



**CITY OF DELAFIELD
MEETING AGENDA
POLICE COMMISSION**

*Commissioners: Bradley Stocks (Chair), Michelle DeYoe, Jan Gerstner, Gerry MacDougall, Ed McAleer
Ex Officio Member: Ald. Phil Kasun*

March 16, 2022

5:30 p.m.

Public Safety Building Training Room
115 Main Street

Regular Meeting

1. Call to Order

2. Pledge of Allegiance

3. Roll Call

4. Citizen Comments

5. New Business

Discussion and possible action on the following items:

- A. Review of 2021 Annual Report, presented by Lt. Nyren.
- B. Review of Annual Departmental Records/Reports, presented by Lt. Nyren.
- C. Review, discussion and possible action on approval of Sgt promotions effective 7/8/22, presented by Chief Kehl.
- D. Request for permission to begin a hiring process.
- E. Beginning to sponsor applicants through the Recruit Academy pre-hiring.

6. Adjournment

All meetings of the Police Commission are public meetings. The meeting of the Commission is a working session for the Commission itself, and, outside of the Citizens Comments section, discussion by those in attendance is limited to Commission members, staff and others that may be a party to the matter being discussed.

AMERICANS WITH DISABILITIES ACT NOTICE: Upon reasonable notice (at least 72 hours in advance) the City will furnish appropriate auxiliary aids and services when necessary to afford individuals with disabilities an equal opportunity to participate in and to enjoy the benefits of a service, program or activity provided by the City.

NOTICE OF POSSIBLE QUORUM: It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above-stated meeting to gather information: no action will be taken by any governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice.

Clerk: MS	Posted: 3/9/2022	<input checked="" type="checkbox"/> City Hall Bulletin Board	<input checked="" type="checkbox"/> Website	<input checked="" type="checkbox"/> Notified Media
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City of Delafield Police



2021 Annual Report

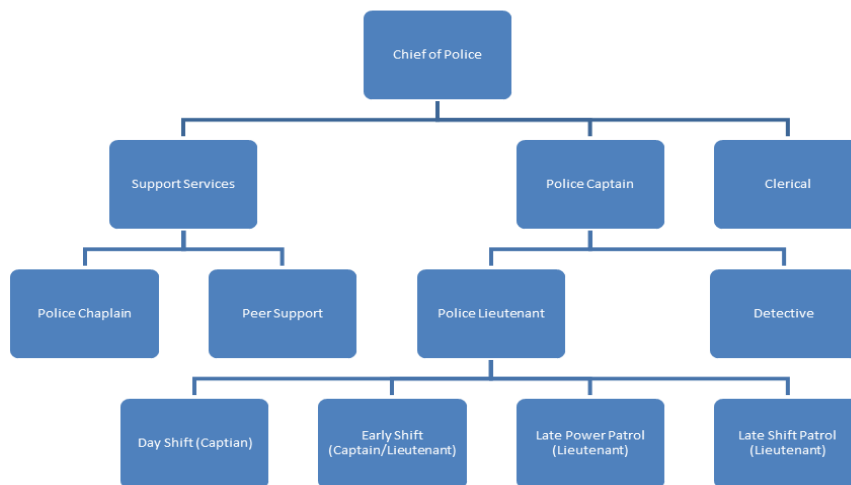
Lieutenant Landon Nyren, CPM

Staffing

Organizational Chart

The department is composed of 16 full time sworn personnel and two full time non-sworn clerks. Sworn personnel consist of the Chief of Police, Police Captain, Police Lieutenant, Detective and 12 Officers split between four shifts.

- The department provides 24 hour a day service, 365 days a year.
- Each shift overlaps with the previous shift by 30 minutes to allow consistent coverage and reduces overtime expenditures due to records keeping and report writing.
- The Late Power Shift provides extra coverage during busy times in the evening.
- A Detective position was created and filled in January 2019 by assigning Officer Bloedow to assume those duties, assisting with investigations that would otherwise impose on routine patrol operations.



New Officer

In 2021 Officer Michael Bennett joined our department. Bennett comes to us with several years of experience as a Police Officer with another agency in Waukesha County. Bennett brings significant lake patrol experience and is a state certified instructor.

Future Reorganization

In 2021 it was proposed and approved by the Police Commission to restructure the department after the projected retirement of the Police Captain in 2022. Instead of replacing the captain, we will create three Sergeant positions. These will be patrol supervisors on each of the three shifts. These three positions will take on some basic administrative tasks, but will have the main focus of patrol duties and supervision. This reorganization moves an existing position to the patrol staff, allowing for more coverage. There is no budgetary increase with this reorganization.

Awards and Recognitions

This year several officers received awards or recognition for their actions.

Department Challenge Coin – Officer Ryan Jacobs

Officer Jacobs responded to a road rage incident where he confronted the suspect, who was on foot near his automobile. He determined the suspect was armed with what appeared to be a black semiauto handgun. The suspect was making comments which implied he wanted to die and was intent on accomplishing that goal by “suicide by cop.” Jacobs engaged in dialog as other assets responded and maintained an effective line of communication, effectively establishing rapport with the suspect. After a significant amount of time in negotiations with the suspect, he surrendered and was taken into custody with no injuries to anyone involved.

Unit Award (Waukesha County Sheriff’s Department, Awarded in 2021) – Officers Ryan Jacobs and William Hoffman, Lieutenant Landon Nyren

In 2020, the Multi-Jurisdictional Civil Disturbance Unit (CDU) was deployed over 30 times. The majority of these deployments were under mutual aid to the Cities of Milwaukee, Wauwatosa, and Kenosha. These activations spanned from a few days to nine days in length. The deployments often occurred with minimal notice and were lengthy shifts. The CDU was the first line of defense, and in most cases the only line of defense. The commitment of these officers and deputies was unwavering. The members of the Waukesha County Sheriff’s Office CDU were instrumental to the success of the missions and are keeping with the highest traditions of the Waukesha County Sheriff’s Office. Officer Ryan Jacobs, Officer William Hoffman, and Lieutenant Nyren served on this unit and deployed on these missions. We discussed in detail last year the importance of these multi-jurisdictional teams to the communities they serve. Our commitment to these teams is unwavering.

Distinguished Service Medal – Captain Robert Hagen

Hagen's sustained performance in all aspects of departmental operations has had a lasting and overall positive impact on this agency. Since he was hired, Hagen has been instrumental in creating the current work environment and ethos both as a Patrol Officer through his current position as Police Captain. Additionally, every aspect of our agency has been impacted by Hagen.

It is rare that one person has this much influence on a single agency. Without Capt. Hagen, this department would be a very different place. We would not be as effective and efficient an organization as we are without his input.

Medal of Valor (Awarded in 2021) – Officers Michael Henning, Douglas Burke, Matt Seeger (Hartland), and Adam Skirbish (Chenequa)

Purple Heart (Awarded in 2021) – Officers Michael Henning and Matt Seeger (Hartland)

Civilian Gallantry Award (Awarded in 2021) - Scott Prescott

Civilian Good Samaritan Certificate (Awarded in 2021) - Angela Phillips and Richard Prescott

In November of 2020, Officers Burke and Henning were involved in a critical incident leading to a shooting. Officer Henning and Hartland Officer Seeger were shot. Despite being struck by gunfire in two places; Officer Henning returned fire and drove the still attacking suspect into a wooded area. Officers Burke and Skirbish arrived immediately after the shooting and secured the scene for EMS, provided medical aid and

organized incoming units. Both injured officers survived this incident and no additional people were injured.

Through the actions of alert and aware citizens, the suspect was located and taken into custody. Angela Phillips and Richard Prescott both observed the male suspect, were aware of the ongoing search and notified 911 of his location. Scott Prescott, Richard's son, confronted the suspect and ordered him, at gunpoint, into an open field. This is the location he was ultimately taken into custody.

Due to the selfless actions taken by all officers and citizens in this incident, there were no further injuries and everyone went home at the end of the day. We also would like to thank the hundreds of regional officers that assisted that day.

The actions by all these individuals exemplify the care all officers have for their community and those who are in need. Great job Officers.

Lethality Assessment Program (LAP)

In 2017 our agency began work with the Waukesha Sherriff's Department, the District Attorney's Office, and the Women's Center to implement the Lethality Assessment Program. This evidence-based tool is utilized in domestic violence calls to determine if a victim is a high risk for domestic homicide.

We have implemented the program for all domestic incidents and it has resulted a significant increase of victims seeking assistance through the Women's Center.

New Tools for Violent Altercations

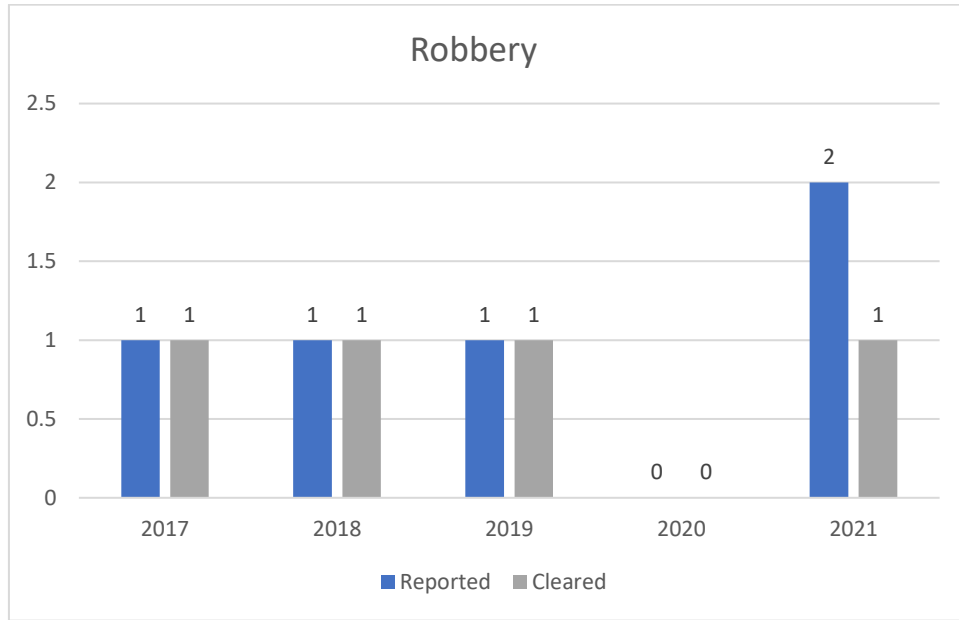
In 2021 our agency implemented the PepperBall launcher system. This system enables officers to utilize a less-than-lethal projectile system, similar to paintballs, at distance, when encountering a violent individual. This can include individuals armed with knives or a blunt object, or who are hidden from view in a standoff situation. This system is not intended for individuals threatening others with a firearm. This system gives officers an option below lethal force in situations where there were very limited options in the past.

Our first choice in all violent interactions is de-escalation. However, when an offender makes the decision to threaten force against officers or citizens, this tool allows us to engage that subject without escalating to deadly force, if practicable.

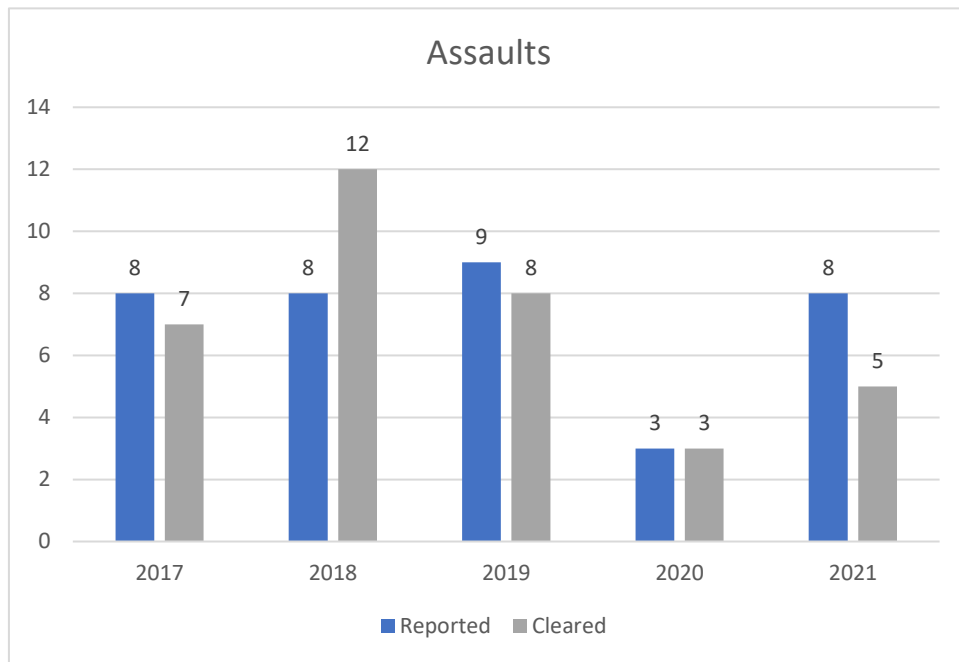
Incident Based Reporting/Clearance Rates

Clearance rates are based on Incident Based Reporting statistical data, which are comprised of most criminal offenses. This data is reported to the Federal Bureau of Investigation where data is collected and made available to the public. The below selection of data is a small selection of the most common and most serious offenses.

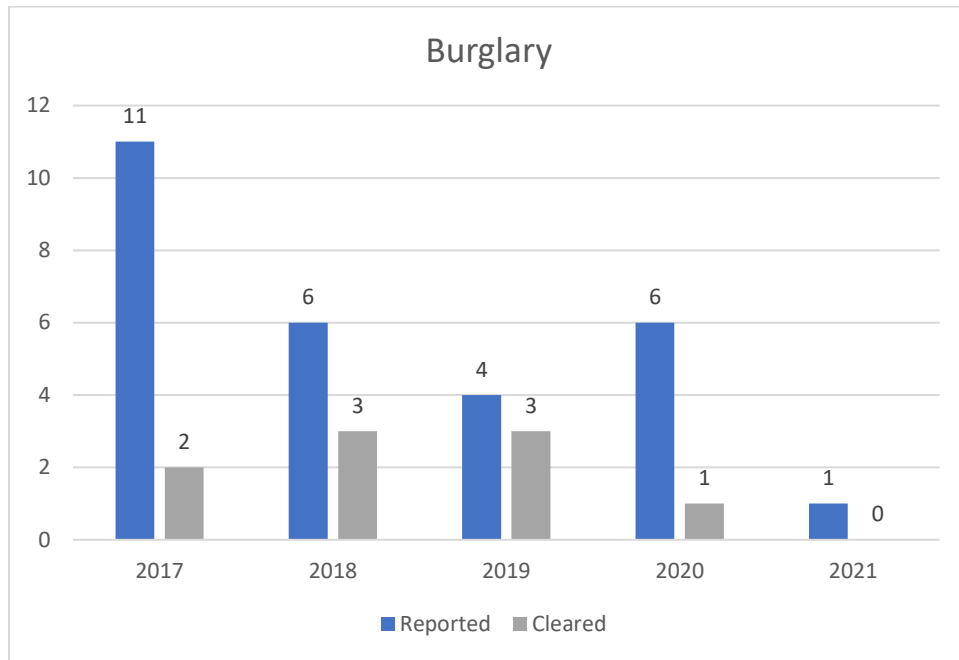
We are fortunate that no Criminal Homicide incidents were reported in the past five years. However, the following graphs illustrate the reported, substantiated and cleared crimes in the other categories reported, in addition to historical data.



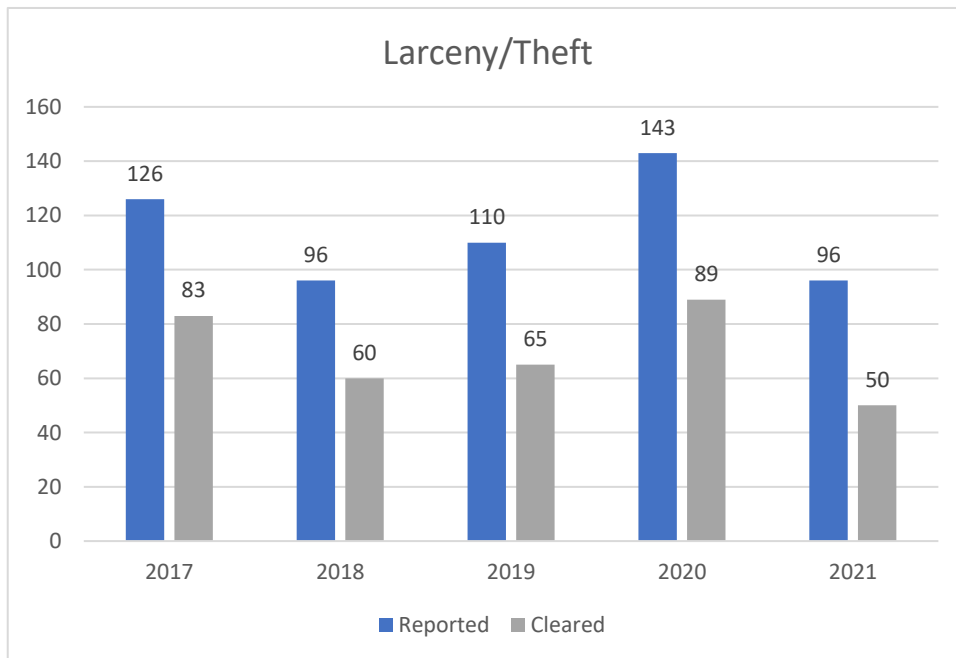
Robbery results when an offender takes property by force from a victim. Traditionally, we have few reported incidents of this type and experience high clearance rates, as well.



Assaults refer to crimes involving physical conflict between parties. We are fortunate to not have many of these incidents reported. Once again, the rate of these incidents being reported is consistent and fairly low for a community our size. However, our rate of clearing these incidents remains high.

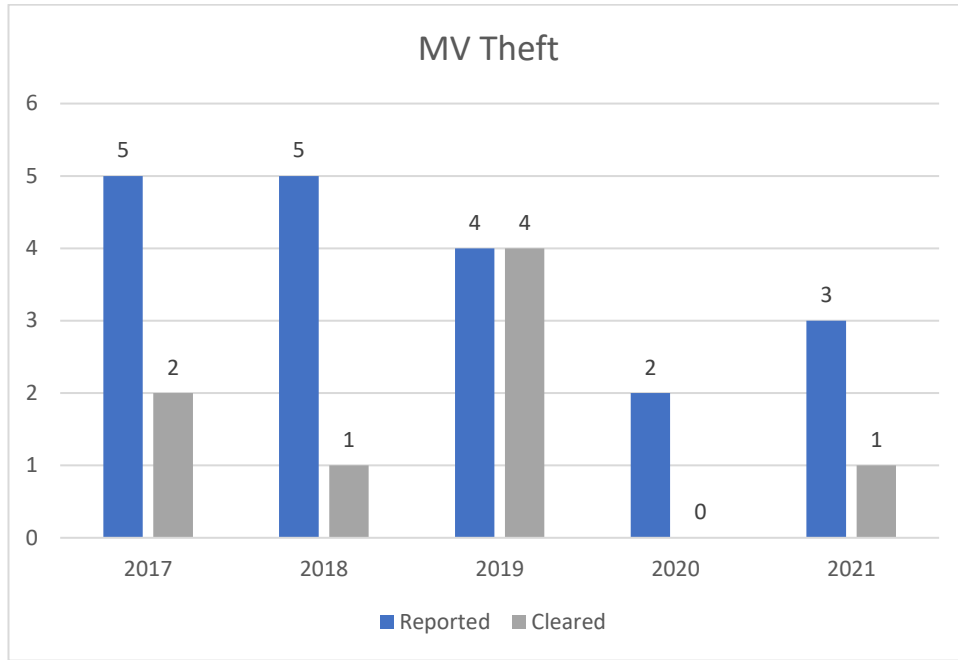


Burglaries refer to a suspect entering into a secured location to commit a crime. These incidents are routinely very difficult to clear since there is normally no witness to the incident. A great deal depends on the identification, collection and preservation of physical evidence that is used to identify and arrest a suspect. Burglary is at an all-time low in the city.

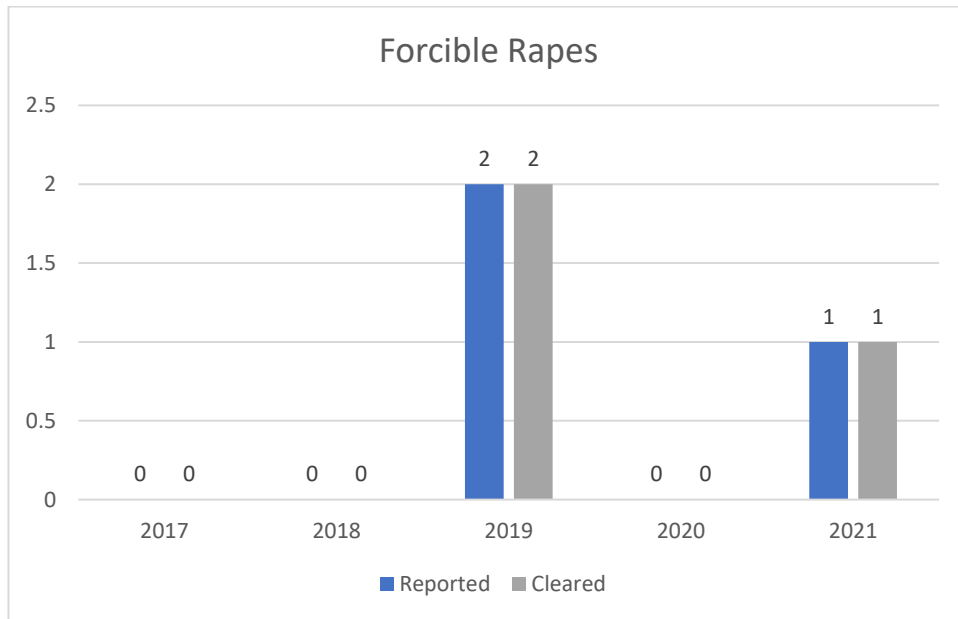


Larceny is the result of the unlawful taking of property from the victim without consent. A great deal of the department's larceny cases involves retail theft.

City of Delafield Police

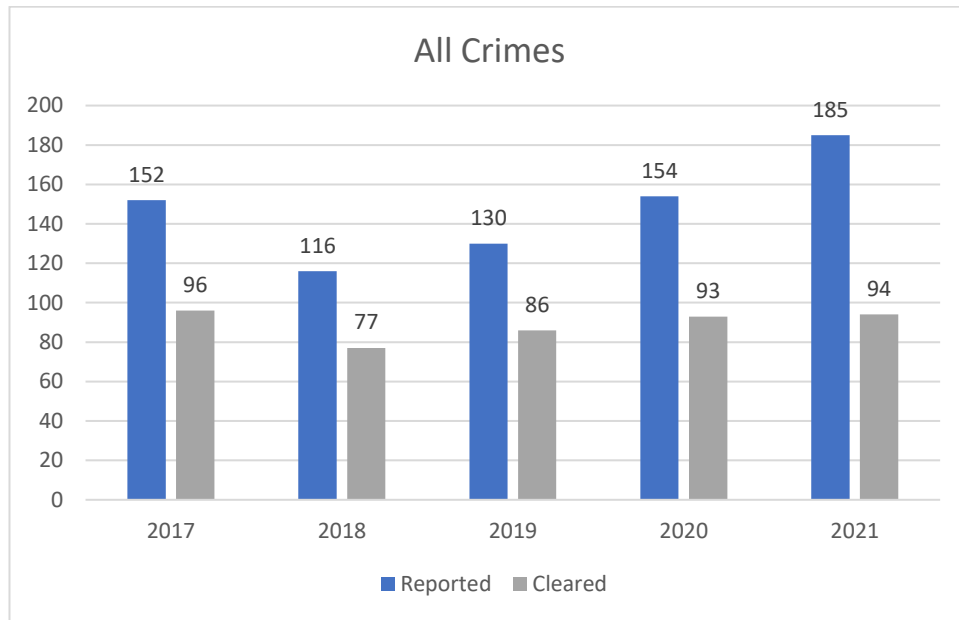


Motor vehicle thefts include the theft of trailers. Many times, these are difficult to prove when the vehicle or trailer is taken but there is a delay in reporting the incident due to not being aware a trailer was taken. However, as a community, we experience relatively low totals of these types of crimes report and respectable clearance rates.

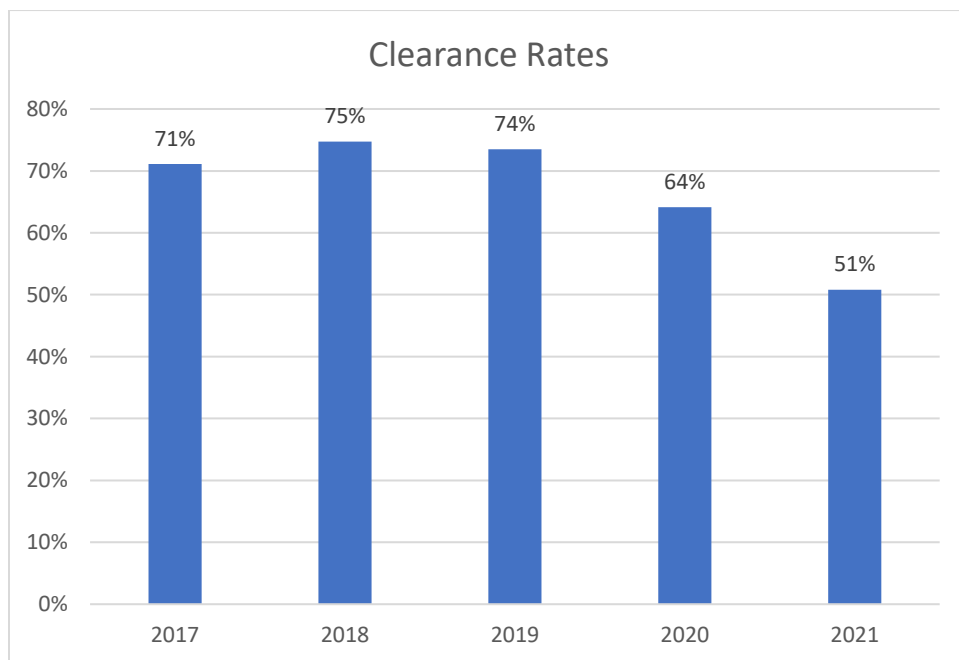


In 2021 we did have one incident of forcible rape, which was cleared.

City of Delafield Police



Crime appears to increase significantly this year, but this is due to a change in the statistics gathered from previous years. See below for an explanation of this change and its impact on this data and our clearance rate:



The department is committed to effective Community Oriented Policing Strategies that include active engagement with citizens. This is done by conducting foot patrol at parks, schools, banks and businesses. Doing this allows us to know community members as more than just faces on the street. We also learn about what is important to community members and engage citizens in the achievement of our goals and mission.

While there are many factors responsible for the reduced clearance rate, our rate of 51% is still well above the national average of 31% (2019). Our property crime clearance rates are also above our similar sized neighboring jurisdictions.

Incident Based Reporting (IBR) Transition

In 2021 our agency began compiling IBR data in lieu of UCR summary reports. This is a nationwide transition and we have been certifying our data since April of 2020. This new data collection system is much more comprehensive and has a much more stringent validation procedure. Comparing to historical data will be difficult, but we should be able to continue our trend analysis between the two data types. 2021 was the first year where we collected IBR data exclusively.

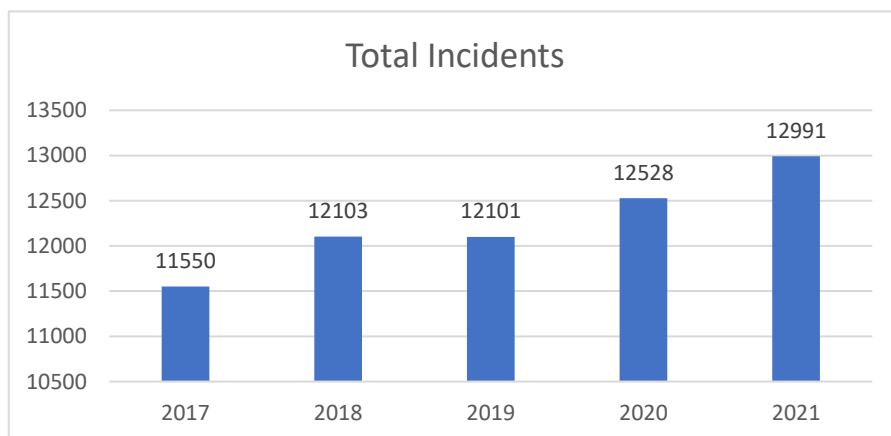
There is also a notable drop in the clearance rate in IBR. This can be attributed to multiple factors. In UCR, a crime could be cleared when charges were referred to the District Attorney’s Office. In IBR, clearances are only counted when an arrest is made in the case. In many of our theft cases, these arrests often do not occur contemporaneous to the offense, resulting in a reduced clearance rate until later. We are also continuing to work with our County Jail to ensure accurate arrest records for these IBR cases.

There are more crimes counted in IBR, specifically property crimes like fraud. These are notoriously hard to solve due to the majority of the offenders being outside the United States. Our clearance rate for these offenses is 5%. Our total number clearances have remained consistent, with a modest increase, indicating we are solving the same number of cases. We are counting more crimes in these specific statistics than we have in the past.

Finally, the definition of a clearance in IBR is different from UCR and we are sometimes not able to mark a case as cleared in IBR that would have been cleared in UCR. Even with this data, our clearance rate is still above the national average.

Total Incidents

Incidents, or events, are any activities documented by members of the department on a day-to-day basis. Incidents include initiated activity like traffic enforcement and response to calls for service(s) from citizens. These statistics do not include time spent completing paperwork, conducting investigations and documentation. In 2021 the department documented the greatest number of calls for service in the department’s history. We do not see this trend slowing in the future.



Multijurisdictional Units

Our agency has been a member of several multijurisdictional units for several years. These are teams that are comprised of officers from multiple agencies across Waukesha county.

Suburban Critical Incident Team (SCIT)

This unit responds to high-risk incidents that require a highly trained tactical unit. The team is comprised of several member departments: Delafield, Hartland, Chenequa, Village of Pewaukee, City of Brookfield, New Berlin, Elm Grove, Mukwonago and Muskego. This team trains extensively and is ready to deploy as needed. Our department has two officers on the team, one operator and one negotiator.

Major Investigations Unit (MIU)

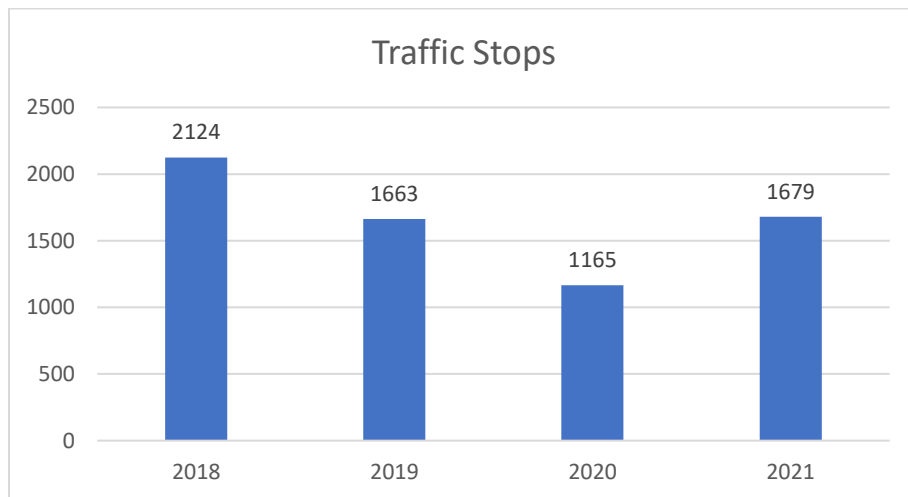
This unit responds to large incidents that would overwhelm most agencies. The team is comprised of investigator and officers that are specially trained in specific areas of investigations. These include evidence recovery and processing, photography, fire investigation, sensitive crimes, and computer forensics. Our department has five members assigned to the unit, including the Detective and Lieutenant.

Civil Disturbance Unit (CDU)

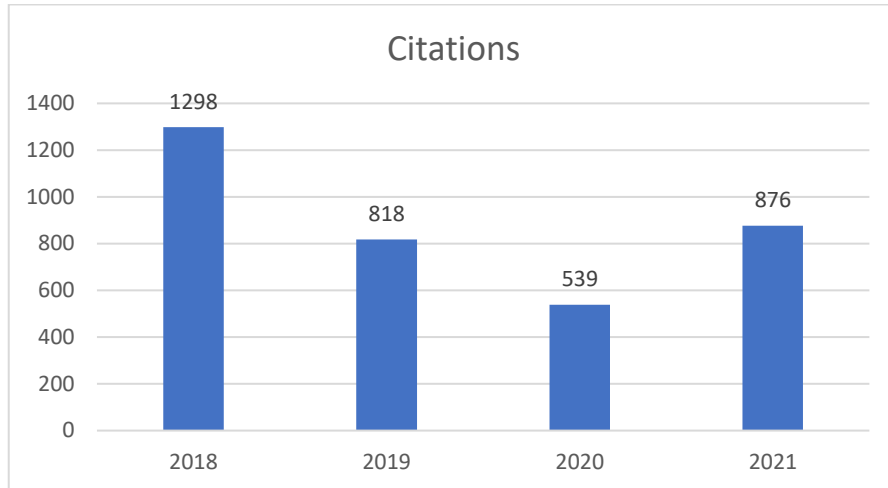
This unit responds to large disturbances or large gatherings that may require advanced crowd control tactics. It is comprised of many Waukesha County agencies and is administered by the Waukesha Sheriff’s Department. This unit trains in safe management of large crowds and disturbances. Our department has three members assigned to the unit, including the Lieutenant.

Traffic Enforcement

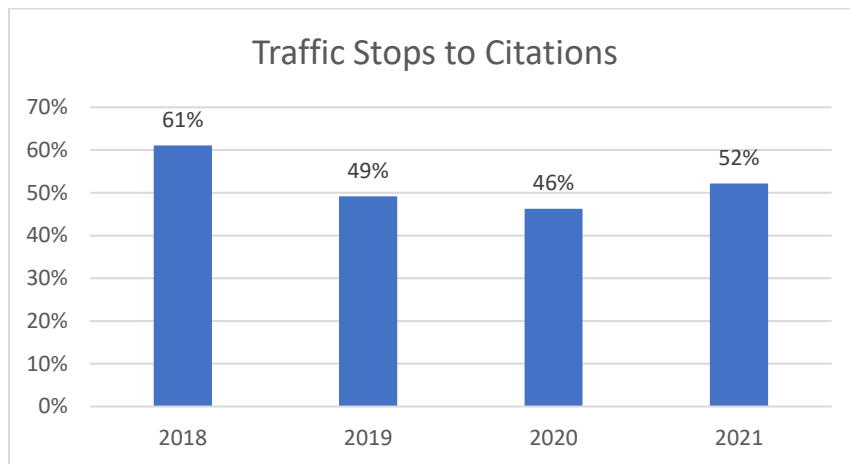
One of the responsibilities of department members is traffic enforcement. This includes proactive patrol as well as responding to complaints regarding ongoing problems.



2020 traffic enforcement totals were affected by the global Pandemic. At the outset, not knowing what to expect, Officers were directed to limit exposure to the Covid-19 virus in a number of ways. This included traffic enforcement as well as responding to rescue calls where there was evidence of infection and face to face interaction until the summer. 2021 saw an increase in traffic enforcement.



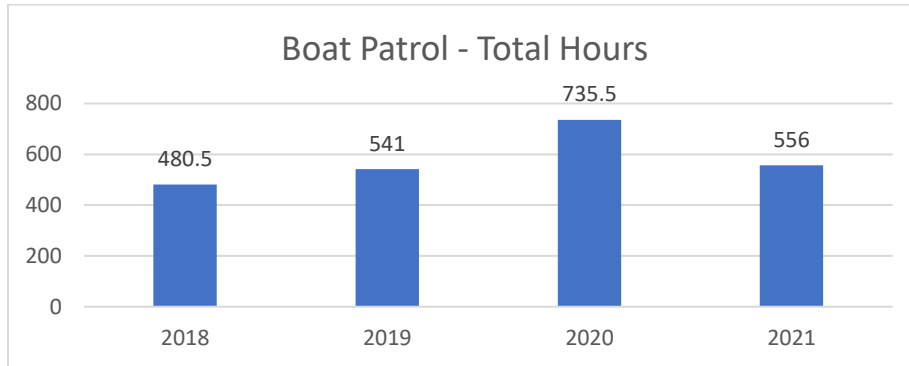
The outcome of any traffic contact is dependent on the circumstances, offense and nature of the interaction. The outcomes include arrest, citation, written and verbal warning, as well as repair notices for equipment violations. However, one consistent way to gauge results of traffic enforcement is the total number of citations issued on a yearly basis. It should be noted that in certain circumstances, more than one citation may be issued as a result of a single contact.



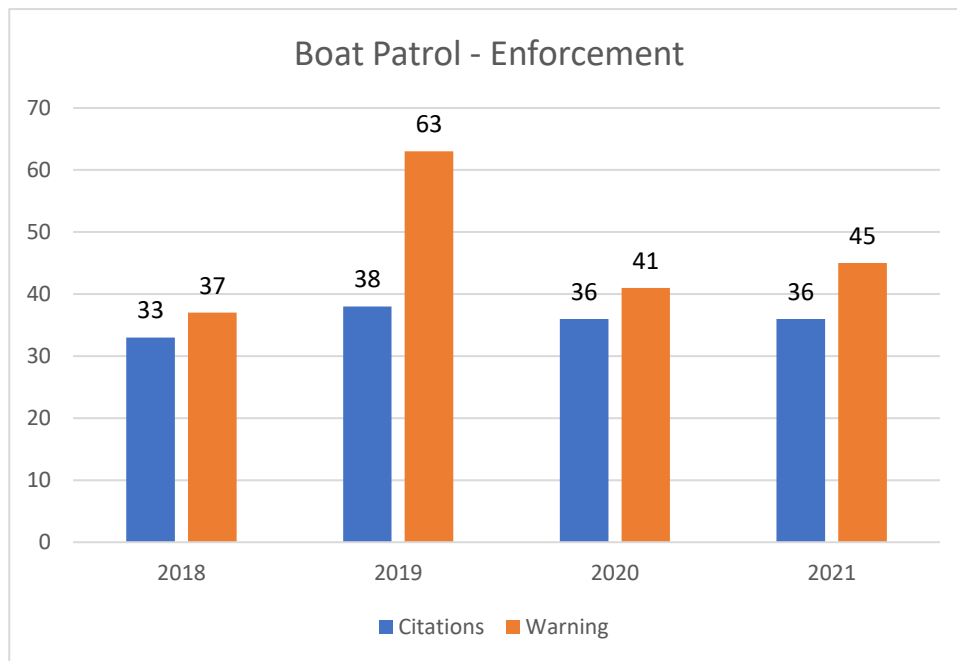
Although a single contact may result in multiple citations, that is not common. The department does not view traffic enforcement as revenue generating, but rather as an opportunity to educate and incentivize safe driving habits.

Boat Patrol

The department provides Boat Patrol Operations during the warm weather months. Emphasis is placed on the months of June, July and August. All members participate in this function after receiving training that has been recognized by the Dept. of Natural Resources as a model for other agencies to follow.



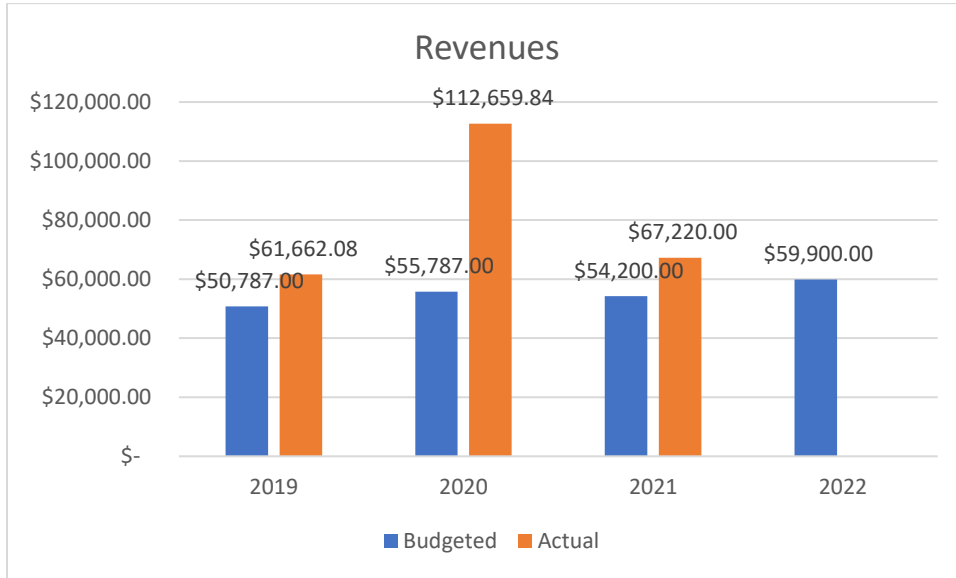
Enforcement is focused on education and safety matters rather than the generation of revenue for the city. The ratio of hours worked to either citations or written warnings issued results in the city being reimbursed at the highest rate possible by the DNR on a yearly basis.



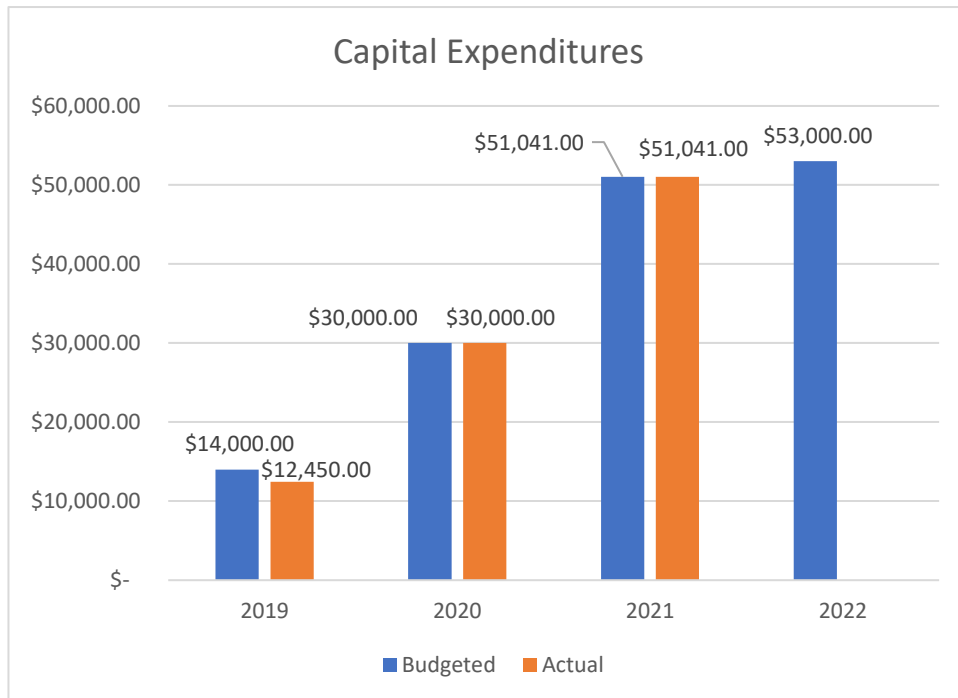
Obviously, our activities are not limited to enforcement, but include numerous other activities performed during Boat Patrol operations. This may include, but is not limited to safety compliance inspections of watercraft, search and rescue, individual and vessel assists. The Officers conducting Boat Patrol operations are there to maintain a safe and enjoyable resource for all citizens to utilize.

Budget

The department’s budget has been an issue of debate for many years. When observed in a bubble, the department is an expensive resource to support. However, when you consider the mission and goals of the department, as well as overall success, it becomes clear that the costs involve an investment in a quality community overall.



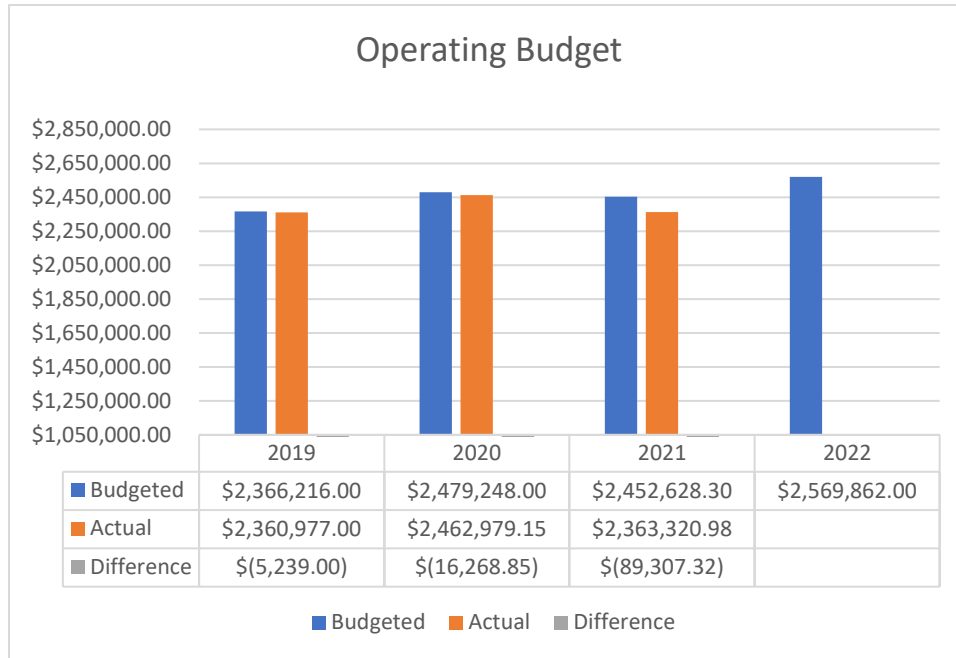
Department members do not focus on revenue generation. While revenues do include fines from the city’s municipal court, they are nominal. Funds are generated from various sources, including grants, the sale of unused or obsolete equipment, and, when possible, donations. The large spike in revenue in 2020 was due to a State Routes to Recovery grant and insurance payments on a totaled vehicle from a prior year.



The department’s capitol expenses are minimal. Most of the organization’s expenses do not correspond

City of Delafield Police

with requirements for capital expenses. However, even when capitol expenses are requested, we ensure we only utilize what is required to achieve the intent of the request. In 2021 we see an increase as the purchasing and upfitting of a new police cruiser were moved out of the operating budget and into the capital expenditures. This was a result of doubling the service life of patrol cruisers from three to six years and will net a significant savings for the taxpayers.



The department’s Operating Budget impacts day to day efficacy and functionality of the department and especially our personnel. The department’s true strength is its personnel. Two positions were added in 2017, but hiring and training those individuals resulted in the department operating under strength for the whole year.

We work hard to identify and implement savings whenever and wherever possible. For example, in 2018 our Municipal Court became paperless, resulting in savings related to paper consumption and printing expenses on a monthly basis. Therefore, we are able to remain under budget not intentionally, but by identifying opportunities for savings and implementing them as soon as practicable.

In 2021, two officers left the department and those positions were vacant for several months. This accounts for the significant amount we were under budget.

Yearly savings are not due to excesses in budgeted amounts, but because the department actively seeks savings in all areas on an ongoing, perpetual basis, and immediately implementing any and every possible opportunity to save that is practicable. We understand that managing public funds is of the utmost importance and that any amount of cost savings and reduction in expenditures is not only desirable, but necessary for the fiscal wellbeing of the community.

City of Delafield Police 2021 Grievances Review

Date	Subject	Disposition
There have been no grievances filed in 2021.		

Submitted by: Captain Robert J. Hagen

Date: 1/6/2022

2021 DCP Internal Affairs/Complaints Report

Officer #	Level	Date	Type	Description	Reported By	Disposition	Correction	Video	
22	2021-01	H	9/08/2021	Policy Violation	Possible Law Violation While Off Duty	Nyren	Substantiated	Resigned	N

Dispositions:

Days of Suspension	0
Written Reprimand	0
Verbal Reprimand	0
Counseling	0
Exonerated	0
Retraining	0
Unsubstantiated	0
Unfounded	0
Total	0
Citizen Complaints	0
Internal, Kehl/Hagen/Nyren/Officer	1
Total	1

Finalized by Captain Robert Hagen 01-06-22

Last Name	First Name	Request	A/D	2020 Ride Alongs			Ride #2	Time	Officer	Other
				Ride #1	Time	Officer				
Barber	Candi	12/25/2021	A	12/25/2021	0630-1500	DPB13				

Finalized by Captain Robert Hagen 01-06-22

Does Not Include Intern's or Crivilian Volunteers

Total Requests: 1
 Approved: 1
 Denied:
 Total Shifts: 1

City of Delafield Police 2021 Squad Car Crash Re

Date	Time	Squad	Injuries	Reportable	AR Filed	Investigating Dept	Damage Amount	Squad Repaired
7/19/2021	12:10am	697	N	Y	Y	WSD	\$12,211.00	Y
12/11/2021	9:53am	699	N	Y	Y	WSD	\$4,000	Y

Incidents: 2
 Injuries: 0
 Total Damage: \$ 16,211.00

Submitted by: Captain Robert J. Hagen
 Date: 1/6/2022

view

Damage Description

Front end damage to vehicle and emergency
equipment

Driver side rear door and graphics

City of Delafield Police 2021 Squad Pursuit Review

Date	Time	Primary/ Assist	#Delafield Squads Involved	Original Offense	Distance	Top Speed	Injuries	Deaths	Property Damage	Outcome	Apprehension	Comments	Review Completed
3/3/2021	16:07	Primary	1	Suspicious/ Retail Theft	0.8	64	0	0	\$ -	Termination	No		Y
10/29/2021	16:06	Primary	1	Traffic	0.5	58	1	0	\$ 8,000.00	Traffic Collission	Y	Foot pursuit of operator prior to apprehension	Y
12/2/2021	14:27	Assist	2	Traffic	3.7	108	0	0	\$ -	Unknown	Unknown	Original assist unknown reason for pursiut, left as soon as it was learned pursuit was for traffic violation.	Y

Total Incidents: 3
 Incidents w/prop damage: 0
 Injuries From Pursuits: 1
 Fatalities from Pursuits: 0
 Terminations: 1
 Apprehensions: 1

Submitted by: Captain Robert J. Hagen
 Date: 1/6/2022

City of Delafield Police 2021 Use of Force Review

Incident #	D21001403	D21003181	D21003922	D21005557	D21005918	D21006294	D21007454	D21007652	D21007668	D21007882	D21007957	D21008293	D21008517
Date	2/16/2021	4/4/2021	4/27/2021	6/14/2021	6/22/2021	7/2/2021	7/31/2021	8/6/2021	8/6/2021	8/13/2021	8/15/2021	8/25/2021	9/1/2021
Time	17:04	20:06	20:20	1:08	21:37	22:13	16:18	0:56		13:50	21:49	14:02	13:30
Officer	15	15	10,14	12	16	3	14,18	12	9	8,9,16,18	15	3	2,4,8,13,18
Total Officers	4	2	2	5	1	3	2	3	2	4	3	2	6
Total Subjects	1	1	1	1	1	1	1	1	1	1	1	1	1
Officer Injured	0	0	0	0	0	0	0	0	0	0	0	0	0
Subjects Injured	0	0	0	1	0	0	0	0	0	0	0	0	0
OC P*													
OC D*													
CEW P*		X	X					X					
CEW D*				X									
Passive Counter					X	X	X			X			
Active Counter													
Expandable P*													
Expandable D*													
Wood P*													
Wood D*													
Impact M P*													
Impact M D*													
Incapacitating Tech													
Pistol P*	X							X					X
Pistol D*													
Rifle P*									X				X
Rifle D*													
Shotgun P*													
Shotgun D*													
Other											X	X	

P*=Presented D*=Deployed

Total Incidents:	13	OC Presented:	0	Expandable Baton Presented:	0	Incapacitating Technique:	0
Total Officers:	39	OC Deployed:	0	Expandable Baton Deployed:	0	Pistol Presented:	3
Total Subjects:	13	CEW Presented:	3	Wood Baton Presented:	0	Pistol Deployed:	0
Officers Injured:	0	CEW Deployed:	1	Wood Baton Deployed:	0	Rifle Presented:	2
Subjects Injured:	1	Passive Countermeasure:	4	Impact Mmunition Presented:	0	Rifle Deployed:	0
		Active Countermeasure:	0	Impact Mmunition Deployed:	0	Shotgun Presented:	0
						Shotgun Deployed:	0
Comments:						Other:	2

City of Delafield Police 2021 Use of Force Review Page 2

Incident #	D21008634	D21009327	D21009926	D21010100	D21010624	D21011539	D21011820	D21012648					
Date	9/5/2021	9/25/2021	10/10/2021	10/16/2021	10/29/2021	11/21/2021	11/29/2021	12/19/2021					

Time	15:29												
Officer	10,18	9	15	18	10	15	10,14	15					
Total Officers	2	7	2	5	3	4	3	2					
Total Subjects	1	1	1	1	1	1	1	1					
Officer Injured	0	0	0	0	0	0	0	0					
Subjects Injured	0	0	0	0	0	0	0	0					
OC	P*												
	D*												
CEW	P*	X					X						
	D*												
Passive Counter	X						X						
Active Counter													
Expandabl	P*												
e	D*												
Wood	P*												
	D*												
Impact	P*												
Munition	D*												
Incapacitating Tech													
Pistol	P*			X	X			X					
	D*												
Rifle	P*	X					X						
	D*												
Shotgun	P*												
	D*												
Other	X		X										

P*=Presented D*=Deployed

Total Incidents:	8	OC Presented:	0	Expandable Baton Presented:	0	Incapacitating Technique:	0
Total Officers:	28	OC Deployed:	0	Expandable Baton Deployed:	0	Pistol Presented:	3
Total Subjects:	8	CEW Presented:	2	Wood Baton Presented:	0	Pistol Deployed:	0
Officers Injured:	0	CEW Deployed:	0	Wood Baton Deployed:	0	Rifle Presented:	2
Subjects Injured:	0	Passive Countermeasure:	2	Impact Munition Presented:	0	Rifle Deployed:	0
		Active Countermeasure:	0	Impact Munition Deployed:	0	Shotgun Presented:	0
						Shotgun Deployed:	0
Comments:						Other:	2

City of Delafield Police 2021 Use of Force Review Page 3

Incident #													
Date													
Time													
Officer													

Officers Injured: 0
Subjects Injured: 1

CEW Deployed: 1
Passive Countermeasure: 6
Active Countermeasure: 0

Wood Baton Deployed: 0
Impact Munition Presented: 0
Impact Munition Deployed: 0

Rifle Presented: 4
Rifle Deployed: 0
Shotgun Presented: 0
Shotgun Deployed: 0
Other: 4

Total UOF Incidents	
2015	12
2016	21
2017	13
2018	15
2019	31
2020	17
2021	21

Officer Injuries	
2015	0
2016	2
2017	1
2018	0
2019	4
2020	5
2021	0

Suspect Injuries	
2015	1
2016	1
2017	2
2018	0
2019	5
2020	2
2021	1

