

# CUDAHY POLICE DEPARTMENT 2012 ANNUAL REPORT



Cudahy Police Mobile Command Center



## ***POLICE DEPARTMENT***

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Chief of Police*

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The Honorable Mayor John Hohenfeldt  
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 2012.

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 2011-2012 consist of Murder, Forcible Rape, Robbery and Aggravated Assault. In 2011, there were 60 violent crimes reported in Cudahy; and in 2012, there were 44. I am pleased to announce violent crime in Cudahy was down 27% in 2012 as compared to 2011.

The property crimes analyzed in the Two-Year Comparison Report for 2011-2012 consist of Burglary, Larceny Theft, Motor Vehicle Theft and Arson. In 2011, there were 621 property crimes reported in Cudahy; and in 2012, there were 505. I am pleased to announce property crime in Cudahy was down 19% in 2012 as compared to 2011.

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. A five-year UCR crime comparison is included in this annual report. Between 2008 and 2012, there was a 34% overall reduction of property crime and a 37% 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.

Quality of life issues like chronic nuisances, noise, vandalism, graffiti and traffic safety are important to us. 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 call 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**

Anthony Day

## **CHIEF OF POLICE**

Thomas D. Poellot

## **POLICE AND FIRE COMMISSION**

Tom Kujawa, President

Kathryn Wojtysiak, Secretary

Raymond Glowacki (through May 2012)

Gerald Rieder

Victor Venus

Donald Mulock (appointed June 2012)

## **COMMON COUNCIL**

Joseph Mikolajczak, First District

Mary Schissel, Second District

Mark Otto, 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

<u>Position / Employee</u>	<u>Date of Hire/Promotion</u>		
<b>CHIEF OF POLICE</b>			
Thomas D. Poellot	12/19/07		
<b>CAPTAIN</b>			
Christopher Kraker	04/01/85	Captain	05/28/10
Sergeant	08/02/99	Lieutenant	06/01/05
<b>LIEUTENANT</b>			
Dala Milosavljevic	07/13/87	Lieutenant	05/28/10
Detective	05/02/97	Detective Sergeant	01/28/09
<b>SERGEANTS</b>			
Randall Scheel	08/27/84	Sergeant	05/02/97
Christopher Blunt	05/01/97	Sergeant	08/02/05
Andrew Kitzrow	11/10/00	Sergeant	06/19/08
Glen Haase	06/13/88	Sergeant	12/21/09
Detective	10/03/01		
Michael Carchesi	02/02/90	Sergeant	01/05/10
Detective	08/29/00		
Thomas Livesey	07/24/06	Sergeant	02/15/12
Corporal Assignment	04/04/11		
<b>DETECTIVES</b>			
Joseph Zblewski	12/11/95	Detective	06/20/08
Shawn Grimm	06/03/91	Detective	12/23/09
Anthony Andrews	03/28/05	Detective	05/28/10
<b>CORPORALS</b>			
Sean Harrington	07/05/06	Corporal Assignment	04/04/11
Thomas Kopydlowski	07/13/09	Corporal Assignment	02/22/12
<b>POLICE OFFICERS</b>			
Joseph Paczocha	04/01/85	Francis Stahl	07/13/87
James Karweik	08/03/87	Craig Hauski	09/06/89
Robert Jachowicz II	05/02/97	Brian Scott	02/28/00
Brian Olson	01/07/05	Daniel O'Hearn	08/22/05
Aaron Agenten	02/26/07	Paul Morey	04/21/08
Andrew Ayala	04/28/08	Eric Ross	08/24/09
Craig Bultman	04/20/10	Aric Behnke	02/07/11
Janelle Jurkiewicz	03/28/11	Shawn Doyle	06/28/11
Bradley Summers	07/16/12		

**COURT LIAISON OFFICERS - Part Time**

Gary Kuchenreuther	06/14/06	Robert Danek	08/26/07
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**SCHOOL RESOURCE OFFICERS - Part Time**

Steven Kaminski	08/27/09	Michael Strzok	03/08/10
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**CAS/ADMINISTRATIVE ASSISTANT**

Jacquelynn Duvall	08/30/99		
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**POLICE CLERKS**

Barbara Swenson	05/02/01	Jill Santi	09/29/93
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**EMERGENCY SERVICES DISPATCHERS**

Toni Peterson (Lead)	01/20/95	Kim Mewes	03/30/98
Marcia Herrick	10/12/98	Erin Zirzow	04/12/99
Kristina Ralston-Grimm	08/09/04	Resigned	06/20/12
Carol Nichols	05/23/05	Mark Sumner	09/07/05
Melissa Maker	01/19/09	Resigned	12/16/12
Ryan Grabowski – Part Time	08/12/12	Bryana Banach – Part Time	12/01/12

**COMMUNITY SERVICE OFFICERS**

David Benske	05/01/08	Richard Mostowik	07/29/08
Michael Bartlett	08/20/08	Greg Witkowski	05/20/09
Resigned	02/03/12		

**AUXILIARY OFFICERS – Volunteers**

James Hersil – Sergeant	10/17/75	Roland Elenich	09/06/63
John Hundseder	06/03/02	Scott Wilke	07/2006
Trevor Nadeau	06/11/07	Mike Bartlett	08/20/08
John Duchac	2009	Andrew Diamond	07/15/10
Bryana Banach	07/29/11	Samantha Gasparov	12/09/11
Matthew Scott	12/16/11		

# New Hires

One new officer was welcomed into the Cudahy Police Department family during 2012: Brad Summers. Brad was selected following a comprehensive hiring process involving 30 talented candidates. The hiring process includes the following steps:

- Application – The candidate must fill out an extensive application form, possess at least 60 college credits in a police field and be certifiable at the time of employment. “Certifiable” means that the candidate has either put themselves through a police academy or he/she is currently a certified officer with a police agency and has been through a state certified academy program.
- Written Test – The candidate must score well, typically around 80%, on an entry level state police exam.
- Police and Fire Commission Interview – Typically, the top 25 candidates (based on test scores) are invited to an oral interview process presided over and scored by the PFC. The candidates are then numerically ranked by the PFC and placed on an eligibility list.
- Police Panel Interview – Typically, the top 8 candidates are interviewed by a panel comprised of the Chief, Captain, Lieutenant, one Sergeant and one Detective. A final ranking of the top 8 candidates is created following this interview.
- Background Investigation – An extensive background investigation is initiated regarding candidate(s) who are identified as potential hires.
- Conditional Offer of Employment – Following a successful background investigation, the candidate is offered a job contingent upon a successful medical and psychological testing process.
- Medical and Psychological Testing – When a candidate must successfully pass these processes to determine their fitness for duty, the candidate is then hired.

Following the hiring of a new officer, that officer is placed on an 11 week Field Training Program (FTP) within the agency. The FTP is a comprehensive and heavily documented program where the newly hired officer is trained on every aspect of the job as it pertains to the Cudahy Police Department. The new officer must successfully complete the FTP and is also on “probationary status” for one year following their hire. A probationary officer may be released without cause within that first year.

## **Patrol Officer Brad Summers**

Brad was hired on July 16<sup>th</sup>, 2012. Prior to being hired, Brad was a Milwaukee County Sheriff’s Department Deputy for 11 years. Brad is easily one of the most experienced “new hires” that we have had the opportunity to bring into our agency. In addition to his patrol duties at the Sheriff’s Department, Brad was a member of the Parks Unit, Motorcycle Unit, SWAT Unit, Harbor Patrol Unit, Jet Ski Unit, ATV Unit and Bicycle Unit. Brad was described by his Captain as a “highly motivated employee who never shies away from any task / assignment”.

Brad has proven to be an excellent addition to our team. The hiring process that he was part of was very competitive. The fact that he finished near the top of this comprehensive, multi-step evaluation system is a testament to his talent. We are proud to have Brad representing the Cudahy Police Department and our community.

# In Memoriam

In 2012, we lost one retired member of the Cudahy Police Department family, who had proudly served the citizens of Cudahy and had represented the Department with integrity and honor.

Rudolph “Rudy” Zeman – Retired Police Officer

Rudy passed away on January 15, 2012, at the age of 90. Rudy had proudly served the City of Cudahy for 31 years, retiring in 1982. Prior to embarking on his law enforcement career, Rudy served in the United States Army from September 26, 1942, to November 11, 1945. Rudy and his wife Phyllis raised two daughters, Judy and Diane. They are the proud grandparents of 6 grandchildren and 5 great grandchildren. Rudy was well respected within the department and community. He will be greatly missed by his friends and family.

## 2012 Manpower Allocation

### First Shift – 8:00 a.m.-4:00 p.m.

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

### Second Shift – 4:00 p.m.-Midnight

- 1 Lieutenant
- 2 Sergeants
- 7 Patrol Officers
- 3 Emergency Service Dispatchers

### Third Shift – Midnight-8:00 a.m.

- 1 Sergeant
- 2 Corporals
- 5 Patrol Officers
- 2 Emergency Service Dispatchers

## 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.

In 2012, the Day Shift sworn staff was comprised of the following personnel:

Chief Tom Poellot

Captain Chris Kraker

Sergeants Randy Scheel, Chris Blunt and Mike Carchesi

Detectives Joe Zblewski, Shawn Grimm and Tony Andrews

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 and Bob Danek

The Day Shift civilian staff is comprised of Confidential Administrative Secretary Jaci Duvall; Police Clerks Jill Santi and Barb Swenson; and Emergency Services Dispatchers Toni Peterson, Marcia Herrick, and Kim Hintz.

During the school year, School Resource Officers (SRO) Steve Kaminski and Mike Strzok work exclusively with the schools. Mike has an office at the Middle School and Steve has an office in the High School. Steve and Mike are very proactive and effective in handling all police type issues within the Cudahy school system. The SROs relieve a tremendous burden from our Patrol Division, who otherwise would be responding multiple times per day to our schools. Located within the aforementioned schools, the SROs get to know the students and staff and can often resolve minor problems before they become bigger problems. Steve and Mike are both veteran officers who had retired after lengthy careers with the Cudahy Police Department, and were then rehired in the part time SRO capacity. They typically work about 30 hours per week during the school year. They perform some limited warrant clearance work for the police department in the summer. Steve and Mike are true assets to the school system, police department, and community.

Another program that we initiated several years ago is the Court Liaison Officer (CLO) program. Again, we rehired two former (retired) officers for CLO purposes. Their main responsibilities include Municipal Court bailiff duties and presentation of state case to the District Attorney's Office. In the old days, every officer who made a state arrest would accompany that case to the District Attorney's Office where the formal charging of the state offenses occurs. Typically, those officers were on overtime and the whole process was very cost ineffective. Now, the majority of state cases are presented to the District Attorney's Office by a CLO. The CLO can present multiple cases on the same day if necessary. This is a very cost effective way of doing business as we are paying a CLO (at a reduced wage) to present these cases, instead of paying (sometimes) multiple officers overtime wages for the same task.

## 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 receives the highest volume of activity among the three shifts routinely surpassing 8,000 calls for service per year.

The Early Shift was comprised of the following individuals in 2012:

Lieutenant Dala Milosavljevic  
Sergeant Glen Haase  
Sergeant Andy Kitzrow (March – December)  
Patrol Officer Rob Jachowicz  
Patrol Officer Brian Olson  
Patrol Officer Andrew Ayala  
Patrol Officer Eric Ross  
Patrol Officer Aric Behnke  
Patrol Officer Janelle Jurkiewicz  
Patrol Officer Shawn Doyle

Due to the high volume of police related activity in our community and in an effort to relieve some burden from the Detective Bureau concerning evidence collection and crime scene processing, each shift has patrol officers who have been trained as evidence technicians. Second Shift Officers Eric Ross, Shawn Doyle, and Janelle Jurkiewicz are all evidence technicians, and assume that role in assistance to their coworkers at a variety of different calls. We also have a marked squad, which was purchased with grant funds, that is fully outfitted with supplies necessary to process crime scenes. Only trained evidence technicians may operate this vehicle, which is generally on the road at all times. When an officer investigates a report of a burglary, auto break-in, theft, etc., an evidence technician is on the scene very quickly processing the crime scene expeditiously.

Overseeing the Early Shift is Lieutenant Dala Milosavljevic. Lt. “Milo”, as he is referred to, completed his 25<sup>th</sup> year of service with the police department in 2012. Besides managing the Early Shift, Lt. Milo’s departmental responsibilities are enormous and include managing the Detective Bureau and all operational aspects of the police department. With a significant background in the Detective Bureau, Lt. Milo brings an investigative expertise to the Early Shift, which is an invaluable resource to the Patrol Division.

# 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 2012, the Late Shift experienced some personnel changes during the year. Sergeant Andy Kitzrow was the Late Shift supervisor from January through early March, at which time he moved to Second Shift. Tom Livesey was promoted from Corporal to Sergeant on February 15<sup>th</sup> and assumed the supervisor role on Late Shift following a 4 week field training session on Day Shift. Tom Kopydlowski was assigned to the position of Corporal in March, and continues in that role on Late Shift. Sergeant Mike Carchesi filled in as the Third Shift supervisor for the months of April, September, October, and November. Brad Summers was hired on July 16<sup>th</sup> and was assigned to the Late Shift following an 11 week field training program. The Late Shift ended up being comprised of the following individuals in 2012:

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

## **Sergeant Promotion**

Tom Livesey was promoted to the rank of Sergeant on February 15<sup>th</sup>, 2012. After a 4 week field training program, Sgt. Livesey assumed supervisory duties on the Late Shift. He was hired by the Cudahy Police Department on July 24<sup>th</sup>, 2006. Sgt. Livesey spent 3 years in the United States Navy (1988-1991) and had 4 years of experience as a UW-Milwaukee Police Officer before being hired in Cudahy. He earned a Bachelor's Degree in Criminal Justice from UW-Milwaukee and attended the Police Academy at MATC-Oak Creek. Sgt. Livesey is a member of the Cudahy Tactical Team and has established himself as one of the tactical leaders within the agency. Sgt. Livesey is also a firearms and vehicle contacts instructor within the agency having been certified by Wisconsin Training and Standards in those disciplines. After his promotion, and during the fall of 2012, Sgt. Livesey attended the Northwestern University School of Police Staff and Command (SPSC). SPSC is considered to be one of the premier law enforcement training courses in the country. It is 10 weeks in duration, Monday through Friday, 8 a.m. to 5 p.m. Our agency identifies current and future leaders within the department, sends them to SPSC to assist with their development.

# Detective Bureau

Lieutenant Dala Milosavljevic

Detective Joe Zblewski

Detective Shawn Grimm

Detective Tony Andrews

The Cudahy Police Department Detective Bureau continued as the investigative backbone of the agency in 2012. Glamorized in films and TV, detective work is actually often tedious and thankless in nature. For every “high profile” case, there are dozens of investigations, which are less alluring but every bit as important. A detective must be street smart, savvy, persistent and detail oriented. Lead by Lieutenant Dala Milosavljevic, the strength and expertise of our Bureau once again set the professional standard for the agency in 2012. Our “Bureau” also works closely with the Patrol Division providing assistance and expertise to them on a regular basis.

Detective Tony Andrews attended Northwestern University’s School of Police Staff and Command (SPSC) in the fall of 2012. SPSC is considered to be one of the premier law enforcement training courses in the country. It is 10 weeks in duration, Monday through Friday, 8 a.m. – 5 p.m. It is intense, fast paced, and comprehensive. Our agency identifies current and future leaders within the department and sends them to SPSC to assist in their development.

The following list of responsibilities will provide insight into the Detective Bureau:

- Search for, collect, process and inventory evidence.
- Interview suspects, witnesses, and victims, and then transfer that information into the narrative of a report in a professional manner.
- Assist the Patrol Unit at the scene of any substantial event.
- Manage all major cases.
- Intelligence gathering.
- Prepare documentation for District Attorney charging and court processes.
- Property, drug, gang, white collar and sensitive crime investigation and enforcement.

## 2012 Major Cases

On Friday, February 17<sup>th</sup>, 2012, at approximately 1 a.m., Cudahy ESDs received a 911 call from the clerk at Speedway Gas Station, 6265 South Pennsylvania Avenue, indicating that she had been robbed at gun point. The suspect was wearing a hooded sweatshirt, black winter hat and had a winter scarf covering his face. The clerk indicated that prior to the robbery, the suspect had been within the store and purchased a bottle of soda, a candy bar, and a lottery ticket. The suspect then left the store after the purchases, returned later and robbed her. Cudahy evidence technicians proceeded to process the store for evidence and view surveillance video. Evidence,

including a fingerprint found on a bottle of soda located outside the store was submitted to the State Crime Lab.

On February 18<sup>th</sup>, 2012, Oak Creek Police Department sent information that a Mobile Gas Station located in their City had been robbed at gun point. The clerk in that robbery had recognized the robber from High School and was able to identify him. The Oak Creek robber fit the physical description of our Speedway robber. Oak Creek Police Department was subsequently able to arrest this suspect.

A fingerprint from the soda bottle at the scene of our robbery was later identified by the State Crime Lab as belonging to the suspect in the Oak Creek robbery. The armed robbery of our Speedway was then included in the Oak Creek armed robbery by the Milwaukee County District Attorney's Office.

On February 18<sup>th</sup>, 2012, at 1:29 a.m., Third Shift officers responded to the 3800 block of East Munkwitz Avenue following a 911 cell phone call, which indicated a person had been shot in that area. The investigation determined that a 19 year old Cudahy resident had been shot in the chest inside of a residence on that street, where a party was taking place. The victim of the gunshot subsequently died at the scene. Through an intensive investigation including numerous interviews and with the assistance of the Milwaukee Police Department, the suspect was arrested only 17 hours after the shooting. The suspect was a 19 year old Lafamilia gang member who lived in Milwaukee. The Milwaukee County District Attorney's Office subsequently charged this individual with 1<sup>st</sup> degree Reckless Homicide and Felon in Possession of a Handgun.

On August 5<sup>th</sup>, 2012, the Sikh Temple in Oak Creek experienced a mass shooting. The Cudahy Police Department sent several officers to Oak Creek in a mutual aid capacity. During the hours following the shooting, information was obtained that identified Wade M. Page as the individual responsible for the shootings. His last known address was located in Cudahy. Our agency subsequently assisted the FBI and DEA, as additional information was acquired on the background of Page. Eventually, the FBI's SWAT Team entered Page's apartment in search of additional information regarding Page. Page had been working at a local business in Cudahy during the months preceding the shooting.

On Saturday, December 22<sup>nd</sup>, 2012, at approximately 1:31 a.m., Officers responded to an apartment within the 3700 block of East Layton Avenue to investigate a reported stabbing that had occurred there. At that location, Officers found a 52 year old male victim who had been stabbed once in the upper back area. The victim also sustained injuries to his face/forehead area. The victim was conscious and alert, and indicated that an unknown male subject had entered the apartment that he shares with his 49 year old girlfriend, stabbed him and fled. The victim walked out to an ambulance and was conveyed to Froedtert Hospital for treatment.

Simultaneous to our officers investigating the above event, St. Francis Police Department was conducting a field interrogation stop of an intoxicated 25 year old subject who was observed walking through a cemetery in their town. The subject was identified as the son of the girlfriend of the stabbing victim. He was observed to have blood on his arm. Our Officers went to SFPD's location and took the individual into custody as a person of interest in our stabbing. Our investigation later determined that the 25 year old, who had been drinking alcohol and smoking marijuana during the course of the evening, arrived at his mother's apartment intent on

borrowing money from his mother's boyfriend who he has known for 10 years. After he was told to leave, a physical altercation ensued and he stabbed the victim with a kitchen knife. The condition of the stabbing victim deteriorated after he arrived at the hospital and emergency surgery was performed. The victim died during surgery. The knife wound was found to have pierced both his lung and heart. The suspect was subsequently convicted of 2<sup>nd</sup> degree Reckless Homicide and sentenced to 20 years. The victim had fabricated his story about an unknown assailant in an effort to protect his girlfriend's son.

During the Spring of 2012, a situation started to develop between two individuals who had been in a relationship that ended. The male began to torment the female following the break-up. The female obtained a restraining order against the male due to threatening behavior. The male proceeded to violate the restraining order by sending text messages and phone calls, and by making threatening comments to mutual friends (directed at her) and on social media sites. The male continued to harass, stalk, and threaten the female with his actions continuing to escalate. In April of 2012, the female had her tires slashed. In May, her garage was started on fire, and more restraining order violations occurred via text messages and him showing up at her workplace.

In June, a fire was started under her vehicle, which was parked outside of her residence. The male continued to violate the restraining order by contacting her. In September, another fire was started under the female's car, this time it caused severe damage. It should be noted that by early summer, the Cudahy Police Department was actively investigating all of the aforementioned complaints. Both arson incidents and the tire slashing could not be directly associated to the ex-boyfriend at that time.

In October, the female had her new car damaged (windshield smashed, passenger window smashed, items stolen from within it) while it was parked behind her residence. In early October, the ex-boyfriend again made threatening remarks to the female as she was walking to pick up her children from school. In November, a warrant was issued for the male party, and officers were actively trying to locate him. In December, the Cudahy Police Department Detective Bureau and the Milwaukee County District Attorney's Office were actively investigating all of the aforementioned incidents, which culminated with the District Attorney's Office issuing 20 charges against the person, which could expose him to a lengthy prison term.

# Emergency Services Dispatch

The Cudahy Police Department has a fully functioning, fully staffed, Communication Center (CC). The CC started with 8 full time Emergency Services Dispatchers (ESDs) in 2012. ESD Erin Zirzow left in June and accepted employment with Greenfield PD as a dispatcher, as did ESD Mark Sumner in December. Part-time ESDs Ryan Grabowski and Bryana Banach were added to supplement the loss of Zirzow and Sumner. Grabowski started in September and Banach in December. The remaining full-time ESD's included Toni Peterson (Lead), Kim Mewes, and Marcia Herrick on Day Shift, Kristi Ralston-Grimm and Melissa Maker on Second Shift and Carol Nichols on Third Shift.

## 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 CAD system, specifically the information entered into the CAD system, is the root of all the data entered into our RMS. CAD information includes the following:

- Time and date of the call or event
- Nature of call or event
- Officer(s) involved in the call or event
- Length of time spent on the call or event by officers, including the start and end time of officer involvement
- Written narrative describing the call or event, including a disposition
- The name of the individual(s) involved in the call or event

All calls for service, traffic stops, officer activities, citizen complaints – literally all officer activity is documented in the CAD system.

Emergency Services Dispatchers are responsible for the following tasks:

- All point of contact interactions with incoming phone calls.
- Incident report organization, typing, scanning of documents, and RMS data entry.
- All CAD entries.
- 911 system management.
- 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 up to 40 additional officers (5 per level of request) from surrounding agencies (who have opted to take part in the program) 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 person status, criminal history of persons, stolen property status and entry, missing person status and entry, law enforcement administrative messaging between agencies, DNR records, and more.
- All citation processing.
- Paging of DPW and Tactical Team staff.
- Business key holder notifications and maintenance.
- And much more...

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. The responsibility and service that our ESDs provide the community is significant.

# Clerical Division

The Clerical Division is comprised of three individuals who represent the cornerstone of the agency's administrative systems functionality. Confidential Administrative Secretary Jaci Duvall, the Chief's administrative right hand; and Clerks Jill Santi and Barb Swenson are responsible for a myriad of tasks that keep the agency functioning smoothly including the following:

- Data entry into our Record Management System (RMS) of all State court dispositions from our arrests and provide records to the City Attorney for municipal trials /pretrials.
- Filing and management of incident and accident reports including Uniform Crime Report (UCR) data submission.
- Coordination of our electronic laser based fingerprinting Livescan system. We no longer use the old manual ink based method. The fingerprints are then kept in an electronic format. Barb then submits the fingerprints to the State for their purposes.
- Department WIJIS (Wisconsin Justice Information Sharing) administration. Information, such as incident reports and booking information from CPD arrests are sent to the State Department of Justice where the data is stored. Other law enforcement agencies can access this information for official purposes. The information is also kept for historical purposes, statistical analysis, etc.
- Process all open records requests.
- Data entry for employee payroll and overtime tracking systems.
- Coordinate the processing of all parking citations, notices and registration suspensions.
- Assist with TraCS (Traffic and Criminal Software) information submittal of computer generated electronic citations and accident reports to the State, and RMS integration of that information.
- Process data for alarm billings for private businesses or residential dwellings that have alarm systems. Upon exhausting the two free police responses to an activated alarm per year, any subsequent police response includes a fee charged to the entity. Weather related alarm activation (lightening, thunder, wind) responses are not charged.
- In the absence of a dispatcher, clerks process all transactions at the front counter of the department including citation payments, purchase of parking permits, channeling citizen complaints, and responding to citizen questions.
- Administration and balancing of TiPSS (Titan Public Safety Solutions) cash register, which includes filing all citation payments, managing permit fees, processing warning tickets, disbursing payments of bail for other agencies, etc.
- Monitor all tavern point accumulations and the mailing of any tavern correspondences.

As the Confidential Administrative Secretary to Chief Poellot, Jaci Duvall is instrumental in the development of administrative and budgetary reports and is responsible for all aspects of the Police Department's payroll system. Ms. Duvall also serves as the recording secretary at the Police and Fire Commission meetings, labor negotiations, staff meetings, etc. Ms. Duvall manages the Police Clerks and is tasked with departmental billing, purchase payments and grant fund dissemination. She is also a constant source of support to the Chief and Captain.

# Auxiliary Police Personnel

Their jobs are oftentimes thankless in nature. However, the volunteer contingent of department personnel known as Auxiliaries provides a valuable resource to the agency and community. As true 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.

A special note of thanks to several of our die hard volunteers is in order. Auxiliary Sergeant Jim Hersil completed his 37<sup>th</sup> year of service with the Auxiliary program in 2012. Sgt. Hersil works hand in hand with Sergeant Andy Kitzrow in the coordination of the Auxiliaries. He typically makes the phone calls to the other volunteers scheduling the proper numbers of Auxiliaries for every event.

Auxiliary Roland Elenich completed his 49<sup>th</sup> year of service with the volunteer program in 2012, an incredible accomplishment and a testament to Roland's civic commitment. Auxiliary John Hundseder completed his 10<sup>th</sup> year of service and has established himself as a loyal and committed volunteer. Auxiliary Hundseder and Captain Kraker have handled the pedestrian and vehicle exodus from Sheridan Park following the fireworks on July 4<sup>th</sup> for (probably) all of his 10 years, which is a monumental task.

Another noteworthy event involving our volunteer group involved Auxiliary Bryana Banach. Ms. Banach completed her first full year as a volunteer in 2012. Bryana was completing her Bachelor's degree in Criminal Justice at UW-Parkside during 2012 and volunteering as an Auxiliary when we needed her. During the fall of 2012, Bryana volunteered to be trained as an Emergency Services Dispatcher (ESD). This endeavor included over 400 volunteer hours by Bryana as she received instruction by our current Dispatch staff. Upon completion of her training, we hired Bryana as an ESD. She still maintains her Auxiliary status when we need her in that capacity.

In 2012, we developed a hybrid volunteer position for an individual based on his unique skill set and availability. Van Harl joined our volunteer contingent late in 2011. Van is a retired United States Air Force officer, and has a background in law enforcement. Van was also a Colorado Mounted Ranger for 3 ½ years, which is an organized volunteer group that assists law enforcement statewide in Colorado. Van volunteers 8 hours a week with an assortment of police tasks and assists with major events like the 4<sup>th</sup> of July activities.

Our other Auxiliary personnel, who graciously volunteer their time to assist our cause, are Scott Wilke, Trevor Nadeau, Andrew Diamond, Samantha Gasparov and Matthew Scott.

Auxiliary personnel staffed events of note for 2012 include:

The 4 <sup>th</sup> of July – parade and park events	Sweet Applewood Days Festival
ICC Bike Race	National Night Out
Summer Movies in the Park	High School dances and graduation
High School football and basketball games	Memorial Day events
Labor Day events.	

The staffing for community events is a constant challenge for the Police Department, and maintaining a safe environment for our citizens at those events is our top priority. The volunteer Auxiliary Police Program is always a significant component to the management of those events.

## **2012 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.

### **Scenario Based Training**

In 2011 our old, dilapidated firing range was renovated, with most of the reconstruction being accomplished by our personnel. The “old” range was unusable due to its deteriorated condition and high lead levels. After a lead abatement initiative, we constructed a very functional scenario based training facility in the front half of the old range. Measuring 48’ x 13’ with three separate rooms, our scenario based training facility (AKA the “shoot-house”) has allowed Cudahy Police Department personnel to train in a realistic environment. Using Airsoft equipment, which replicates the weaponry that we carry while on-duty, we simulate shoot / don’t shoot scenarios for training purposes. It is a safe and very effective method of training. The last 30 feet of the old range was maintained as a firing range for indoor firearm practice. In 2012, we used both the “shoot house” and firing range quite extensively. The renovation and use of the firing range / shoot house, exemplifies the commitment to training that we have made in an effort to provide the citizens of Cudahy with the most professional service possible.

### **In-house Training**

In 2012, we continued to expand our “in-house” training initiative, which was enhanced by Sgt. Chris Blunt in 2011. Utilizing Cudahy Police personnel as trainers, topics such as search and seizure, policy review, firearms, tactical response scenarios and evidence collection represent some of the many training topics covered. We have experienced success with the in-house training initiative because we can tailor the training topics to any identified departmental need. We also do all of our firearm, DAAT, and police tactics training in-house. DAAT is an acronym, which stands for Defense and Arrest Tactics. DAAT is a system of verbalization skills coupled with physical alternatives, and is provided by the State of Wisconsin to law enforcement agencies.

## **Northwestern University – SPSC**

In 2012, two members of our agency (Detective Tony Andrews and Sergeant Tom Livesey) attended Northwestern University – Center for Public Safety, School of Police Staff and Command (SPSC). This training was hosted by the West Allis Police Department for the second consecutive year and is considered to be in the top echelon of police management courses in the country. SPSC is 10 weeks in duration, Monday through Friday, 8 a.m. to 4 p.m. SPSC is very intensive in nature and is designed for upper level police managers. With a curriculum totaling nearly 400 hours of classroom time and an additional non-classroom obligation of at least 100 hours, SPSC takes a serious commitment to successfully complete. SPSC is an example of how we prepare our supervisory staff to fulfill the needs and expectations of the community, and how we prepare the future leaders of this agency for the challenges they will face.

## **Citizen Police Academy**

Sgt. Tom Livesey coordinated the Citizen Police Academy (CPA) in 2012. We have found that the CPA is a great tool to develop partnerships within the community, and we have received very positive feedback from all the CPA participants. Instructors for the various topics presented within the CPA curriculum are all members of the Cudahy Police Department. Participants get to know the various instructors through their presentations, which enables those participants to realize that cops and dispatchers are normal people and not some unapproachable, machine-like characters, as they are sometimes depicted on television. The academy consists of 8 three-hour classes culminating with a banquet for all of the participants.

Class topics for 2012 included:

- CPD history, goals and mission
- Police station tour
- Detective Bureau overview, crime scene process, Voice Stress Analyzer
- Public Information Officer overview
- Firearms (training and equipment)
- Gang and drug trends in Cudahy
- K-9 overview and demonstration
- Domestic violence and emergency detention
- Tactical Unit overview and demonstration
- Cudahy Fire Department tour
- National Night Out overview
- High Risk Traffic Stop procedure
- Defense & Arrest Tactics – use of force
- Taser overview and demonstration

Citizens who attend the academy gain tremendous insight into what we do, and why we do business certain ways. The department is also the benefactor of the academy because we are able to interact with citizens, and get their input and feedback on our protocols.

# 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 9<sup>th</sup>, 2012, Cudahy participated in this national experience by hosting our NNO event. Officer Rob Jachowicz coordinated the NNO activities for the third consecutive year. Although Mother Nature threw us a curve-ball in the form of inclement weather, the event was another resounding success. The usual NNO site has settled into the library parking lot; but with bad weather forecasted, Rob reached out to School Superintendent Jim Heiden and moved the event (at the last moment) to the High School gymnasium. Even though we were working out the logistics of the move right up until game time, the NNO event 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. For the 7<sup>th</sup> straight year, Sergeant Chris Blunt has coordinated the partnership between the CBW and the police department. 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 300 participants within the CBW Google group. Another partnership that has developed with the CBW in 2012 occurred with St. Luke’s South Shore Hospital. On several occasions the CBW group has utilized the Hospital’s Community Room for meetings, which provides another location besides the library to gather for the monthly meetings.

The CBW is comprised of neighbors who meet monthly. These monthly meetings typically have a flexible agenda presided over by Vera, 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

### 2012 CAD Call Generated Incident Reports by Aldermanic District

	1	2	3	4	5	Other	Total
<i>Abandoned Vehicle</i>	3			3			6
<i>All Other Offenses</i>	4	7	1	3	3		18
<i>Animal Complaint</i>	1	6	4	2	5		18
<i>Assist Fire Department</i>	1	9	2	2	1		15
<i>Battery</i>	4	10	14	13	16	1	58
<i>Burglary</i>	20	18	26	10	14		88
<i>Chapter 51</i>	17	36	23	19	100		195
<i>Child Abuse/Neglect</i>			3	2			5
<i>Citizen Assist</i>		1	1		1		3
<i>Criminal Damage to Property</i>	31	39	43	29	25	1	168
<i>Death Investigation</i>	9	7	6	6	4		32
<i>Disorderly Conduct</i>	16	41	33	28	24	3	145
<i>Domestic Violence</i>	19	22	32	26	11	2	112
<i>Drug Investigation</i>	12	16	26	10	6	1	71
<i>Entry into Locked Vehicle</i>	4	3	27	3	11		48
<i>Family Trouble</i>			1	1			2
<i>Found Property</i>		1	1				2
<i>Fraud</i>	4	11	10	11	19	1	56
<i>Fraud-Identity Theft</i>	5	4	3	3			15
<i>Graffiti</i>	3	6	2	3	3		17
<i>Harassment</i>		1	2	1	2		6
<i>Homicide</i>	1	1					2
<i>Information</i>			1		1		2
<i>Interdiction Traffic Stop</i>			1				1
<i>Law Enforcement Assist</i>	1	1					2
<i>Liquor Law</i>	1	1	2		1		5
<i>Missing Person</i>	2	8	10	1	7		28
<i>Motor Vehicle Theft</i>	5	6	6	2	3		22
<i>Neighbor Trouble</i>		1		1			2
<i>Noise Complaint</i>					1		1
<i>Operating While Intoxicated</i>	25	12	44	20	24	1	126
<i>Personal Injury Accident</i>	1				1		2
<i>Property Damage Accident</i>		1		1	1		3
<i>Recover Stolen Property</i>	2	1		1			4
<i>Restraining Order</i>	1	8	6	1	3		19
<i>Robbery</i>	3	4	4	2	2	1	16
<i>Search Warrant</i>			1				1
<i>Sex Offense</i>	6	8	12	5	5		36
<i>Special Assignment</i>			1		1		2
<i>Suspicious Activity</i>		4	2	1	3		10

	1	2	3	4	5	Other	Total
<i>Theft</i>	44	48	97	102	112	2	405
<i>Traffic Stop</i>	1	2					3
<i>Unwanted Person</i>		1			1		2
<i>Vehicle Complaint</i>				1			1
<i>Warrant</i>	42	75	111	72	38	3	341
<i>Weapons</i>	1	4	1	3	3		12
<i>Welfare Check</i>		1	1				2
<i>Totals</i>	289	425	560	388	452	16	2,130

### **ACCIDENT REPORTS**

<i>Criminal</i>			1				1
<i>Operating While Intoxicated</i>		2	2	1	1		6
<i>Personal Injury Accident</i>	6	5	7	10	13	1	42
<i>Property Damage Accident</i>	25	28	62	41	41	15	212
<i>Totals</i>	31	35	72	52	55	16	261

# 2011-2012 Crimes in Wisconsin Comparison

Data for January through December

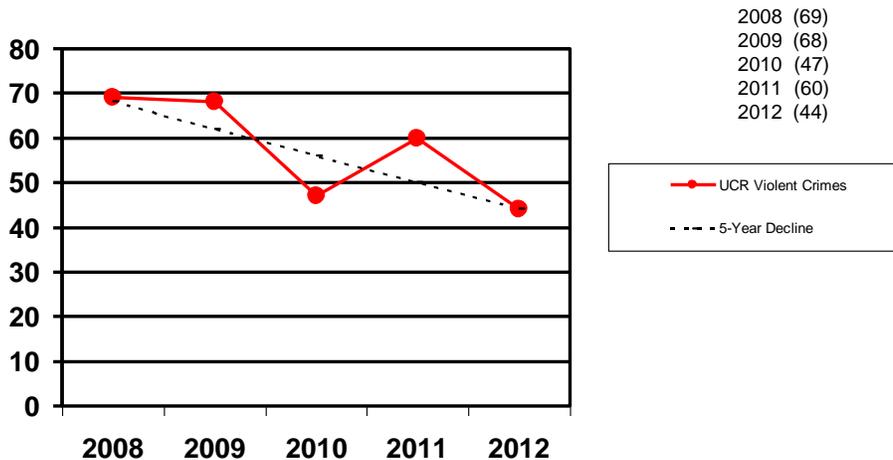
NCIC/ORI: 4103 AGENCY: CUDAHY PD

DATE: September 2013

<b>Index Crime Offenses</b>	<u>2011</u>	<u>2012</u>	<u>% Change</u>	<u>% Cleared</u>
<b><u>Violent Crime</u></b>				
Murder	0	2	-	150%
Forcible Rape	5	5	0%	160%
Robbery	21	16	-24%	38%
Aggravated Assault	34	21	-38%	57%
Total Violent Crime	60	44	-27%	66%

## 2008-2012 UCR Violent Crimes

Murder, Forcible Rape, Robbery, and Aggravated Assault



# 2011-2012 Crimes in Wisconsin Comparison

Data for January through December

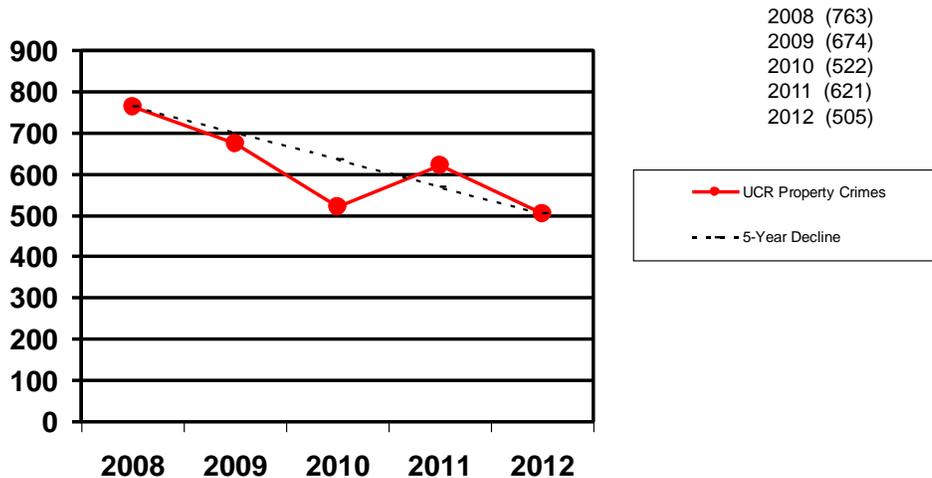
NCIC/ORI: 4103 AGENCY: CUDAHY PD

DATE: September 2013

<b>Index Crime Offenses</b>	<u>2011</u>	<u>2012</u>	<u>% Change</u>	<u>% Cleared</u>
<b><u>Property Crime</u></b>				
Burglary	134	89	-34%	31%
Larceny Theft	462	396	-14%	39%
Motor Vehicle Theft	24	20	-17%	40%
Arson	1	0	-100%	-%
Total Property Crime	621	505	-19%	38%

## 2008-2012 UCR Property Crimes

Burglary, Larceny Theft, Motor Vehicle Theft, and Arson



# 2011-2012 Arrests in Wisconsin Comparison

Data for January through December

NCIC/ORI: 4103 AGENCY: CUDAHY PD

DATE: September 2013

## Number of Arrests and Percent Change

<u>Description</u>	<u>Adult Arrests</u>			<u>Juvenile Arrests</u>			<u>Total Arrests</u>		
	<u>2011</u>	<u>2012</u>	<u>%Change</u>	<u>2011</u>	<u>2012</u>	<u>%Change</u>	<u>2011</u>	<u>2012</u>	<u>% Change</u>
Violent	115	132	15%	13	11	-15%	128	143	12%
Property	146	166	14%	29	48	66%	175	214	22%
Drugs	154	191	24%	31	29	-6%	185	220	19%
Society	327	306	-6%	39	38	-3%	366	344	-6%
Other	239	248	4%	14	14	0%	253	262	4%
<b>Total Arrests</b>	<b>981</b>	<b>1,043</b>	<b>6%</b>	<b>126</b>	<b>140</b>	<b>11%</b>	<b>1,107</b>	<b>1,183</b>	<b>7%</b>
<b><u>Violent Arrests</u></b>									
Murder	0	1	100%	0	0	0%	0	1	100%
Forcible Rape	0	3	300%	0	0	0%	0	3	300%
Robbery	8	5	-37%	1	0	-100%	9	5	-45%
Aggravated Assault	107	123	13%	12	11	-8%	119	134	12%
<b>Total Violent Arrests</b>	<b>115</b>	<b>132</b>	<b>13%</b>	<b>13</b>	<b>11</b>	<b>-16%</b>	<b>128</b>	<b>143</b>	<b>11%</b>
<b><u>Property Arrests</u></b>									
Burglary	3	8	62%	0	4	400%	3	12	75%
Theft	83	114	27%	22	33	33%	105	147	29%
Motor Vehicle Theft	2	2	0%	0	0	0%	2	2	0%
Arson	0	0	0%	0	0	0%	0	0	0%
Forgery	6	3	-50%	0	0	0%	6	3	-50%
Fraud	6	2	-67%	0	0	0%	6	2	-67%
Embezzlement	0	0	0%	0	0	0%	0	0	0%
Stolen Property	3	1	-67%	0	0	0%	3	1	-67%
Vandalism	43	36	-16%	7	11	37%	50	47	-6%
<b>Total Property Arrests</b>	<b>146</b>	<b>166</b>	<b>13%</b>	<b>29</b>	<b>48</b>	<b>40%</b>	<b>175</b>	<b>214</b>	<b>18%<sup>1</sup></b>
<b><u>Drug Arrests</u></b>									
Opium/Cocaine Sales	0	0	0%	0	0	0%	0	0	0%
Marijuana Sales	0	0	0%	0	0	0%	0	0	0%
Synthetic Narcotic Sales	0	0	0%	0	0	0%	0	0	0%
Other Drug Sales	0	0	0%	0	0	0%	0	0	0%
<b>Total Drug Sales Arrests</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
Opium/Cocaine Possession	1	1	0%	0	0	0%	1	1	0%
Marijuana Possession	21	37	44%	21	8	-62%	42	45	7%
Synthetic Narcotic Poss.	0	0	0%	0	0	0%	0	0	0%
Other Drug Possession	132	153	14%	10	21	53%	142	174	17%
<b>Total Drug Possession Arr.</b>	<b>154</b>	<b>191</b>	<b>20%</b>	<b>31</b>	<b>29</b>	<b>-7%</b>	<b>185</b>	<b>220</b>	<b>16%</b>
<b>Total Drug Arrests</b>	<b>154</b>	<b>191</b>	<b>20%</b>	<b>31</b>	<b>29</b>	<b>-7%</b>	<b>185</b>	<b>220</b>	<b>16%</b>

<u>Description</u>	<u>Adult Arrests</u>			<u>Juvenile Arrests</u>			<u>Total Arrests</u>		
	<u>2011</u>	<u>2012</u>	<u>%Change</u>	<u>2011</u>	<u>2012</u>	<u>%Change</u>	<u>2011</u>	<u>2012</u>	<u>% Change</u>
<b><u>Society Arrests</u></b>									
Weapons	3	4	25%	0	3	300%	3	7	58%
Prostitution	0	0	0%	0	0	0%	0	0	0%
Sex Offenses	8	8	0%	2	1	-50%	10	9	-10%
Gambling	0	0	0%	0	0	0%	0	0	0%
OWI	135	123	-9%	0	0	0%	135	123	-9%
Liquor Laws	26	22	-16%	14	9	-36%	40	31	-23%
Disorderly Conduct	155	149	-4%	23	25	8%	178	174	-2%
Vagrancy	0	0	0%	0	0	0%	0	0	0%
Curfew	0	0	0%	0	0	0%	0	0	0%
Runaways	0	0	0%	0	0	0%	0	0	0%
<b>Total Society Arrests</b>	<b>327</b>	<b>306</b>	<b>-7%</b>	<b>39</b>	<b>38</b>	<b>-3%</b>	<b>366</b>	<b>344</b>	<b>-6%</b>
<b><u>All Other Arrests</u></b>									
Negligent Manslaughter	0	0	0%	0	0	0%	0	0	0%
Simple Assault	2	0	-100%	0	0	0%	2	0	-100%
Family Offenses	3	9	67%	1	0	-100%	4	9	56%
All Other	234	239	2%	13	14	8%	247	253	2%
<b>Total All Other Arrests</b>	<b>239</b>	<b>248</b>	<b>4%</b>	<b>14</b>	<b>14</b>	<b>0%</b>	<b>253</b>	<b>262</b>	<b>4%</b>

## *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.*