

Capt. Keller

Range Training @ OZSO range
 FBI NA Spring Shoot
 W C P A Summer Conf., Wausau WI
 FBI NA Fall Shoot
 Administrative EVOC, MATC
 FBI LEEDA Supervisor Leadership Institute, @ PWPD

Lt. Hingiss

Range Training @ OZSO range
 Heartsaver AED/CPR
 Fall Range Training @ OZSO
 ECD (Taser) Re-certification

Lt. Davel

Taser Instructor - Recert., Pewaukee WI
 W C P A Winter Conference, WI Dells
 Range Training @ OZSO range
 Heartsaver AED/CPR
 Fall Range Training @ OZSO

Lt. Barbuch

F B I National Academy, Quantico VA
 Range Training @ OZSO range
 FBI NA Spring Shoot
 Executive Management Program NUTI, @ PWPD
 Heartsaver AED/CPR
 FBI NA Fall Shoot
 FBI LEEDA Supervisor Leadership Institute, @ PWPD

Lt. Leet

Range Training @ OZSO range
 Heartsaver AED/CPR
 Fall Range Training @ OZSO
 ECD (Taser) Re-certification

Officer Schmeling

Inservice, Waukesha Cty. Tech.
Range Training @ OZSO range
ECD (Taser) Re-certification
Fall Range Training @ OZSO

Officer Czarnecki

Inservice, Waukesha Cty. Tech.
Range Training @ OZSO range
Heartsaver AED/CPR
Tactical Training (Advanced SWAT)
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Kajtna

Autism Training for First Responders, TJMS
Inservice, Waukesha Cty. Tech.
Range Training @ OZSO range
Heartsaver AED/CPR
ECD (Taser) Re-certification

Officer Schleg

WACOP Conference, Green Bay
Range Training @ OZSO range
Heartsaver AED/CPR
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Footit

Advanced Tech. Property Room Management, FVTC
Range Training @ OZSO range
Heartsaver AED/CPR
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Keller

Heartsaver AED/CPR
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Wolff

Taser Instructor - Recert., Pewaukee WI
Autism Training for First Responders, TJMS
Keeping Kids with Autism Safe, TJMS
Inservice, Waukesha Cty. Tech.
Leadership in Police Organizations, Milw.
Community Policing and Problem Solving, WCTC
Range Training @ OZSO range
Heartsaver AED/CPR
Fall Range Training @ OZSO

Officer Erickson

Inservice, Waukesha Cty. Tech.
Range Training @ OZSO range
Heartsaver AED/CPR
FBI-LEEDA/LifeLock Identity Theft Summit
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Moertl

Inservice, Waukesha Cty. Tech.
Range Training @ OZSO range
Heartsaver AED/CPR
Investigating Sensitive Crimes, Washington Cty.
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Knowski

Range Training @ OZSO range
Heartsaver AED/CPR
Honor Guard School, Oak Creek WI
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Bergin

Inservice, Waukesha Cty. Tech.
Community Policing and Problem Solving, WCTC
Range Training @ OZSO range
Heartsaver AED/CPR
IPMBA Police Cyclist Course, U W M
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Nye

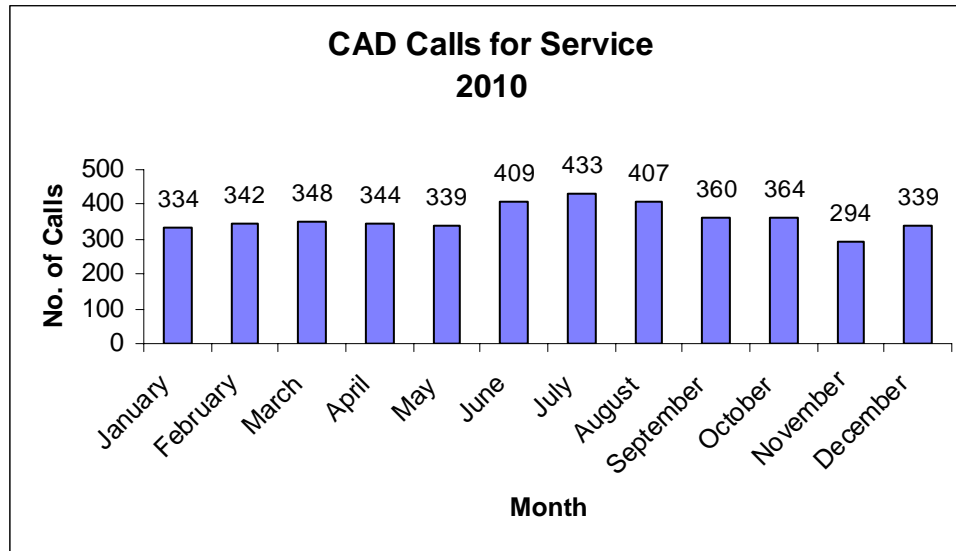
Range Training @ OZSO range
Inservice, Waukesha Cty. Tech.
Heartsaver AED/CPR
Honor Guard School, Oak Creek WI
Fall Range Training @ OZSO
ECD (Taser) Re-certification

Officer Hurda

FEMA IS-00100.a, Intro to ICS, Online
FEMA IS-00100.HE, Intro to ICS, online
FEMA IS-00200.a, ICS for Single Res., online
FEMA IS-00700.a, Nat'l. Incident Mgmt., online
Range Training @ OZSO range
Alco-Sensor FST online training
Heartsaver AED/CPR
Fall Range Training @ OZSO
ECD (Taser) Re-certification

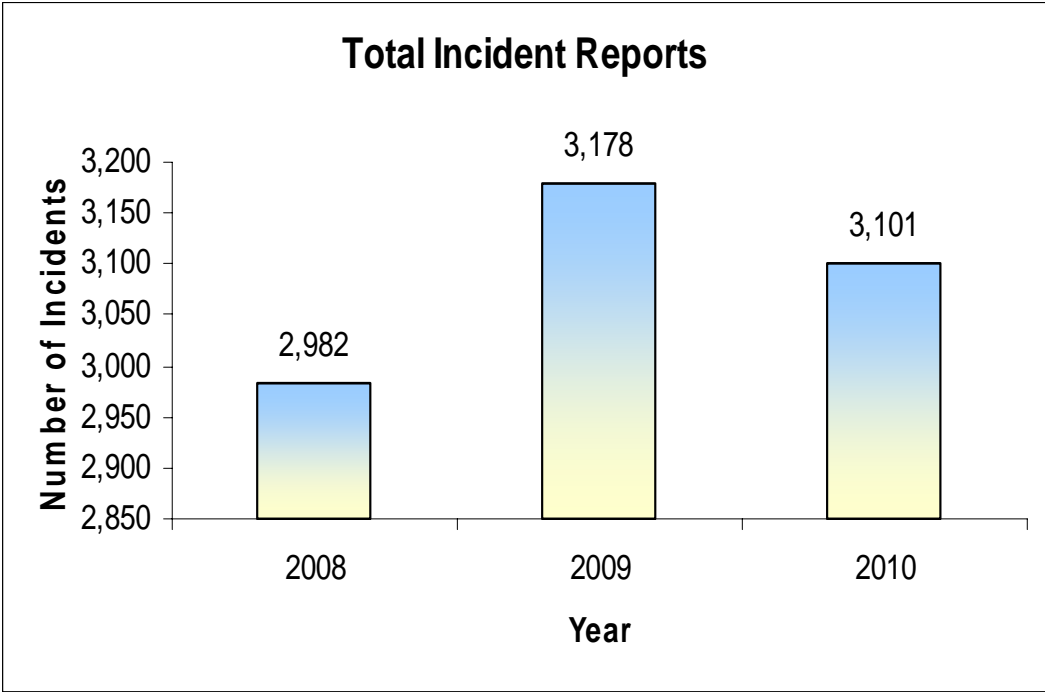
* The State of Wisconsin's training year is July 1st through June 30th.
The training listed is for calendar year 2010. Because of this difference, some officers' training records may indicate either no Inservice training for the year, or two sessions attended during the calendar year.

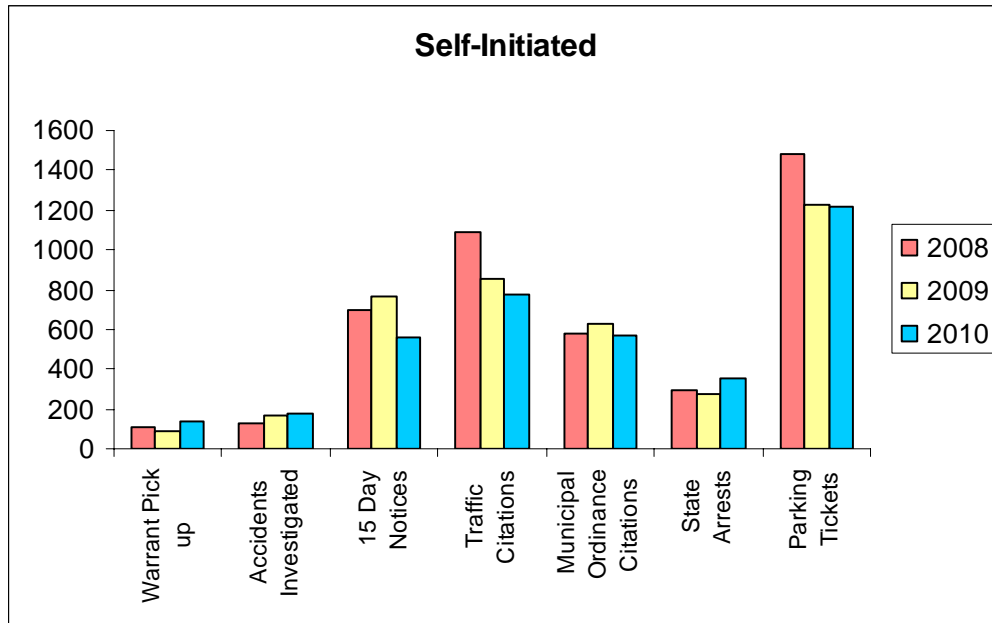
OFFICER ACTIVITY



<i>Dispo UCR - Description</i>	<i># of Calls</i>	<i>Dispo UCR - Description</i>	<i># of Calls</i>
-	78	IOWC - Issuance of Worthless Check	5
ABAN - Abandoned Vehicle	52	JA - Juvenile & Underage Alcohol	14
ABUS - Abuse or Neglect	6	LITT - Littering & Debris in Road	33
AC - Assist Citizen	541	MENT - Mental Subject	19
ALRM - Alarm	23	MISS - Missing or Runaway	35
ANIM - All Animal Complaints	211	MVT - Motor Vehicle Theft	5
AOA - Assist Other Agency	131	NARC - Narcotics Investigation	23
BATT - Battery	14	OD - Open Door	78
BURG - Burglary	12	OTHR - Other	213
CDTP - CDTP or Vandalism	102	PROP - Lost & Found Property	62
CVL - Civil	82	RAPE - Sexual Assault	4
DC - Disorderly Conduct	369	RESC - Rescue Call	466
DINV - Death Investigation	7	ROBB - Robbery	2
DISA - Disabled Vehicle	35	SUIC - Suicide & Attempts	29
DNR - Tag CKD or DNR Violation	2	SUSP - Suspicious Vehicle or Person	173
DOMS - Domestic Trouble	97	TA - Traffic Accident	205
ESCP - Escape or Walkaway	1	THFT - Theft	188
F911 - 911 Hangup	290	TOBC - Tobacco Violation	5
FALR - False Alarm	408	TRAF - Traffic	295
FIRE - Fire or Smoke	51	TRES - Trespassing	23
FORG - Forgery	5	TRO - TRO or Injunction	9
FWRK - Fireworks	13	WANT - Warrant or Wanted	55
HARR - Harassment/TRO Violation	82	WEAP - Weapons Violations (CCW)	7
HBOA - Handled by Other Agency	4		

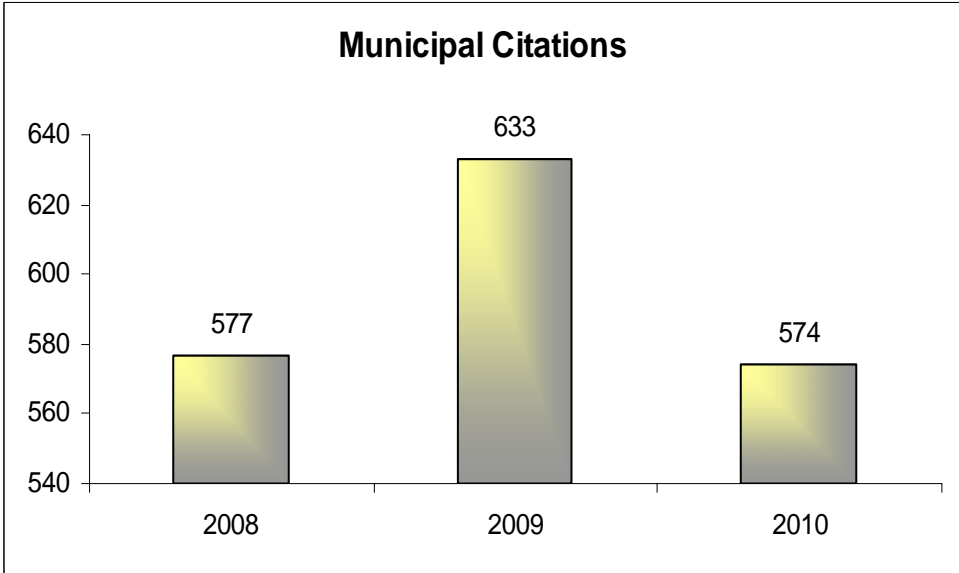
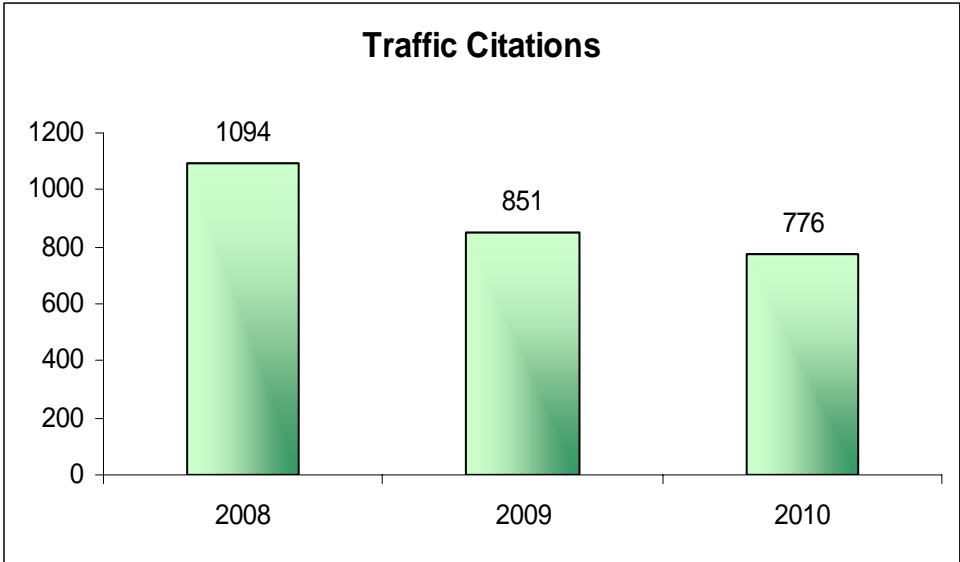
* Calls that were cancelled in the system; entered in error, officer requested cancellation prior to arrival or caller requested cancellation prior to officer arrival



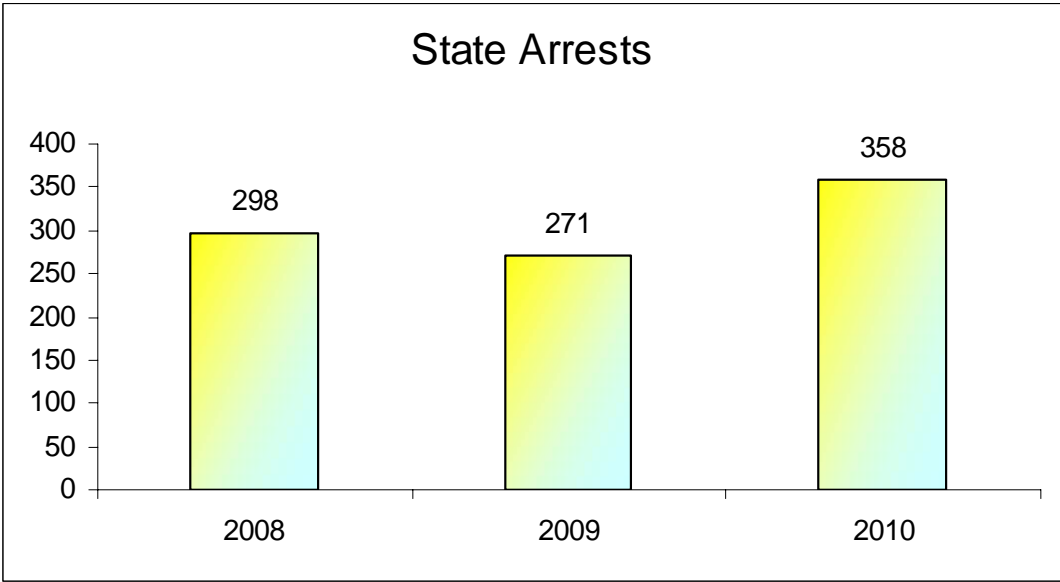


	2008	2009	2010
Warrant Pick up	108	87	140
Accidents Investigated	128	162	179
15 Day Notices	699	762	557
Traffic Citations	1094	851	776
Municipal Ordinance Citations	577	633	574
State Arrests	298	271	358
Parking Tickets	1481	1225	1217

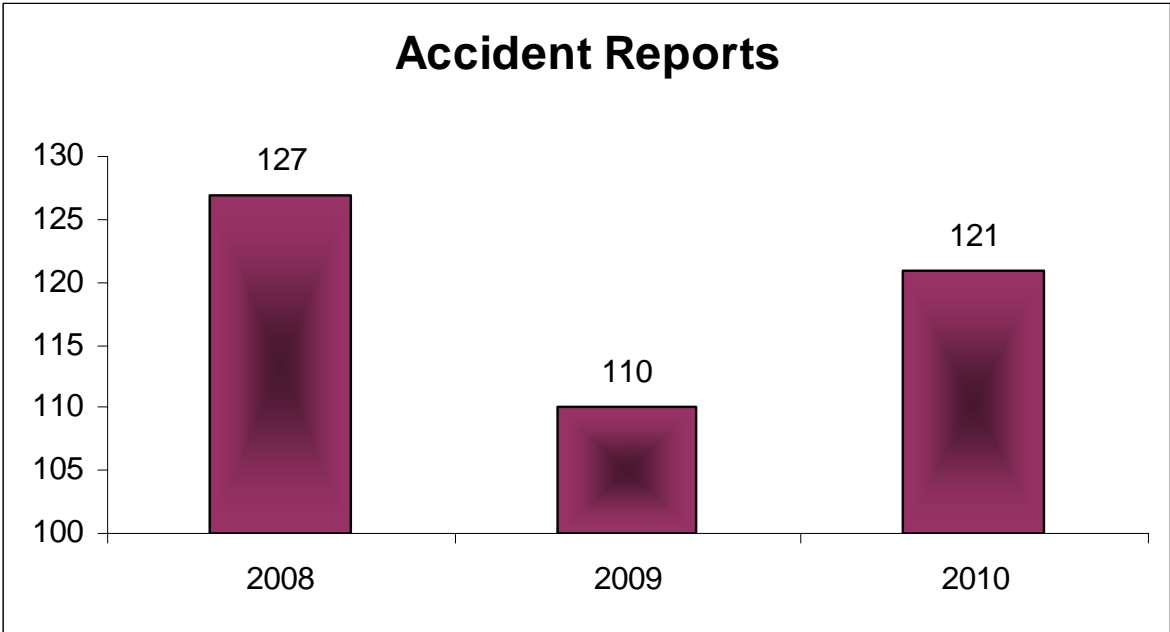
CITATIONS ISSUED



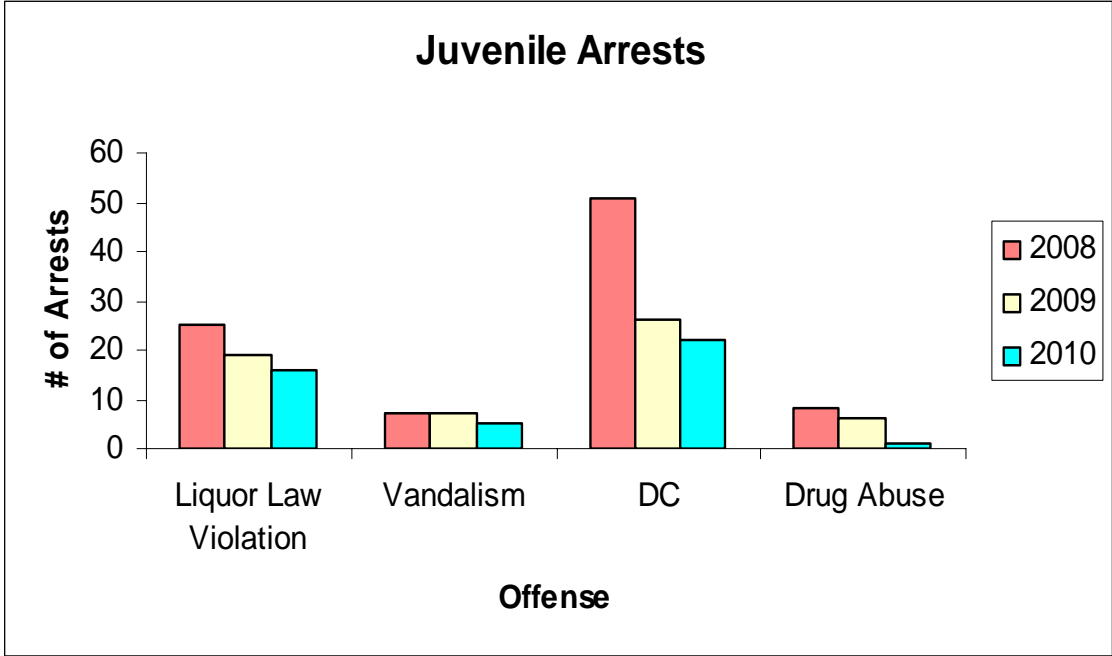
STATE ARRESTS



ACCIDENTS

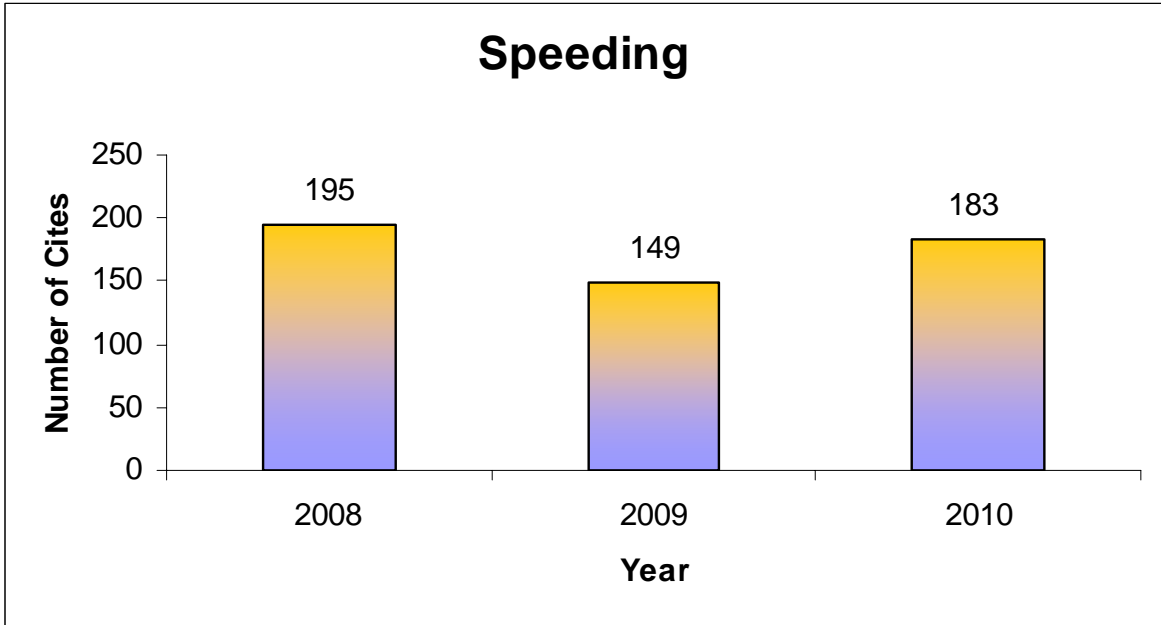


JUVENILE ARRESTS

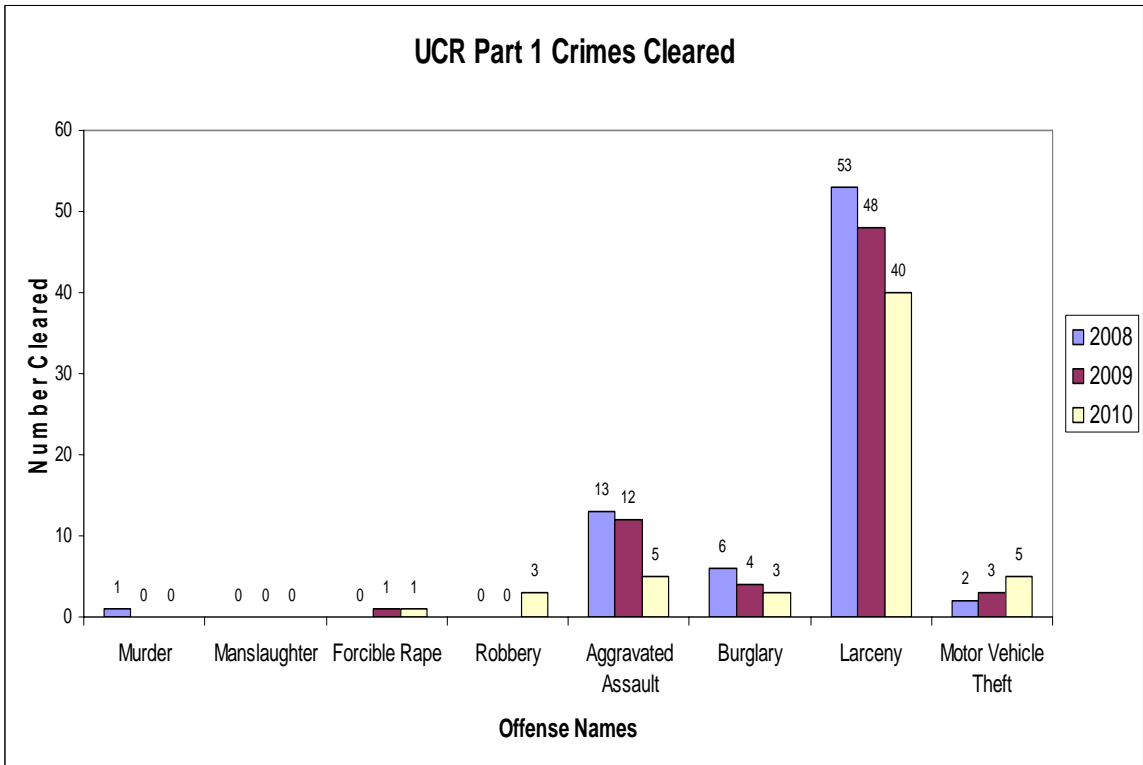
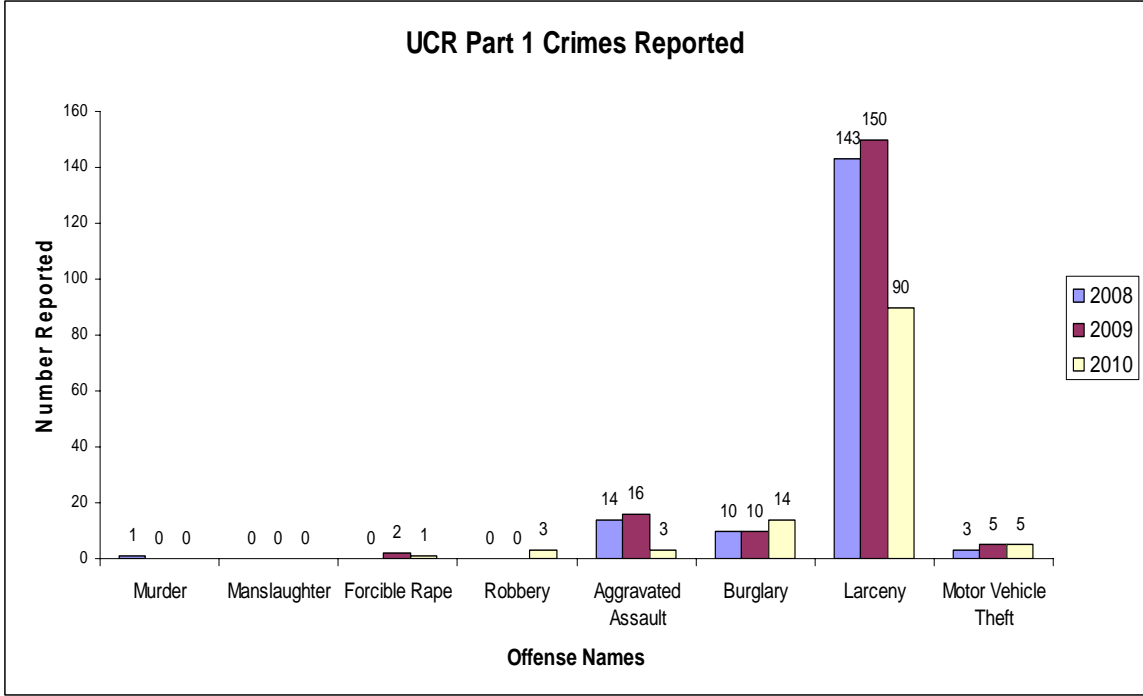


	2008	2009	2010
Liquor Law Violation (OWI/Underage Alcohol)	25	19	16
Vandalism	7	7	5
DC	51	26	22
Drug Abuse	8	6	1

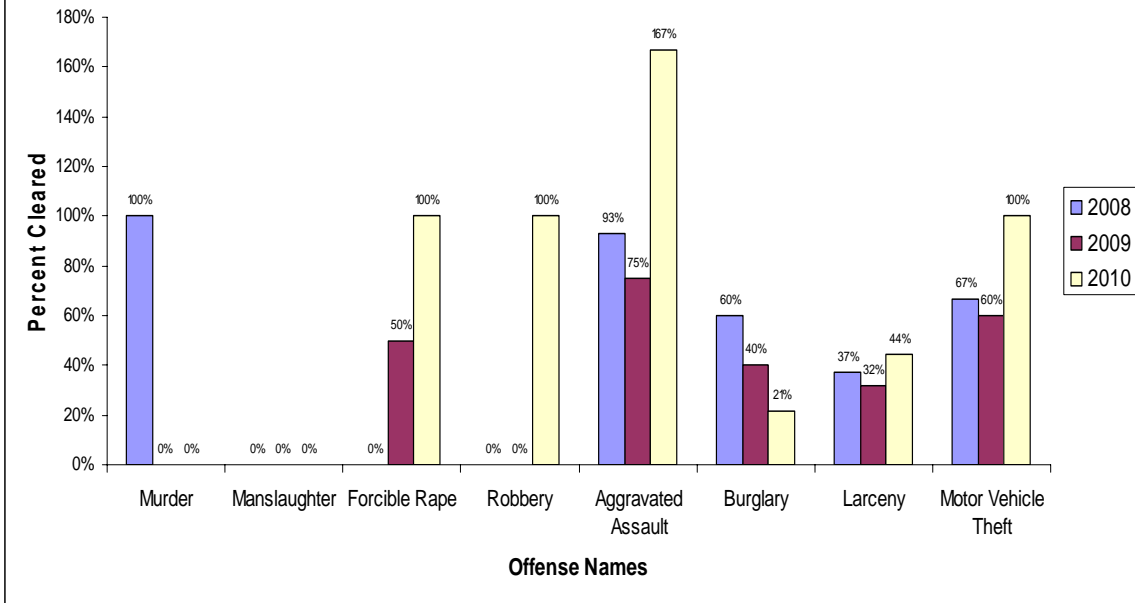
SPEED CITATIONS



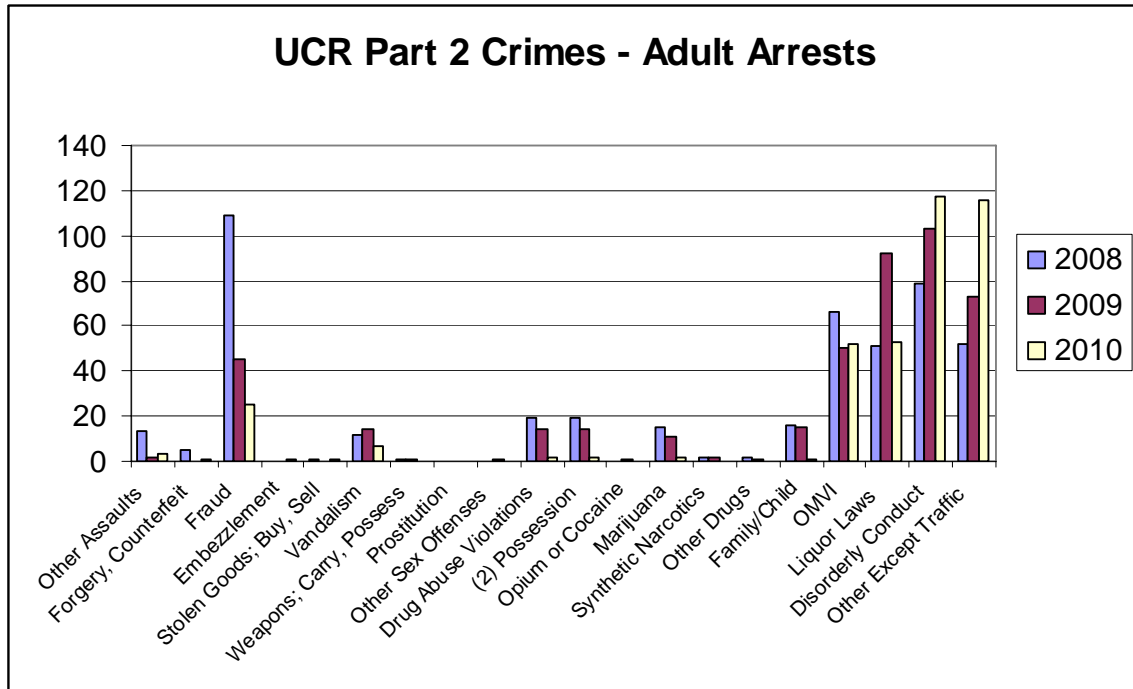
UCR PART 1 CRIMES



Part 1 Crimes Percentage of Calls Cleared

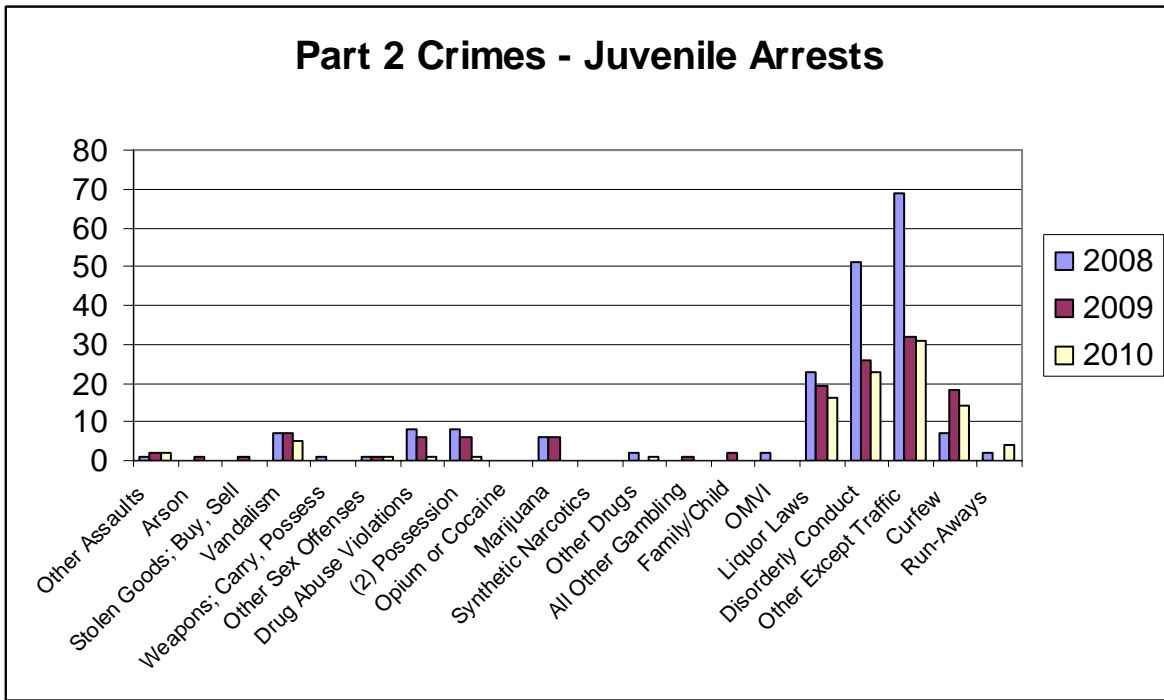


UCR PART 2 CRIMES



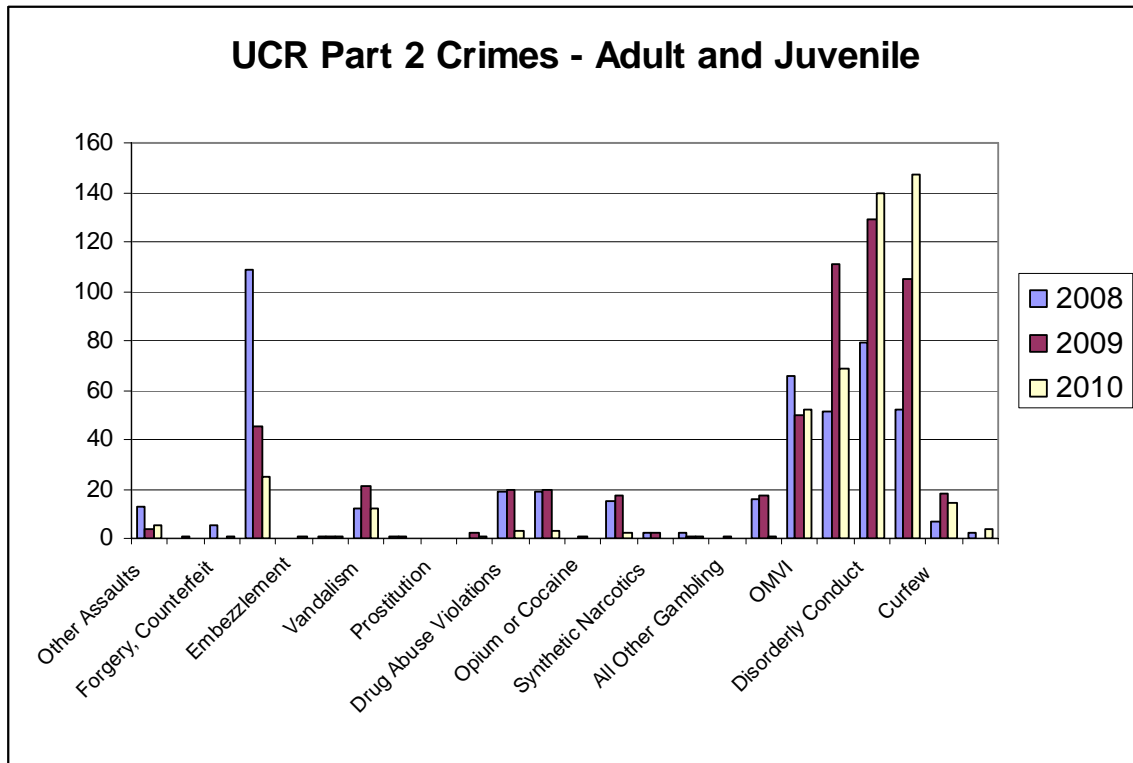
Part 2 Crimes - Adult Arrests	2008	2009	2010
Other Assaults	13	2	3
Forgery, Counterfeit	5	0	1
Fraud	109	45	25
Embezzlement	0	0	1
Stolen Goods; Buy, Sell	1	0	1
Vandalism	12	14	7
Weapons; Carry, Possess	1	1	0
Prostitution	0	0	0
Other Sex Offenses	0	1	0
Drug Abuse Violations	19	14	2
(2) Possession	19	14	2
Opium or Cocaine	0	1	0
Marijuana	15	11	2
Synthetic Narcotics	2	2	0
Other Drugs	2	1	0
Family/Child	16	15	1
OMVI	66	50	52
Liquor Laws	51	92	53
Disorderly Conduct	79	103	117
Other Except Traffic	<u>52</u>	<u>73</u>	<u>116</u>
	462	439	383

Part 2 Crimes - Juvenile Arrests



Part 2 Crimes - Juvenile Arrests	2008	2009	2010
Other Assaults	1	2	2
Arson	0	1	0
Stolen Goods; Buy, Sell	0	1	0
Vandalism	7	7	5
Weapons; Carry, Possess	1	0	0
Other Sex Offenses	1	1	1
Drug Abuse Violations	8	6	1
(2) Possession	8	6	1
Opium or Cocaine	0	0	0
Marijuana	6	6	0
Synthetic Narcotics	0	0	0
Other Drugs	2	0	1
All Other Gambling	0	1	0
Family/Child	0	2	0
OMVI	2	0	0
Liquor Laws	23	19	16
Disorderly Conduct	51	26	23
Other Except Traffic	69	32	31
Curfew	7	18	14
Run-Aways	<u>2</u>	<u>0</u>	<u>4</u>
	188	128	99

UCR Part 2 Crimes - Adult and Juvenile



Part 2 Crimes - Adult and Juvenile	2008	2009	2010
Other Assaults	13	4	5
Arson	0	1	0
Forgery, Counterfeit	5	0	1
Fraud	109	45	25
Embezzlement	0	0	1
Stolen Goods; Buy, Sell	1	1	1
Vandalism	12	21	12
Weapons; Carry, Possess	1	1	0
Prostitution	0	0	0
Other Sex Offenses	0	2	1
Drug Abuse Violations	19	20	3
(2) Possession	19	20	3
Opium or Cocaine	0	1	0
Marijuana	15	17	2
Synthetic Narcotics	2	2	0
Other Drugs	2	1	1
All Other Gambling	0	1	0
Family/Child	16	17	1
OMVI	66	50	52
Liquor Laws	51	111	69
Disorderly Conduct	79	129	140
Other Except Traffic	52	105	147
Curfew	7	18	14
Run-Aways	<u>2</u>	<u>0</u>	<u>4</u>
	471	567	482

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

2006 – 2010 Goals and Action Plans

GOALS

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

ACTION PLAN

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

SPECIFIC INITIATIVES

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

SPECIFIC WORK PLAN FOR 2010

In 2010 we expect to complete the following:

- 100% of Law Enforcement Accreditation Standards completed and implemented, become accredited through WILEAG
 - The department was accredited on July 23, 2010
- Complete third annual active shooter exercise with Emergency Government, School District, and Fire Department
 - The department is currently planning for this exercise to be conducted in the spring of 2011
- Finalize crime analysis job and realign department resources to facilitate intelligence led policing
 - Becky Hill has completed all course work to be the 1st crime analyst in Ozaukee County
 - Tammy Shepherd was appointed as the department's first Records Manager. The department has been restructured to include an Operations Division and a Support Services Division
- Submit at least one cost savings program with the 2011 budget
 - This was done with the submission of the 2011 budget.

STATEMENT OF FUTURE CONSIDERATIONS

STATEMENT OF FUTURE CONSIDERATIONS

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

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

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

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

In our pursuit of excellence, we became a Wisconsin Law Enforcement Accredited Agency in 2010.