

CUDAHY POLICE DEPARTMENT 2015 ANNUAL REPORT



2015 K-9 Officer Holly Zinnecker & K-9 "Rex"



POLICE DEPARTMENT

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Chief of Police***

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The Honorable John Hohenfeldt, Mayor
Members of the Common Council
Members of the Police and Fire Commission
Citizens of the City of Cudahy

Ladies and Gentlemen,

It is my privilege to present the Cudahy Police Department Annual Report for 2015.

Each year the Office of Justice Assistance (OJA) Statistical Analysis Center releases Uniform Crime Report (UCR) data. The violent crimes analyzed in the Two-Year Comparison Report for 2014-2015 consist of Murder, Forcible Rape, Robbery and Aggravated Assault. In 2014 there were 35 violent crimes reported in Cudahy and in 2015 there were 26. A decrease of 9 violent crimes in Cudahy resulted in a statistical decrease of 25% in 2015 as compared to 2014.

The property crimes analyzed in the Two-Year Comparison Report for 2014-2015 consist of Burglary, Larceny Theft, Motor Vehicle Theft and Arson. In 2014 there were 498 property crimes reported in Cudahy and in 2015 there were 396. A decrease of 102 property crimes in Cudahy resulted in a statistical decrease of 20% in 2015 as compared to 2014.

UCR crime statistics fluctuate from year to year in every community. It is the goal of law enforcement agencies to increase public safety and reduce crime. My first full year as Cudahy's Police Chief was 2008. Between 2008 and 2015, we have experienced a 43% overall reduction of property crime and a 62% overall reduction of violent crime. While crime will continue to fluctuate, the continued crime decrease is a reflection of the hard work of the men and women of the Cudahy Police Department, with the support of the elected officials. Through their ongoing dedication and support, they have all demonstrated that the safety of this community is a high priority.

We continue to build strong partnerships with the community, which ensures the continued success of this agency. As part of our ongoing strategy of service, we ask that you contact us to provide us the opportunity to provide you the highest quality service we can.

Respectfully Submitted,

Chief Thomas D. Poellot

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CUDAHY CITY OFFICIALS

MAYOR

John Hohenfeldt

CHIEF OF POLICE

Thomas D. Poellot

POLICE AND FIRE COMMISSION

Tom Kujawa, President

Kathryn Wojtysiak, Secretary

Gerald Rieder

Donald Mulock

Vera Trifunovich

COMMON COUNCIL

Justin Moralez, First District

Mary Schissel, Second District

Randy Hollenbeck, Third District

Jason Litkowiec, Fourth District

Richard Bartoshevich, Fifth District

CUDAHY POLICE DEPARTMENT

MISSION STATEMENT

The mission of the Cudahy Police Department is to affirmatively promote community safety and security. To strive for excellence within our agency by providing our employees with a positive, supportive and professional environment that encourages innovative problem solving to enhance the quality of life in the City of Cudahy.

To strive toward a community partnership and to achieve public trust and cooperation, through equitable treatment of all persons.

We, the Members of the Cudahy Police Department, are committed to these values:

RIGHTS – We will protect the Constitutional Rights and personal freedoms of all persons.

INTEGRITY – We believe that integrity is the basis for personal and public trust.

DIGNITY – We will treat all persons with honor and respect.

EQUALITY – We will treat all persons similarly situated without regard to race, color, religion, age, sex or national origin.

EMPATHY – We believe that all persons should be treated with sensitivity and understanding.

EXCELLENCE – We strive for personal and professional excellence, dedication to duty and service to the public.

PARTNERSHIP – We believe that the community and police must work in cooperation to achieve common goals.

SAFETY – We are committed to performing our duties in a safe environment with all persons and ourselves in mind.

REASONABLENESS – We recognize the importance of objectivity and common sense in the identity and resolution of community problems.

CUDAHY POLICE DEPARTMENT PERSONNEL

Rank	Name	Date of Hire
Chief of Police	Thomas D. Poellot	12/19/07
Captain	Dala Milosavljevic	07/13/87
Lieutenant	Christopher Blunt	05/01/97
Sergeant	Andrew Kitzrow	08/01/01
Sergeant	Glen Haase	06/13/88
Sergeant	Thomas Livesey	07/24/06
Sergeant	Sean Harrington	07/05/06
Sergeant	Joseph Zblewski	12/11/95
Sergeant	Craig Bultman	04/20/10
Detective	Shawn Grimm	06/03/91
Detective	Anthony Andrews	03/28/05
Detective	Andrew Ayala	04/28/08
Corporal	Thomas Kopydlowski	07/13/09
Corporal	Shawn Doyle	06/28/11
Police Officer	Joseph Paczocha	04/01/85
Police Officer	Francis Stahl	07/13/87
Police Officer	James Karweik	08/03/87
Police Officer	Craig Hauski	09/06/89
Police Officer	Robert Jachowicz II	05/02/97
Police Officer	Brian Scott	02/28/00
Police Officer	Brian Olson	01/07/05
Police Officer	Daniel O'Hearn	08/22/05
Police Officer	Aaron Agenten	02/26/07
Police Officer	Paul Morey	04/21/08
Police Officer	Aric Behnke	02/11/07
Police Officer	Janelle Jurkiewicz	03/28/11
Police Officer	Shawn Doyle	06/28/11
Police Officer	Bradley Summers	07/16/12
Police Officer	Daniel Markus	06/30/14
Police Officer	Holly Zinnecker	06/30/14
Police Officer	Brian Ploch	06/30/14
Police Officer	Daniel Gerlitz	03/09/15
Police Officer	Ryan Wallis	04/28/15
Police Officer	Garrett Kochom	10/05/15
Police Officer	Jonathan Koltz	10/05/15
Police Officer	Michael Merucci	10/05/15

COURT LIAISON OFFICERS - Part Time

Gary Kuchenreuther

James Karweik

SCHOOL RESOURCE OFFICERS - Part Time

Steven Kaminski

Frank Stahl

CAS/ADMINISTRATIVE ASSISTANT

Jill Santi

POLICE CLERKS

Marcia Herrick

Kim Hintz

EMERGENCY SERVICES DISPATCHERS

Toni Peterson (Lead), Carol Nichols, Melissa Mueller,

Caitlin Livingston, Rebecca Andersen,

Hailey Butow, Laura Myers,

Ryan Grabowski – PT, Prahbdeep Kaur-PT

COMMUNITY SERVICE OFFICERS

Richard Mostowik

Greg Witkowski

Robert Ellifson

AUXILIARY OFFICERS – Volunteers

Van Harl

Trevor Nadeau

Ian Anderson

Kevin Becker

Robert Wells

Ashley Malo

Magdalys Natal

Jonathan Young

Glen Cox

Jonathan Young

New Hires 2015

POLICE OFFICERS

Daniel Gerlitz	03/09/15	Ryan Wallis	04/28/15
Jonathan Koltz	10/05/15	Garrett Kochom	10/05/15
Michael Merucci	10/05/15	K-9 “Rex”	03/15/15

EMERGENCY SERVICES DISPATCHERS

Prahbdeep Kaur-PT

08/1/15

RETIRED

James Karweik	01/24/15	Brian Scott	02/28/15
Joseph Paczocha	04/03/15	Frank Stahl	07/24/15

2015 Manpower Allocation

First Shift – 8:00 a.m.-4:00 p.m.

- 1 Chief of Police
- 1 Captain
- 1 Lieutenant
- 2 Sergeants
- 3 Detectives
- 5 Patrol Officers
- 3 Emergency Services Dispatchers
- 1 Confidential Administrative Secretary
- 2 Police Clerks

Second Shift – 4:00 p.m.-Midnight

- 2 Sergeants
- 1 Corporal
- 6 Patrol Officers
- 3 Emergency Service Dispatchers

Third Shift – Midnight-8:00 a.m.

- 2 Sergeants
- 1 Corporal
- 5 Patrol Officers
- 1 Emergency Service Dispatcher

Day Shift

The Day Shift employees of the Cudahy Police Department are assigned the hours of 8am – 4pm. As with every shift, the Day Shift is preceded by a 15 minute roll-call, which is mandatory for all sworn personnel. The purpose of roll-call is to disseminate information from the previous 16 hours to the current incoming shift. This is an important occurrence as it keeps the current group of officers, who are about to start their tour of duty, apprised of what has been going on in the community during the previous two shifts. The Day Shift received 8,047 calls for service for 2015.

In 2015, the Day Shift sworn staff was comprised of the following personnel:

Chief Tom Poellot

Captain Dala Milosavljevic

Lieutenant Chris Blunt

Sergeants Andy Kitzrow and Joe Zblewski

Detectives Shawn Grimm, Tony Andrews and Andrew Ayala

Patrol Officers Frank Stahl, Craig Hauski, Jim Karweik, Brian Scott and Aaron Agenten

Part Time School Resource Officers Steve Kaminski and Mike Strzok

Part Time Court Liaison Officer Gary Kuchenreuther

The Day Shift civilian staff is comprised of Confidential Administrative Secretary Jill Santi; Police Clerks Kim Hintz and Marcia Herrick; and Emergency Services Dispatchers Toni Peterson, Melissa Mueller and Caitlin Livingston.

Citizens should take comfort in knowing that dayshift officers are among the most experienced and seasoned in the department. In 2015, dayshift officers issued 3629 traffic citations and made 625 arrests for various ordinances and criminal violations. In addition, dayshift officers placed an emphasis on working with the community, by providing bank and business checks, neighborhood patrols and positive citizen interactions.

Rest assured the experienced and seasoned dayshift officers will continue to provide the highest level of police service to the citizens and guests of Cudahy.

During the school year, School Resource Officers (SRO) Steve Kaminski and Mike Strzok work exclusively within the schools. Steve and Mike are very proactive and effective in handling all police type issues within the Cudahy school system.

Early Shift

The Early Shift works from 4 p.m. to Midnight, and is preceded by a 15 minute roll-call (all the shifts have a roll-call preceding the shift). The Early Shift received 8,351 calls for service for 2015.

The Early Shift was comprised of the following individuals in 2015:

Sergeant Glen Haase
Sergeant Tom Livesey
Patrol Officer Robert Jachowicz
Patrol Officer Brian Olson
Patrol Officer Aric Behnke
Patrol Officer Janelle Jurkiewicz
Patrol Officer Shawn Doyle
Patrol Officer Holly Zinnecker
Patrol Officer Brian Ploch
Patrol Officer Garrett Kochom
Patrol Officer Jonathan Koltz

The Early Shift was comprised of the following civilian individuals in 2015:

Emergency Service Dispatcher Hailey Butow
Emergency Service Dispatcher Laura Myers
Emergency Service Dispatcher Rebecca Andersen

Sergeants Glen Haase and Thomas Livesey command the Early Shift. Early Shift experiences the highest amount of calls for service. In 2015, Early Shift Officers issued 2278 traffic citations and made 1,031 arrests for ordinance and criminal violations. Early Shift Officers were extremely vigilant in addressing suspicious activities, as the criminal element generally becomes more active during hours of darkness.

Early shift, with its blend of youthful tenacity and veteran leadership provides a dynamic balance to address quality of life issues and crime prevention.

Late Shift

The Late Shift works from Midnight to 8 a.m. and is entrusted with the safety of the community while most citizens are asleep. In 2015, the Late Shift experienced some personnel changes during the year. Sergeant Sean Harrington and Craig Bultman were the Late Shift supervisors along with Tom Kopydlowski who is assigned to the position of Corporal, and continues in that role on Late Shift. The Late Shift ended up being comprised of the following individuals in 2015:

Sergeant Sean Harrington
Sergeant Craig Bultman
Corporal Thomas Kopydlowski
Patrol Officer Joe Paczocha
Patrol Officer Dan O'Hearn
Patrol Officer Paul Morey
Patrol Officer Brad Summers
Patrol Officer Dan Markus

The Late Shift was comprised of the following civilian individual in 2015:

Emergency Service Dispatcher Carol Nichols

In 2015, Late Shift officers issued 1,229 traffic citations and made 550 arrests for various ordinance and criminal violations. Late Shift officers work with the least amount of resources, yet encounter numerous high risk situations. In addition, Late Shift officers maintain a highly proactive approach to detect and apprehend impaired drivers. Moreover, Late Shift officers have seen an increase of impairment due to illegal narcotic drugs and prescription medications.

Despite working very difficult hours, Late Shift officers maintain a heightened sense of alert in patrolling the city streets. While most citizens are asleep, rest assured your Late Shift officers are diligent in keeping the community safe.

Detective Bureau 2015

Captain Dala Milosavljevic

Detective Shawn Grimm

Detective Anthony Andrews

Detective Andrew Ayala

The Cudahy Police Department employs a generalist model for its Detective Bureau; all Detectives investigate the entire spectrum of crimes. There is a great deal of cooperation between the Detective Bureau and Patrol Division. During major crimes, the Patrol Division and Detective Bureau work as a unified team to handle the unique encounters presented during complex investigations. The Detectives respond with innovation, training, experience and guidance, which enable them to successfully address all varieties of criminal acts. The Detective Bureau has taken a forward-looking approach to network with other local, state and federal law enforcement agencies to resolve criminal acts that cross local communities and counties to perpetrate crimes. The Detective Bureau also continues to have a close working relationship with our surrounding communities, St. Francis, South Milwaukee, Oak Creek and Milwaukee.

Lead by Captain Dala Milosavljevic, the Detective Bureau has experienced many difficult challenges during criminal investigations. An example to illustrate some challenges encountered by the Detective Bureau can be best demonstrated in the homicide of Gordon Campbell: On September 22, 2015, at approximately 0452 hours, the Cudahy Police Department received a 911 Milwaukee County Sheriff's Office transfer reporting a young male lying face down at the entrance/exit of the Adams Court Apartments. Uniformed officers responded to the complaint and located Gordon Campbell deceased with two gunshot wounds to the head, from an apparent homicide. As uniformed officers cordoned off the area, Captain Dala Milosavljevic was summoned to coordinate the investigation. The entire Detective Bureau, which consists of Detective Shawn Grimm, Detective Anthony Andrews and Detective Andrew Ayala were also summoned to the scene to assume the primary investigative role.

Crime Scene Technicians, Officer James Karweik, Corporal Thomas Kopydlowski, Officer Daniel O'Hearn and Wisconsin State Patrol Reconstruction Specialists Trooper Michael Smith and Trooper Peter Moe were summoned to identify, collect/preserve and document the physical evidence associated with the homicide.

During the initial phase of the investigation, three crime scenes were identified. Due to the large area encompassing the three identified crime scenes, uniformed officers and the Chief of Police were utilized to assist with an entire search of the area for physical evidence. Logistically to lock down an entire apartment complex presented a challenge for uniformed officers so that detectives could question all of the tenants to determine if they had any relevant information to supplement their investigation. At one point some tenants, without permission, were observed fleeing the apartment complex area by driving through neighbor's backyard, which was indicative that they did not want to cooperate or assist the Cudahy Police Department resolve a brutal homicide.

During the interview of tenants, detectives were unable to locate any eyewitnesses of the incident. Consequently, detectives and crime scene technicians began to focus more on the three

crime scenes to provide clues to identify the perpetrator(s) responsible for the homicide of Gordon Campbell.

As the investigation progressed detectives were able to identify two persons of interest, but it was quickly learned that these two men were in hiding and/or possibly fled the state. Detectives subsequently located both persons of interest, one in the state of Arizona and the second in the State of Nebraska. Detectives Grimm and Andrews, along with Sergeant Joseph Zblewski, travelled to the respective states to interrogate the suspects. Both men were arrested and extradited back to the State of Wisconsin and are currently incarcerated in the Wisconsin Correctional System.

This investigation presented many challenges and tasks that the Detective Bureau effectively and successfully unraveled with the help of Cudahy Police Department Crime Scene Technicians, Patrol Division, the United States Marshal's Office, and local law enforcement agencies within the states of Arizona and Nebraska.

The Detective Bureau has the commitment, expertise and professionalism to continue to provide a high level of service to the citizens and guests of the City of Cudahy. So rest assured, the Cudahy Police Department Detective Bureau will continue to work diligently and expeditiously to resolve all crimes executed on the citizens of Cudahy.

K-9 UNIT

The Cudahy Police Department added a second police service canine May 2015 when "Rex" was welcomed with his handler Officer Holly Zinnecker.

Rex is a sable black and tan German Shepherd and is a multi-purpose dog certified in narcotics detection, building searches, tracking, criminal apprehension and officer protection. Rex was born in Germany on June 21, 2013 and spent a year of his life there. Prior to his arrival in the United States, Rex achieve his BA Certification in Germany. Rex was trained in obedience, tracking, and had the ability to run 8 miles in the allocated amount time for his certification. Rex's birth German name was Monster vom Lisdorferland, it was then changed when he was imported to the United States in February 2015. Rex obtained his new American name from my grandmother. I gave her a listed of names I was considering and she chose "Rex."

Rex was then trained at Steinig tal Kennel in Campbellsport, WI. Rex and I completed our K9 Certification on May 15, 2015. Rex and I hit the road together on May 17, 2015 with his first call for service as a building search of Chase Bank.

K9 Rex has become a part of this community and is excited every day to put his vest and badge on to serve the City of Cudahy. Along with our patrol duties, K9 Rex and I are available for public demonstrations at local community functions. Please contact me with any questions zinnh@ci.cudahy.wi.us

Officer Zinnecker and Rex continue to work 4:00 p.m. to midnight.

Emergency Services Dispatch

The Cudahy Police Department has a fully functioning, fully staffed, Communication Center (CC). The CC started with 7 full time and 2 part time Emergency Services Dispatchers (ESDs) in 2015. Part time ESD is Ryan Grabowski and Prabhdeep Kaur. The full-time ESDs include Toni Peterson (Lead), Melissa Mueller and Caitlin Livingston on Day Shift, Hailey Butow, Laura Myers and Rebecca Andersen on Second Shift and Carol Nichols on Third Shift. Cudahy Communication Center ESD'S are responsible for dispatching emergency, non-emergency, police, fire, rescue and EMS calls.

The CAD System

CAD stands for Computer Aided Dispatch and can be described as an electronic (computerized) documentation and informational data entry of all calls for service undertaken by officers. These calls for service can be officer generated, or citizen generated. The ESDs are responsible for all CAD information entry. The information entered into the CAD system, is the root of all the data entered into our RMS (Records Management System).

Emergency Services Dispatchers are responsible for but not limited to the following tasks:

- First responder with public interaction on incoming phone calls
- 911 PSAP (Public Safety Answering Point)
- S.M.A.R.T. coordination. S.M.A.R.T. stands for Suburban Mutual Aid Response Teams, and is a law enforcement mutual aid system operating in Southeastern Wisconsin. The S.M.A.R.T. system provides 13 levels of Mutual Aid (5 officers per level of request) from surrounding agencies that will respond to Cudahy when additional resources/manpower are needed for any police endeavor.
- M.A.B.A.S. (Mutual Aid Box Alarm System) coordination. M.A.B.A.S. is the fire department's equivalent to S.M.A.R.T.
- Cudahy Emergency Operation Center (EOC) communication conduit
- TIME system information operators. The TIME system is an electronic information source, which is accessible only to law enforcement that provides DOT driver's status, wanted persons, criminal history of persons, stolen property status, missing person status, law enforcement administrative messaging between agencies, DNR records, including national and international law enforcement information sources.
- Paging of DPW, Cudahy Fire Department and the Cudahy Tactical Team and South Shore Joint Tactical Team
- Business key holder notifications as well as utilities for police & fire emergencies
- Processing of payments for Parking and the Municipal Court, sale of parking permits
- Prisoner monitoring, video surveillance of the Police Department, City Hall, Municipal Court and DPW and video surveillance monitoring of the Cudahy schools

In 2015, a variety of training was available to ESD'S, including Active Shooter training, Validation Officer Training, TIME System Certification/Recertification training, Wisconsin Crime Information Bureau Technology Conference, Cudahy Fire Department annual training.

Cudahy ESD's had 21,268 calls for service in 2015. The first and all subsequent calls that a citizen makes during a crisis situation are managed by an ESD. Prior to Police or Fire Department involvement, all incoming emergency situations are filtered and managed by ESD personnel. Many occupations include multi-tasking as a required ability; but few occupations include the pressure, pace or magnitude of emergency decision making experienced by the ESD. ESD's utilize a vast array of tools, computer programs, and resources to gather information for police officers and must do so efficiently, accurately, and while under pressure. The responsibility, dedication and service that our ESD's provide the community is significant.

Clerical Division

The Clerical Division has three new employees this year, but the years of service for these employees in the police department combined are over 50 years. Each one of the following employees started their career in the Cudahy Dispatch Center. Confidential Administrative Secretary Jill Santi, the Chief's administrative secretary; and Police Clerks Marcia Herrick and Kim Hintz are responsible for a myriad of tasks that keep the agency functioning smoothly.

All reports, supplements, and documents are handled through the records department. All paperwork is scanned into reports. Record checks, copying voice, video and squads are all available through the records department. Reporting all statistics to Crime Information Bureau regarding UCR (Uniform Crime Reporting) as well as record checks for new businesses and bartenders is checked through the records department.

Also completed by the Police Clerks are all facets of parking tickets. Entering, maintaining, escalating and suspending are a couple of jobs of maintaining Cudahy's parking tickets. The clerks also balance the cash register along with all the accounts maintained within the police department cash register. All citations written by the officers are checked for accuracy and entered into our records and then forwarded to the municipal court. These are only a couple of the jobs performed by the police clerks.

As the Confidential Administrative Secretary to Chief Poellot, Jill Santi took over for the retiring Jaci Duvall in December 2014. She is instrumental in the development of administrative and budgetary reports, responsible for all aspects of the Police Department's payroll system, departmental billing, hiring process of Police Officers and Dispatchers and the promotional process. Jill also serves as the recording secretary at the Police and Fire Commission meetings, labor negotiations, staff meetings, etc. She is also a constant source of support to the Chief and Captain.

Lethality Assessment Program Implementation in Milwaukee County

There have been a number of high-profile intimate partner violence matters that have led to significant attention of lethality concerns for victims, their children and the public at large.

In December 2012, Cudahy Police Chief Thomas Poellot, representing the Milwaukee County Law Enforcement Executives Association (MCLEEA), Milwaukee County Deputy District Attorney Pat Kenney, Assistant District Attorney Peter Tempelis, Chief Investigator David Budde, and Sojourner Family Peace Center Director of Systems Based Advocacy Programs Michelle Coppens met at the Milwaukee County District Attorney's Office regarding the creation of a high risk domestic violence offender program for Milwaukee County suburban law enforcement agencies. The foundation of the discussion was the successful Chronic Offender Outreach Program (COOP), which started in 2010 between the District Attorney's Office and the Milwaukee Police Department. The initiative provided elevated service, including advocacy, to those in high risk relationships and improved accountability. Our interest was in the application of risk and/or lethality assessments for purposes of identifying relationships at high risk for intimate partner homicide. The primary goal was to increase collaboration and focus our efforts on homicide prevention.

We discussed the Danger Assessment, which was created by Dr. Jacquelyn Campbell of Johns Hopkins University. It is based on Dr. Campbell's decades of research of 4,000 attempted and completed homicides in ten, diverse metropolitan jurisdictions. The Danger Assessment has been in use in the field by clinicians and advocates since the 1980s. The Lethality Assessment Program (LAP) had been developed for first responders in the field based the Danger Assessment. It is a shorter version than the Danger Assessment. The LAP was first rolled out in 2005 and validated by Johns Hopkins University and the University of Oklahoma this past year.

Those conversations led to discussions with Administrator Brian O'Keefe of the Wisconsin Department of Justice's Division of Law Enforcement Services (CLES) at the Cudahy Police Department regarding developing Milwaukee County's vision as a pilot program for the State of Wisconsin. At the time, Chief Poellot was examining funding sources for a multidisciplinary team to attend the Driving Change Conference, presented by Jeanne Geiger Crisis Center, in Boston, Massachusetts. Our primary focus was to learn more about application of lethality assessments. Administrator O'Keefe sought approval from Attorney General J.B. Van Hollen, who agreed to fund this initiative by funding attendance at this conference.

In April 2013, attendance at the Driving Change Conference included: Chief Thomas Poellot (Cudahy Police/MCLEEA), Captain James Shepard (Milwaukee Police), ADA and Team Captain of the Domestic Violence Unit Peter Tempelis (Milwaukee County District Attorney's Office), Mark Thomas, Michelle Coppens-Bunker and Kecia Turner (Sojourner Family Peace Center).

The LAP typically begins when a police officer arrives at the scene of a domestic call and when circumstances lead the officer to believe the victim of abuse may be in danger. The officer asks the victim to answer a research-based series of eleven questions known as the Lethality Screen for First Responders (LAP), which is based on Dr. Campbell's evidence based research. The LAP is designed to assess the risk of intimate partner domestic violence lethality.

If the victim's response to the questions indicates an increased risk for homicide, the officer places a phone call to the 24-hour domestic violence hotline at Sojourner to seek advice and encourages the victim to speak with the specially trained hotline worker. Talking on the phone is always the victim's decision.

In October 2013 ADA Tempelis and Chief Poellot submitted a request to the Wisconsin Attorney General's office to implement statewide application by law enforcement of the LAP in domestic violence (DV) intimate partner matters.

According to the US Department of Justice, the LAP is one of two best practices in response to domestic violence. The other is domestic violence high risk teams. The Wisconsin Attorney General's DV Training Advisory Subcommittee, which is responsible for recommendations such as implementation of such an assessment via statewide training, undertook review and assessment of the LAP. The subcommittee recommended that LAP be included in the law enforcement training manual to be trained to all law enforcement officers at the recruit training level and that a strategy should be developed to implement the LAP statewide.

There was 100 percent support for the LAP initiative from every law enforcement agency in Milwaukee County, the Milwaukee County DA's office, and Sojourner Family Peace Center. Law enforcement throughout Milwaukee County recognized that an important by-product of the LAP would be to improve partnerships and collaboration among law enforcement personnel, domestic violence programs, health care providers, the faith community, and allied professionals. The program creates an environment in which law enforcement, prosecutors and advocates are able to see the issue through a different lens; it creates a common language and it certainly increases cooperation and collaboration.

The Maryland Network Against Domestic Violence (MNADV) had been awarded funding from the Office on Violence Against Women (OVW) to provide training and technical assistance to communities across the country to implement the LAP. In May of 2014 the Milwaukee County grant application for was submitted to MNADV, with Chief Poellot as the grant administrator.

In December of 2014, approximately 80 LAP instructors were trained in Milwaukee County. These instructors represented every law enforcement agency in Milwaukee County, The Milwaukee County District Attorney's office, and Sojourner. The instructors returned to their respective agencies and trained their agency's staff to utilize the LAP. The LAP was uniformly implemented throughout Milwaukee County by June 2015. To date, this is the largest grant-funded implementation of LAP in the country.

Progress continues to be made with implementation of the LAP in every Wisconsin County. In September of 2016, Chief Poellot is assisting the Wisconsin Department of Justice with

statewide LAP implementation. There will be three regional Wisconsin “train the trainer” programs. Chief Poellot will be a presenter.

In November of 2015, Sojourner opened a new Family Peace Center at 619 West Walnut Street, Milwaukee. At approximately 72,000 square feet, this is the largest such facility in the country. The concept is to employ a multidisciplinary approach to addressing domestic violence in the community. Domestic violence programs, law enforcement personnel, prosecutors, health care providers, the faith community, and allied professionals are all represented.

There were ongoing discussions with Administrator Brian O’Keefe of Law Enforcement Services (CLES) at the Cudahy Police Department regarding developing Milwaukee County’s vision of a multi-disciplinary high risk team model as a pilot program for the State of Wisconsin. Administrator O’Keefe sought approval from Attorney General Brad Schimel, who agreed to preliminarily fund this initiative. The Attorney General provided funding for a multidisciplinary team to attend a second Driving Change Conference, presented by Jeanne Geiger Crisis Center, in Boston, Massachusetts, in 2015.

In November 2015 Chief Poellot led another multidisciplinary team to Boston to develop a plan to implement a first-of-its-kind community based high risk team model employing evidence-based decision making developed specifically for a diverse metropolitan jurisdiction. It is aimed at reducing intimate partner homicide, re-offense, and related adverse childhood experience. Adverse childhood experience promotes the generational cycle of family violence. The goal is to develop a standard operating procedure and agreement regarding what constitutes best practice. Following LAP implementation, we wish to formalize how partners will most effectively collaborate at the Family Peace Center.

We have since proposed to the Attorney General, implementing a unique community based high risk team model employing evidence based decision making developed specifically for a diverse metropolitan jurisdiction. The proposal includes assignment of a victim advocate, a community prosecutor, and an analyst. The goal is to enhance collaboration throughout Milwaukee County within our multidisciplinary team. The team would include law enforcement officers, victim advocates, witness protection investigators, prosecutors, corrections agents, and batterers’ treatment providers. Chronic and high risk offenders and their victims who are identified through the LAP would be provided elevated, individualized, and trauma-informed service to reduce the risk of homicide. This would be a first-of-its-kind community-based high risk team model, intended to improve our collective homicide prevention efforts.

SOUTH SHORE JOINT TACTICAL UNIT END OF YEAR REPORT

On Wednesday, June 24, 2015, the South Shore Joint Tactical Unit (JTU) completed another successful training year. This year, like in previous years our team encountered challenges, however as expected, the JTU met those challenges head on. This was our fourth year operating as a combined team and I am happy to report we had another successful and safe year.

Operations –

The JTU deployed during FY 2014 – 2015 for two armed, barricaded and suicidal subject calls; one in the City of South Milwaukee and one in the City of Cudahy. In both cases each individual was safely taken into custody by tactical officers and turned over to county facilities. This was a slight drop from FY 2013 – 2014 when the JTU deployed four times.

Warrant Service -

Although each individual agency is responsible for conducting warrant service within their own jurisdiction, at times due to staffing levels or because of a higher target threat assessment, it may dictate the need for the JTU to execute the warrant. The JTU executed a total of seven narcotics search warrants in both the cities of Cudahy and South Milwaukee this fiscal year.

Training –

The JTU began its fiscal training year on 10 September 2014. I have worked diligently to keep the training schedule both flexible and interesting for the officers since taking command of the team in 2012; I believe it is important to keep the officers interest and morale as high as possible. I base our training off of threat awareness within our three jurisdictions, i.e. what our agencies are encountering on a daily basis; domestic violence, suicidal person(s), weapons calls, narcotics. I also take into account the threats tactical units throughout the U.S. are encountering when planning our annual training.

The JTU along with other tactical units within Milwaukee, Waukesha, Racine and Kenosha County were placed in an alert status in December as we awaited the decision of the Dontre Hamilton case. I directed Officer's Doering, Doyle and Summers, all of whom are former Sheriff's Deputies who have crowd control experience to familiarize the JTU with basic crowd control techniques after the Milwaukee Police Department briefed us on potential civil unrest.

In February we hosted the Milwaukee County Sheriff's Explosive Ordnance Disposal Unit at the Cudahy P.D. Det. George Anagnostopoulos lectured on some of the potential explosive threats tactical units have been encountering both local and abroad. He also discussed the integration of EOD and SWAT including how important it has become to train seamlessly in today's environment.

Det. Anagnostopoulos detonated several small explosives with the use of detonating cord and small explosive caps commonly used to neutralize larger devices. Plans are in place for Det.

Anagnostopoulos to conduct improvised explosive device (IED) training & familiarization next year with the JTU.

As always, JTU officers qualified with both their reactionary handgun and primary rifle twice this year. On 10 June our Gas Team re-qualified and every operator was re-qualified to deploy Noise Flash Diversion Devices (NFDD) commonly known as a “flash bang.” This training was conducted by less lethal instructor Cpl. Tom Kopydlowski and he was assisted by Officer Brad Summers, both of whom are Combined Tactical Systems certified instructors.

We conducted basic room clearing training, search warrant training and barricaded subject training three times during the year to ensure proficiency simply because those are the most frequent types of calls the JTU is exposed to. We also conducted Close Quarter Battle (CQB) training in the Cudahy H.S. wrestling room. We have trained CQB in years prior, however this year was the first time we involved our DAAT Instructors. For two hours JTU operators learned grappling techniques, fine-tuned their de-centralization techniques and performed force on force training.

On November 5th we conducted our annual large scale operation in the City of Cudahy. Utilizing volunteer role players we simulated a hostage situation located in an apartment on Layton Avenue. As in previous years, Command and Control was established, perimeter teams were deployed, and negotiators from all three agencies were involved along with a quick reaction force (QRF) and entry team. All of our resources were utilized; we simulated deploying gas from the MPD Rescue Bearcat and eventually deployed an entry team inside the structure.

The outcome of the training identified a need for improvement; for example the importance of allowing the entry team an opportunity to rehearse their entry prior to actual deployment. We identified the need for improved communications between the negotiator(s) and Command. Last, the need for a uniformed list of basic equipment that all JTU Operators must be issued to be deemed safe for deployment such as basic *PPE*; a gas mask and individual first aid kit or *IFAK*.

TEMS -

When I took command of the JTU in 2012 I made it one of my goals to increase our team’s ability to encounter tactical incidents that may occur in each of our three jurisdictions. With that ability also brings a potential for a higher threat of injury to our operators.

Several years ago the idea was suggested that the then Cudahy Tactical Unit stand up a TEMS element made up of Cudahy Fire personnel. Unfortunately due to labor agreements and funding, the TEMS unit never evolved past the planning stages.

In 2013 CFD Battalion Chief Jeff Bloor and I began discussing the implementation of a TEMS element for JTU. After seeing firsthand the need for TEMS and Tactical Officers to be trained to perform “buddy care” and basic combat casualty care during the Sikh Temple shooting, we both agreed that a TEMS element was paramount as the JTU moved forward to help keep our operators safe.

Upon receiving approval from Capt. Milosavljevic, I asked B.C. Bloor to spearhead the involvement of both SMFD & SFFD; however with little interest from each department head, B.C. Bloor continued on and gained support from CFD Chief Mayer and his staff.

In early 2013 B.C. Bloor and Fire Lt. Aaron Bixby and later, Firefighter Justin Piper successfully completed a 40- hour Tactical Combat Casualty care course and became the initial cadre of TEMS. A standard operating guideline, SOG 24 which I have attached has been implemented along with the CFD QI Training Plan which offers guidance in TEMS training, operational use and full integration with the JTU. The JTU TEMS is a sub-unit of the JTU and is financed by the Cudahy Fire Department. They are issued the same Kevlar vest and Kevlar helmet worn by the JTU operators loaned to them by the Cudahy Police Department while they await grant funding by emergency management for their own equipment. TEMS operators have become fully integrated in to the JTU training and have deployed with the JTU during the Cudahy barricade call out in February and during warrant service.

I am proud to say that the JTU is one of only four Tactical Units in Milwaukee County with a TEMS Unit; the others are MPD, MCSO, Oak Creek P.D. and Wauwatosa P.D.

Personnel –

This year St. Francis Officer Mike Scott finished his probationary period and has been “patched” and is now deployable for operations. Cudahy filled the vacancy created with the loss of Eric Ross two years ago with Officer Dan Markus. Officer Markus recently completed Basic SWAT with the City of Waukesha P.D. Both officers bring several years of both military and law enforcement experience to the JTU.

The JTU recently completed interviews with an additional six TEMS Operator candidates selecting two of the candidates as new additions to the TEMS sub-unit. Selected were Fire Fighters Joseph Fremy and Brandon Specht. Both Fremy and Specht will attend the Tactical Combat Casualty Care Course in late-July.

The JTU also recently welcomed St. Francis Officer Shannon Fettig aboard as a negotiator. Officer Fettig successfully completed the FBI Negotiations Course.

Going Forward –

Cudahy P.D. will be hosting *E-Sponder* training this August. Cudahy Emergency Service Dispatchers, myself, Sgt. Harrington and Officer Doyle will be attending the training as well. *E-Sponder* will eventually become our primary means of alerting JTU team members for everything from training to deployment. Protocol for alerting the JTU by all three agencies however will remain the same and begin with contacting Cudahy dispatch or Sgt. Livesey; *E-Sponder* will only change how our team and chain of command receive notification.

The St. Francis Police Department has been fortunate enough to accept a large cash donation by a citizen of the City of St. Francis. This gracious citizen donated the money asking that it be used strictly to train and equip at least one pair of police marksmen.

In May of this year I asked Officer Doering, a former Milwaukee County Sheriff's SWAT Team Sniper and current JTU operator to begin researching the cost of fielding a Marksman sub-unit.

As our three jurisdictions and the jurisdictions we border continue to see an increase in violent crime and criminal activity, the need for the JTU to have the ability to counter a wide variety of incidents become paramount and to do so adding 'tools' to our trade becomes increasingly more important.

For example, in April, 2014 the JTU deployed to the 5600 block of South Disch Avenue in the City of Cudahy for an armed, barricaded and suicidal subject. The gunman had exited the side by side duplex and fired his shoulder mounted rifle several times, both into the air and into adjacent homes. I was forced to request mutual aid from the Milwaukee County Sheriff's SWAT Team once I learned that the suspect had been observed on the second floor; a person armed with a shoulder mounted weapon on the second floor would have given him an improved field of view of perimeter officers.

I requested the Sheriff's SWAT Team deploy its sniper teams to counter the subject's mobility and to provide over watch of our team as we later conducted a successful rescue mission of the civilians who were trapped in the adjacent home as well as to provide additional cover for our less lethal teams to deploy gas which eventually forced the subject to surrender.

Having a sniper element would allow our team to improve observation and supply the rest of the team with real-time intelligence concerning what may be happening inside of the target dwelling, business or even vehicle. Last, a sniper element would allow for the JTU to solve potentially deadly incidents quickly with extremely accurate fire with the help of cover and concealment.

2015 Training Summary

The State of Wisconsin, Department of Justice - Training and Standards Board maintains authority over law enforcement agencies pertaining to certification as police officers. In order to maintain a “certified” status as an officer and according to state standards, 24 hours of yearly training must occur for each officer. Cudahy Police Officers average approximately 75 hours of training per year, well in excess of the mandatory requirements. We do this intentionally because we place a high value on training. It is our belief that more training translates into a more professional agency, which we believe the community expects.

The Cudahy Police Department instructors are Sergeants Livesey, Harrington and Bultman, Corporals Kopydlowski and Doyle, Detective Ayala and Officer Summers.

The 2015 in-service training covered was Defense and Arrest Tactics, Verbal Defense and Influence skills, Tactical firearms skills with the Ballistic shield, tactical room clearing in low light environments, vehicle approaches and stops, and a procedural review for operating while intoxicated (OWI) arrests and standard field sobriety tests.

We completed our last outdoor shoot at the Cudahy Sportsman’s club in over 30 years of use. Thank you to Ron Applebee for all your support.



Auxiliary Police Personnel

As true civic volunteers, the Auxiliaries embody an unparalleled commitment to civic duty. Throughout the year, the Auxiliaries augment our patrol force on dozens of occasions at special events.

2015 Auxiliary Staffed Events:

National Night Out The 4th of July – Parade and Park Events
Sweet Applewood Days Festival Memorial Day & Labor Day Events
Ride for the Arts, Bacon Race, South Shore half marathon
High School Events: Sporting Events, Dances and Graduation

AUXILIARY OFFICERS – Volunteers

Van Harl	Ashley Malo
Trevor Nadeau	Magdalys Natal
Ian Anderson	Jonathan Young
Kevin Becker	Glen Cox
Robert Wells	Laura Myers

The department would like to thank Van Harl for his countless hours of dedication to the Cudahy Police Department and to the citizens of Cudahy. Van Harl is responsible for staffing and operational planning of auxiliary deployments. Van Harl has gone to several planning meetings and represents our department with professionalism and years of safety knowledge. The Cudahy Police Department is fortunate to have someone as qualified as Van Harl in its civilian ranks.

The following is a little background on Van Harl.

Major Van E. Harl USAF Ret., a career Police Officer in the U.S. Air Force was born in Burlington, Iowa, USA, in 1955. He was the Deputy Chief of police at two Air Force Bases and the Commander of Law Enforcement Operations at another. He is a graduate of the U.S. Army Infantry School. A retired Colorado Ranger and currently is an Auxiliary Police Officer with the Cudahy PD in Milwaukee County, WI. His efforts now are directed at church campus safety and security training.

The Cudahy Police Department has an on-going recruitment process for Auxiliary Officer.

National Night Out

The introduction of National Night Out (NNO), “America’s Night Out Against Crime”, was introduced by the National Association of Town Watch (NATW), which is a non-profit organization dedicated to the development and promotion of various crime prevention programs, including neighborhood watch groups, law enforcement agencies, state and regional crime prevention associations, businesses, civic groups, and individuals, devoted to safer communities.

On Thursday, August 8th, 2015, Cudahy participated in this national experience by hosting our NNO event. Officer Rob Jachowicz coordinated the NNO activities for the sixth consecutive year. The NNO site was the Cudahy Library parking lot and drew a large crowd of community participants. The goal of our event was to showcase people and organizations that provide services to the community in a family friendly environment. Community partnerships are what the Police Department strives for and depends upon. The NNO represents that partnership in a fun and family oriented way.

Citizen Block Watch

The Citizen Block Watch (CBW) group continued to prosper under the tutelage of Vera Trifunovich. In an effort to modernize the CBW group’s electronic dissemination of information, a Google group network was established for members. Currently, there are over 425 participants within the CBW Google group.

The CBW is comprised of neighbors who meet monthly. These monthly meetings typically have a flexible agenda presided over by Vera Trifunovich, which includes any appropriate community happenings, a summary of noteworthy police actions and an open forum where members can discuss any appropriate community topic. Accountability and transparency are key elements of the CBW, with shareholders that include a healthy cross section of community partners.

The police department views our partnership with the CBW as significant, appropriate, and integral to the success of our agency. We use the monthly meetings as a tool to disseminate information from the agency to the group, and to receive information from the group to the agency. Without a partnership with the community, our efficiency and effectiveness would be greatly diminished and the value of service that our citizens receive would be lessened. The Cudahy Police Department and the CBW group have the same objectives – safe streets, reduced crime, and an environment where citizens or business owners can live and prosper without fear.

Cudahy Police Department

2015 Calls for Service

Totals include assistance to agencies outside City of Cudahy

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
911 Hangups/Unfounded/Test	26	23	31	23	31	23	35	34	35	32	38	29	360
Abandoned Vehicle	1	0	1	4	2	2	4	7	2	2	2	10	37
Alarm	18	32	21	17	24	19	28	22	24	35	28	33	301
All Other Offenses	26	27	30	36	33	43	28	40	29	28	36	27	383
Animal Complaint	16	20	34	32	37	41	51	43	34	32	22	27	389
Assist Fire Department	11	10	22	19	15	21	12	20	22	29	28	19	228
Battery	9	8	6	4	12	8	9	6	8	4	3	2	79
Building/Vacation/Unlocked	142	112	108	95	125	133	137	179	191	142	237	182	1,783
Burglary	2	2	7	3	2	1	5	10	7	9	2	11	61
Chapter 51	32	21	20	21	21	25	16	22	22	24	13	10	247
Child Abuse/Neglect	5	7	3	1	2	2	1	1	2	3	0	1	28
Child Custody Dispute	4	1	2	1	4	2	1	7	3	4	4	3	36
Citizen Assist	51	31	30	31	39	44	43	52	35	30	52	42	480
Conveyance	36	35	40	39	36	23	42	39	35	31	27	34	417
Criminal Damage to Property	12	28	22	28	15	20	32	20	23	27	22	16	265
Death Investigation	5	6	2	5	4	1	1	4	1	7	1	2	39
Demonstration	0	0	0	2	0	0	0	1	2	1	0	0	6
Disorderly Conduct	22	27	45	41	64	50	76	50	79	65	42	43	604
Domestic Violence	13	21	14	13	19	12	18	16	17	19	10	13	185
Drug Investigation	14	10	21	19	16	19	24	18	14	12	22	29	218
Emergency Service	11	9	25	15	19	27	12	25	10	17	9	17	196
Entry into Locked Vehicle	1	5	2	3	0	5	1	1	5	3	1	2	29
Escort	16	16	8	7	9	10	9	12	11	12	12	6	128
Family Trouble	19	10	8	3	15	10	12	7	11	10	8	11	124
Field Interrogation Stop	23	14	17	23	44	42	54	49	29	28	25	31	379
Found Property	7	7	8	13	13	15	24	14	23	16	17	15	172
Fraud	11	5	15	10	9	5	16	12	9	7	9	4	112
Fraud-Identity Theft	3	4	35	34	4	10	8	5	2	2	3	1	111
Graffiti	0	0	2	7	7	1	4	7	1	2	6	2	39
Harassment	16	24	9	17	14	16	32	25	20	22	27	13	235
Homicide	0	0	0	0	0	0	0	0	1	0	0	0	1
Information	41	57	51	44	28	46	36	34	43	39	34	26	479
Interdiction Traffic Stop	167	150	267	171	244	254	286	347	318	159	227	155	2,745
Law Enforcement Assist	34	22	41	27	47	33	33	52	55	37	32	30	443
Liquor Law	0	0	0	1	1	2	1	0	1	1	0	2	9
Lost Property	2	4	2	3	9	6	7	7	4	4	9	1	58
Missing person	5	8	14	9	11	12	19	9	3	7	6	11	114
Motor Vehicle Theft	0	1	3	12	4	2	4	0	6	4	4	3	43
Neighbor Trouble	11	4	14	14	17	26	19	16	8	8	11	10	158
Noise Complaint	14	8	11	19	33	30	51	36	42	19	15	12	290
Nuisance Property	2	2	1	5	0	2	2	0	1	0	1	5	21
Operating While Intoxicated	5	7	14	8	12	11	8	9	9	5	11	10	109
Paper Service	28	29	24	18	27	12	4	3	9	5	10	4	173

Parking Complaint	45	49	46	47	64	50	46	46	56	51	41	45	586
Personal Injury Accident	6	1	3	6	6	4	7	5	5	12	4	6	65
Property Damage Accident	46	35	29	21	28	20	18	20	30	26	23	26	322
Restraining Order	5	7	6	11	3	5	8	7	11	6	9	10	88
Robbery	0	0	1	1	1	0	1	2	0	0	0	2	8
Roll Call Information	37	21	37	31	52	51	58	49	35	39	35	46	491
School Traffic Assignment	14	15	13	13	11	2	0	0	143	24	17	47	299
Search Warrant	0	0	0	0	1	1	0	0	0	0	0	3	5
Sex Offender Registry	0	0	0	2	0	1	0	0	0	0	0	0	3
Sex Offense	2	2	10	2	3	6	4	5	2	2	2	8	48
Snow Shoveling Complaint	1	20	1	0	0	0	0	0	0	0	2	3	27
Special Assignment	1	2	6	5	2	0	0	1	3	0	2	5	27
Special Service	23	19	17	24	21	10	19	18	14	21	12	12	210
Suspicious Activity	39	32	58	44	51	78	87	72	57	61	44	49	672
Tavern Check	35	13	31	57	55	13	13	11	13	10	28	34	313
Theft	45	45	46	46	48	57	51	34	52	24	37	47	532
Traffic Stop	177	124	245	184	256	301	274	284	214	257	265	335	2,916
Truancy	6	5	11	7	6	1	0	0	0	1	4	5	46
Unwanted Person	23	12	12	13	12	16	27	15	22	12	9	15	188
Vehicle Complaint	55	77	75	42	65	72	82	74	64	72	61	96	835
Warrant	50	39	60	50	61	56	74	81	83	66	55	56	731
Weapons	3	3	4	3	9	4	4	4	8	4	3	4	53
Welfare Check	31	28	22	40	31	37	60	55	53	60	35	37	489
	1,505	1,356	1,763	1,546	1,854	1,851	2,038	2,044	2,071	1,691	1,754	1,795	21,268

Totals

Calls for Service

Reports

		Total	0001 0800 Hours	0800 1600 Hours	1601 2400 Hours			Total	0001 0800 Hours	0800 1600 Hours	1601 2400 Hours
Calls	Total	21,268	4,870	8,047	8,351	Reports	Total	4,918	954	2,297	1,667
	911 Interface	846	144	278	424			342	67	130	145
	Alarm	1	0	1	0		Incident	2,019	429	808	782
	Counter	1,072	40	626	406		Property	1,107	261	397	449
	Mail	12	1	11	0		Supplemental	1,450	197	962	291
	Phone	8,405	1,487	3,502	3,416						
	Squad	10,741	3,159	3,556	4,026						
	TTY	191	39	73	79						

Summary-Based Violent and Property Offenses

UCR Description	2013 Offenses	2014 Offenses	2015 Offenses
<i>Murder and Non-negligent Homicide</i>	0	0	1
<i>Forcible Rape</i>	4	3	2
<i>Robbery</i>	17	14	8
<i>Aggravated Assault</i>	12	18	15
Total Violent	33	35	26
<i>Burglary</i>	71	72	53
<i>Larceny Theft</i>	361	397	323
<i>Motor Vehicle Theft</i>	22	20	18
<i>Arson</i>	0	9	2
Total Property	454	498	396

Note for incident-based reporting agencies: This report contains converted summary-based data, using the FBI's IBR to SBR data conversion rules. Each incident appears only once in the above table, as the most serious offense that was reported on the incident, using the Hierarchy Rule. Crimes Against Persons are counted by the number of victims. Burglaries when occurring in rental storage facilities are counted by the number of premises entered.

The Law Enforcement Code of Ethics

AS A LAW ENFORCEMENT OFFICER, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against violence or disorder, and to respect the Constitutional rights of all men to liberty, equality and justice.

I WILL keep my private life unsullied as an example to all; maintain courageous calm in the face of danger; scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I RECOGNIZE the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession . . . law enforcement.