

City of Delafield Police Department



2015 Annual Report

Prepared by Chief E. Kehl

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CITY OF DELAFIELD POLICE DEPARTMENT

MISSION

It is the mission of the City of Delafield Police Department to provide effective and efficient services to residents and visitors in order to maintain a safe and secure community.

VISION

The staff of the City of Delafield Police Department will endeavor to be responsive to the needs and desires of the citizens of Delafield by developing the skills knowledge and abilities of individual members while building and maintaining strong relationships with other agencies and members of the community.

VALUES

In order to achieve our objectives, we believe the following values to be significant:

Efficacy – Achieving desired outcomes through the efficient and effective delivery of services.

Respect – Acknowledging the value of each other and every other person we come in contact with, while working to earn their respect in return.

Honor – Exhibiting strong moral behavior and integrity based upon ethical principles.

Teamwork – Cooperation between department members, our partners in law enforcement and the citizens of the community.

Accountability – Understanding and accepting our responsibility to the community, the department and each other.

Problem Solving – Using creativity and innovation to resolve conflict.



City of Delafield Police Department Priorities:

1. Calls for Service

- Respond in Person,
- Officer Safety and Tactics,
- Deal with incident in an efficient and effective manner

2. Investigations

- Thorough and complete follow up,
 - Complete documentation,
 - Proper evidence handling

3. Initiated Activity

- Traffic Enforcement,
 - Field Interviews,
 - Suspicious Activity,
- School/Bank/Business foot patrols,
 - House Checks,
 - Disabled vehicles, etc.

4. Everything Else

- Special Events



Letter from the Chief

On behalf of the men and women of the City of Delafield Police Department, I would like to thank all the people who place their trust in us to perform our duties for the benefit of the community. I assure you, our position within the community, roles and responsibilities are not taken lightly.

2015 was a year of Challenges. The department experienced financial challenges due the costs associated with maintaining the Public Safety Building and fleet of patrol vehicles with several catastrophic failures. These challenges include the failure of the Police Department's garage doors, which provide day to day access to the Public Safety Building for the department's personnel and protects the department's vehicles from maintenance issues related to exposure to the elements.

We continued to experience maintenance issues related to the Dodge Charger patrol vehicles, and opted to replace one of them with a Ford Explorer to determine if costs could be mitigated by a different vehicle option. The aging Ford Crown Victoria marked Supervisor's vehicle was also replaced with a Ford Explorer (a photo of this vehicle is on the cover of this report). These vehicles were replaced within budgetary constraints and have, to date, proved effective options for the department's operations. However, the long-term efficacy of this choice will not be apparent for at least another year of service.

The department continued to maintain and utilize the 2007 Chevrolet Impala despite increasing maintenance costs. A priority for the 2016 Budget process was to obtain funding to replace this vehicle, which has high mileage and is quickly nearing the end of its effective lifespan as an emergency vehicle. Funding was obtained, and the veteran squad will be replaced as soon as practicable in 2016.

Another challenge, as always, was staffing. Officer James Batzko retired and Lucas Wolf replaced him in that patrol position. Lt Hagen and I attempted to illustrate the need for additional patrol staff and possibly adding an investigator position during several meetings with the Common Council. Support for a Federal COPS grant application was given and, although the application was unsuccessful, I learned a great deal about the process of applying for COPS grants that I hope to utilize in the future.

We continued in the process of being recognized through the Wisconsin Law Enforcement Accreditation Group (WILEAG) as Core Standards Verification. Although the department's policies and procedures were updated during 2014, the Verification process took the majority of 2015 to complete as time permitted. However, all the effort of everyone involved paid off at the end of the year when the department received recognition as a Core Standards Verified Department through WILEAG.

Although challenging, the year was also very rewarding. Among the high points:

- Body Cameras were successfully deployed in March.
- We maintained a very high level of activity and commendable Uniform Crime Report clearance rate
- A significant amount of training was completed by members without negatively affecting Patrol Operations.
- We participated in National Night Out for the first time in years.

Once again, thank you for the opportunity to serve.

Respectfully,

Erik Kehl
Chief of Police
City of Delafield Police

department has functioned very effectively utilizing lower levels of supervision than many of our partners in law enforcement.

Promotional Process

With Nyren's promotion to Lieutenant in January, the opportunity to fill the vacant Captain's position became available. Although the department functions effectively in day to day operations in a flat structure, there are times when it is beneficial to have a more structured chain of command. Therefore, Lt Hagen was presented with several challenges that he had to complete prior to having the opportunity to become the Captain. Among other things, Hagen had to return to college with a commitment to complete a Bachelor's Degree in Criminal Justice or related field.

Hagen accepted my challenge, completed the tasks I set for him and re-enrolled in college through UW-Whitewater. He is taking classes and scheduled to complete his degree program in the next several years.

Therefore, the Police Commission was approached and permission requested to appoint Hagen to the position of Police Captain effective January 1, 2016. That request was approved and Hagen will fill that position at the beginning of the year.

Staffing Studies/COPS Grant Application

During 2015, the department underwent several self-evaluations to determine the most effective level of staffing to meet the community's needs. The department functions with the total 14 sworn personnel, including 11 uniformed Patrol Officers (the backbone of the department's operations), that are currently authorized. However, resources are often stretched thin and additional staff would benefit the community greatly by decreasing response times and making more uniformed officers available for the wide variety of responsibilities the department must address.

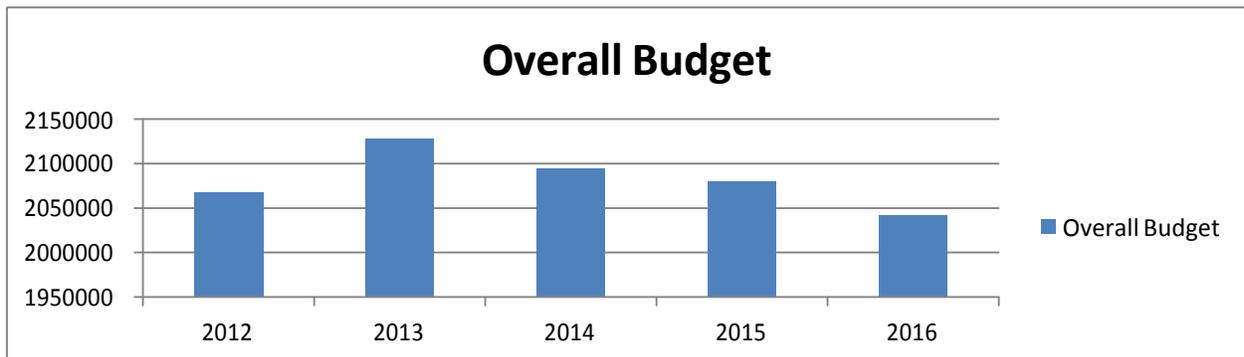
The department evaluated itself on all five recommended approaches to address staffing recommended by the International Association of Chiefs of Police. Those approaches include: per Capita, minimum staffing, authorized Level, workload level and coverage based approach. The result of each of these processes indicated a justification for additional Officers to staff the department.

Per Capita: the per Capita approach is a simple mathematical equation that staffs 2.2 Officers per 1000 residents. Based on that equation, the department should consist of more than 15 Patrol Officers. The drawback of this approach is that it does not address the influx of visitors and traffic the department deals with on a daily basis in the area of I-94 and STH 83.

Minimum Staffing: This approach addresses the number of Officers required to maintain a minimum number of Officers on duty at any given time. The following chart most effectively illustrates the outcome of this analysis by comparing the staffing levels in 2011, when the department had an additional patrol position that was cut when a member subsequently retired, to the staffing levels in 2015:

Scheduled Minimum Staffing (One Officer) by Shift							
2011			2015			Increase	% Increase
Month	Shifts	Percentage	Month	Shifts	Percentage		
Dayshift (0630 - 1500)							
Jan	0	0%	Jan	3	10%	10%	+++
Feb	1	3%	Feb	1	30%	27%	0.00%
Mar	1	3%	Mar	6	19%	16%	500.00%
Apr	0	0%	Apr	4	13%	13%	+++
May*	3	9%	May	4	13%	4%	33.33%
Early Shift (1430 - 2300)							
Jan	0	0%	Jan	2	6%	6%	+++
Feb	1	3%	Feb	2	7%	4%	100.00%
Mar	6	19%	Mar	3	10%	-9%	-50.00%
Apr	0	0%	Apr	1	3%	3%	+++
May*	5	16%	May	2	6%	-10%	-60.00%
Late Shift (1030 - 0700)							
Jan	1	3%	Jan	9	24%	21%	800.00%
Feb	2	7%	Feb	2	7%	0%	0.00%
Mar	4	13%	Mar	10	32%	29%	150.00%
Apr	1	3%	Apr	12	38%	35%	1100.00%
May*	21	68%	May	11	35%	-10%	-47.62%
* PO Kerstein's last day on duty = 04/30/2011							
PD staffing decreases from 15 sworn to							
14 sworn from that date on							
+++ Cannot calculate % increase from 0							

Authorized Level: This approach addresses staffing based on the financial support of a department by the community. Effectively, this approach indicates that available funds drive staffing levels. This is the approach currently used by the City of Delafield to determine staff levels at the department. The following chart indicates the funding level of the department between 2012 and 2015:



Coverage-Based Approach: This approach allows policy makers to determine the ideal number of Officers that should be on duty at any given time. The department has and will continue to attempt to maintain staffing levels at two Officers on duty at any given time. However, with the current number of available Officers, this becomes problematic, especially (but not limited to) Late Shift Officers working

between 10:30 pm and 7:00 am. The following document illustrates these problems and is a copy of the actual department schedule for May 2015:

CITY OF DELAFIELD POLICE

MAY 2015 MONTH
APR 21/10/15
 APPROVAL DATE

HOLIDAY: 05/25/15
 Non-union: 05/25/15
 MUNICIPAL COURT: 05/11/15

V-Vacation Day	FH-Floating Holiday	FL-Funeral Leave
T-Training Day	TRV-Travel	R-Range
OC-Off Comp	DI-Duty Injury	OT-Overtime
S-Sick Day	LD-Light Duty	FM-Fed Med Leave
FLX-Flex Day	LV-Unpaid Leave	XTC-Trng Comp Off-Day

Name	Day	F	S	S	M	T	W	TH	F	S	S	M	T	W	TH	F	S	S	M	T	W	TH	F	S	S								
CHIEF E. KEHL	Supervisor 1100 - 1900	1	X	X	1	1			✓	X	X	1				1	X	X	1	OC	V	V	V	X	X	1	X	X					
LT. R. HAGEN	1st Shift 0630-1500	1	X	X	T	T				X	X	1					X	X		T	1	T		X	X	H			OC	X	X		
OFF. D. BLOEDOW	2nd Shift 1430-2300	V	V	X	X				OC	X	X	T			OC	X	X			T	T	T	X	X					OC	X	X		
OFF. T. DORSEY	Police Clerks																																
OFF. K. BUDDA	Police Clerks	X						X	X			V		X	X	T																	
OFF. R. JACOBS	Police Clerks	X	X																														
OFF. S. SCHRUBBE	Police Clerks	X						X	X	V	V	V	V	X	X																		
OFF. K. RESSMAN	Police Clerks		OC		X	X										X	X																
OFF. W. HOFFMAN	Police Clerks			X	X							X	X	T	T	OC	X	X															
OFF. D. BARBER	Police Clerks	X	X					X	X																								
LT. L. NYREN	1st Shift 0630-1500	X	X	OC				2	X	X		2	2	OC	X	X	OC	V	V	2	X	X	2	2			H	X	X		2		
OFF. J. BATZKO	2nd Shift 1430-2300	X						X	X	1	V	V	V	X	X	OC	OC	OC	X	X	OC	V	V	V	X	X	V	V	V	X	X		
OFF. D. BURKE	Police Clerks	X	X																														
OFF. K. KUEHL	Police Clerks	OC			X	X			OC	S	X	X																					
L. HUGHES	Police Clerks		X	X																													
M. BUEHLER	Police Clerks		X	X																													

05/11 - 13/15 Reid Interview WPH WCCT
 05/21/14 Officer Inv Shooting RJH, TLD Westbrook Ch
 05/19/2014 Bulletproof Mind RJH, RNJ Westbrook Ch
 05/19 - 21/15 CPM RJH Madison
 05/19 - 21/15 Bank Months RPO KAS Westbrook Ch
 05/19 - 21/15 HAD GERRARD WARRANT 0830 RJH/LCN

05/16/2015 Statement Analysis KAB Madison PD
 05/18 - 20/15 SCIT DAB Volk Field
 05/19 - 21/15 SCIT Sniper DAB
 05/19 - 21/15 Homicide Investigation SAS

05/22 - 05/26 Cushing Memorial Celebration
 1300-05/24 Memorial Day Parade

The extended used of Vacation (“V”) and earned Compensatory time (“OC”) by Officer Batzko in this month reflects his use of accrued benefit time prior to retiring in July of 2015.

Workload-Based Approach: Lt. Hagen, as part of his CPM program requirements, completed a workload based analysis using the calculations recommended by the Northwestern University in its law enforcement command officer’s development courses of study. Hagen learned the system while attending that prestigious program in 2013.

This approach uses actual numbers and types of activity performed by a department, assigns values to those numbers for the average amount of time spent completing those activities and calculates the number of Officers, not including Supervisors or Investigators, are needed to maintain a certain amount of unobligated time per hour on duty.

The results of this study indicated that in order to have each officer maintain 15 minutes of unobligated time per hour of duty, the department would need a total of 12 Patrol Officers. To increase the amount of unobligated time to 30 minutes per hour, the patrol staff would have to increase to 18 instead of the current 11 Officers:

Workload-Based Analysis Results:

Amount of Unobligated Time (Investigations, paperwork, etc.)	Number of Officers Only (no Supervisors or other personnel)
15 Minutes every hour	12
30 Minutes every hour	18

Current staffing 11 Officers, 3 Supervisors

Unobligated time, in this case, refers to time available to do paperwork complete reports, conduct investigative follow up and take contractual breaks. It does not refer to actively patrolling for problems, monitoring traffic or conducting foot patrols at businesses, banks or schools.

COPS Grant Application

Based on these studies the Common Council approved an application to the Federal Community Oriented Police Services for assistance funding an additional Officer to replace the 12th position eliminated in 2011. The grant application was completed, but proved to be ultimately unsuccessful.

Policy Update/WILEAG Core Verification Application

One of the priorities of any leader should be clearly stating goals and objectives. In order to achieve those goals and objectives, clear policies and procedures need to be implemented which provide the members with guidelines regarding how to complete their tasks. Those policies must be put in place, personnel trained in them and then enacted. This process, which began with my appointment, was completed in 2015.

In 2014, Lt Hagen and I reviewed and updated all the department policies. This was an intense and time consuming process. I had hoped to issue the new policies on January 2, 2015, but due to some additional review that was required, the issuing date was postponed until February 2, 2015. I would hope that this process will provide a more substantive framework for department members to work within while providing the best possible services to the community.

As part of an independent review, I requested that the department's operations be audited by the Wisconsin Law Enforcement Accreditation Group (WILEAG) under that organization's Core Verification process. The Core Verification process was designed specifically for smaller agencies serving a community of around 7000 residents. This seemed like the perfect opportunity to have the department evaluated as a whole from an independent group that could recommend necessary changes in policy to comply with "best practices" in law enforcement.

The verification process began in March 2015 and on December 22, 2015 I was notified that the department met the Core Verification Standards of WILEAG. The recognition is more of an honorarium than a tangible benefit. However, it acknowledges that the department is compliant with specific standards, not only by way of policy, but providing proof that the policies are being followed.

This is an achievement the entire community and department can be proud of.

Budget

In 2015, the department had an operating budget of \$2,080,084.00. This was a decrease of \$14,760 from 2014 and a decrease of \$47,677 from 2013. During 2015, the department experienced several significant unplanned and unexpected expenses related to maintenance of the Public Safety Building and squad car maintenance. These additional expenses challenged the department leadership's ability to maintain budgetary limits while attempting to maintain and increase services

The southern garage door to the Police Department garage failed during the spring of 2015. The repair of that door included the required purchase of replacement parts and several days of labor to remove and replace damaged parts, expending the majority of the amount dedicated to building maintenance (\$5000 of \$8000) in one incident.

Additionally, the department's Dodge Charger patrol vehicles experienced several catastrophic failures ultimately determined to be due to maintenance issues. During the opening months of 2015, within two weeks, two of the vehicles required the replacement of their engines. These and other necessary repairs were unplanned and unexpected. The non-warranty costs for maintenance of the Dodge vehicles totaled over \$7000.

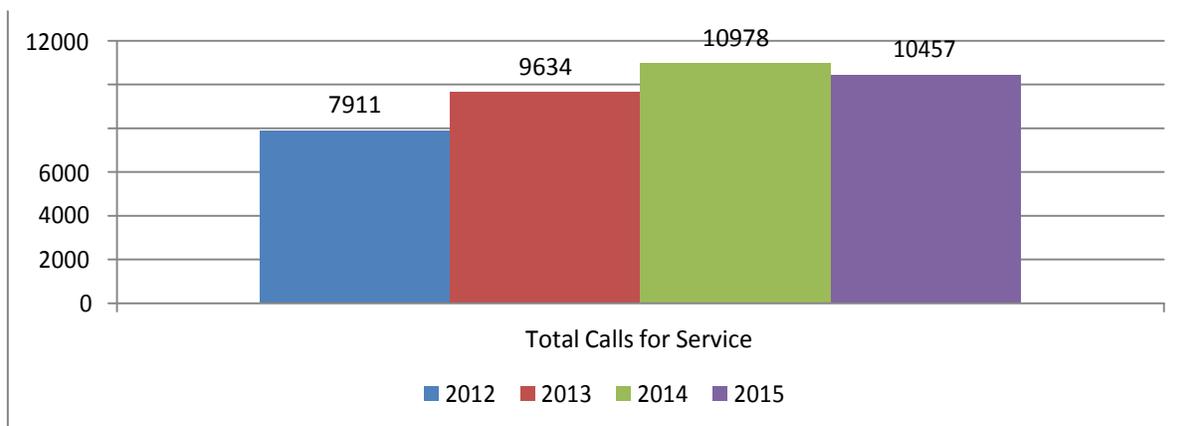
Finally, necessary repairs/maintenance costs associated with a 2007 Chevrolet Impala unmarked Supervisor's car totaled almost \$2000. The maintenance of the Dodge Chargers and Chevrolet Impala totaled \$9000 and the amount budgeted for that purpose was only \$8000.

The maintenance issues related to the Dodge Charger patrol vehicles prompted the change in 2015 to Ford Explorer SUV patrol vehicles for two vehicles of the department's six vehicle fleet. The replacements were purchase and outfitted within budgetary limitations.

As noted within this report, although budgetary challenges were experienced, the department maintained an effective role within the city while remaining within the approved budget for 23015. Overall, I believe we can illustrate that as a department, we provided an exceptional service to the residents of the community while remaining fiscally responsible.

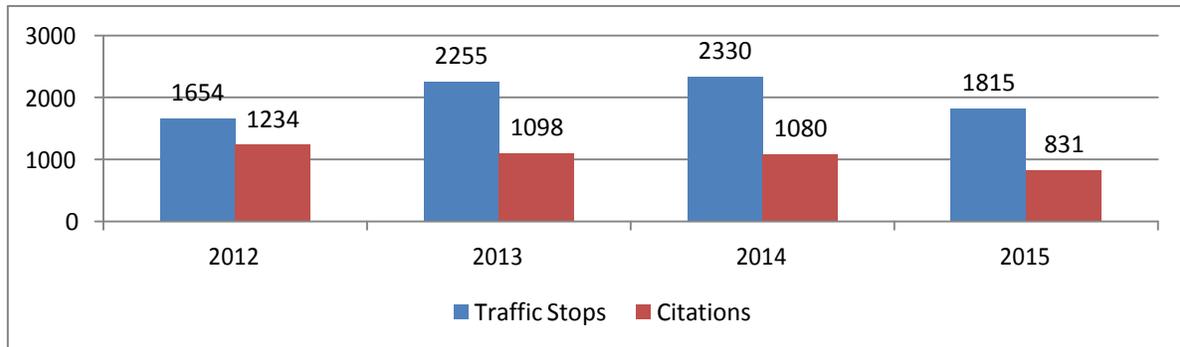
Activity

In 2015 our total calls for service decreased from 10978 in 2014 to 10457. Calls for service include all activity, including responding to complaints, traffic enforcement, and business or school foot patrols. Part of the reason for the decrease was fewer crimes reported (see UCR data). Also, changes in personnel required training time for a new member, limiting the amount a activity possible by two members working closely together.



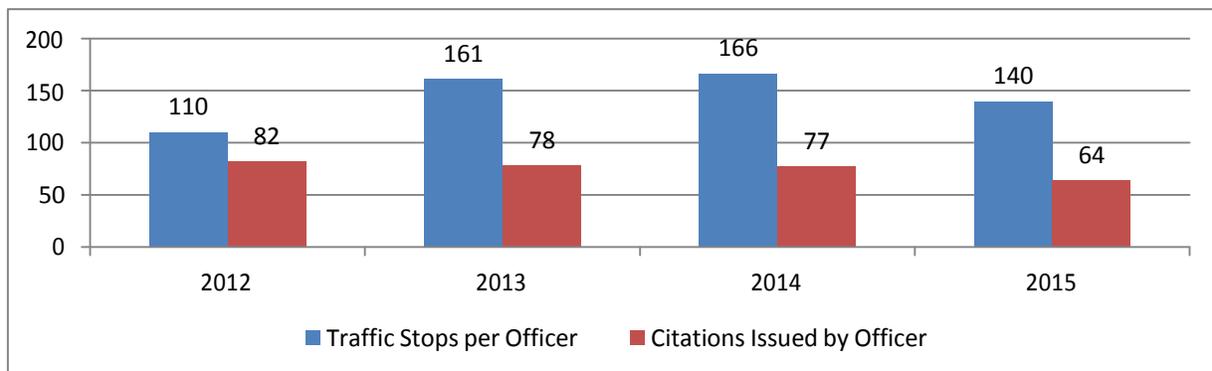
One major issue that always creates controversy is traffic complaints and enforcement. Either we, as police, are not around when needed or spending too much time enforcing traffic laws. This is an area where there often seems to be no happy medium. We made an extra effort to monitor every traffic

complaint and address it by determining if there was an actual problem or not and then taking action to modify driver behavior if there was an issue that needed to be addressed. One of the tools used to monitor and determine the amount and type of problem was the speed monitoring device.



As the above chart indicates there has been a consistent increase in traffic enforcement since 2012 until last year. The reason for the decrease is hard to determine, but may have to do with the retirement of Batzko, and less initiated activity while Officer Wolf was trained and Officer Kuehl was assigned to light duty for her pregnancy.

Likewise there is an even mix between citations and warning issued for violations. The difference between the number of traffic contacts and citations issued is related to Officer discretion and decision making, among other things.



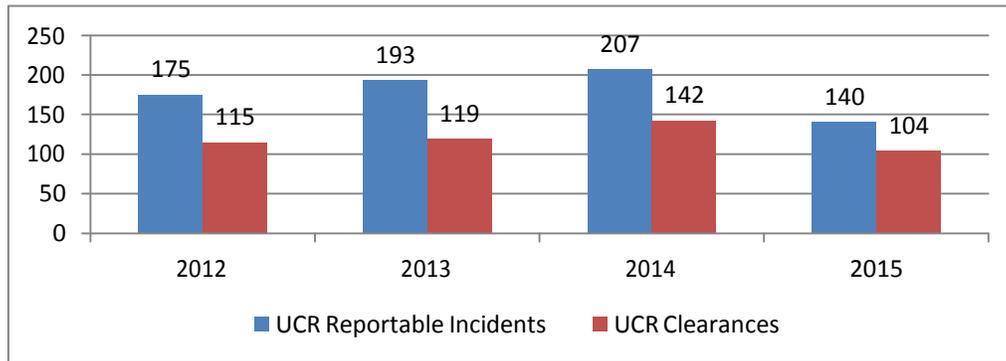
The previous chart reflects the activity produced by an average of total initiated traffic enforcement and citations issued. Once again, there was a slight decrease from 2014, most likely due to personnel issues that related to training and light duty. This is a trend that can be monitored and tracked over the long term to determine the department's activity.

While it can be argued that the focus of this department is traffic enforcement, analysis of Uniform Crime Reporting data will illustrate that traffic enforcement is actually secondary to responding to complaints and investigating crimes.

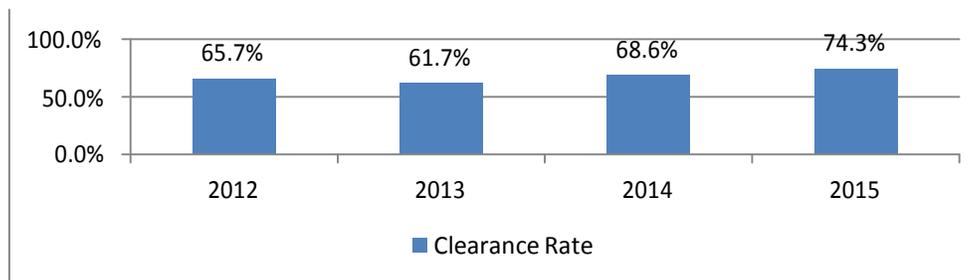
Uniform Crime Reports

Uniform Crime Reports (UCR) consists of data collected from law enforcement agencies nationwide recording violent and property crimes and their clearances. Only specific crimes are reported. Municipal and traffic offenses are not tracked. Other crimes, like fraud and identity theft are not reported to UCR. This information is reported to the Federal Bureau of Investigation for compilation and documentation.

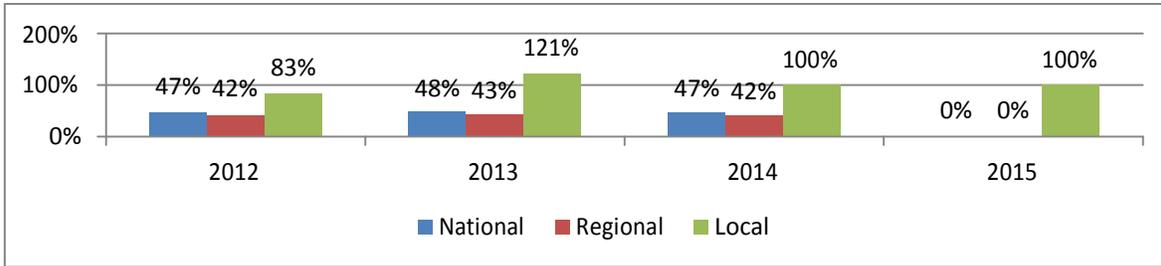
A crime, for UCR purposes, can only be cleared with an arrest of the suspect and referral for charges to the District Attorney's Office. If an arrest or referral is not made, it cannot count as a clearance. In this context, an arrest does not have to include taking physical custody of the suspect. If probable cause exists to arrest a suspect, but they are merely referred for charges, it counts as a clearance.



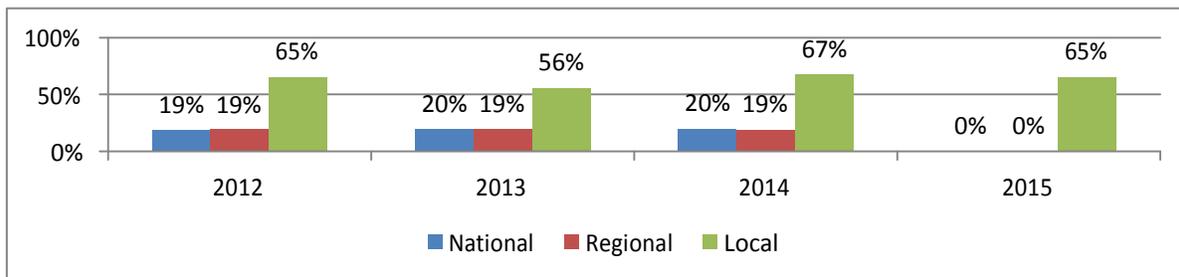
In 2015, the Delafield Police Department investigated 140 UCR reportable crimes. A total of 104 of those incidents resulted in an arrest or referral of a suspect. That is a clearance rate of 74.3%. This is another improvement over 2014 and illustrates that while more crimes have been reported, the department has been more effective clearing them.



UCR does not report overall clearance rates, but does in relation to either violent or property crimes. For comparison, our clearance rate for Violent Crimes is significantly higher than national or regional (Midwest) clearance rates. It should be noted, final numbers are as yet unavailable for national and regional data in 2015.

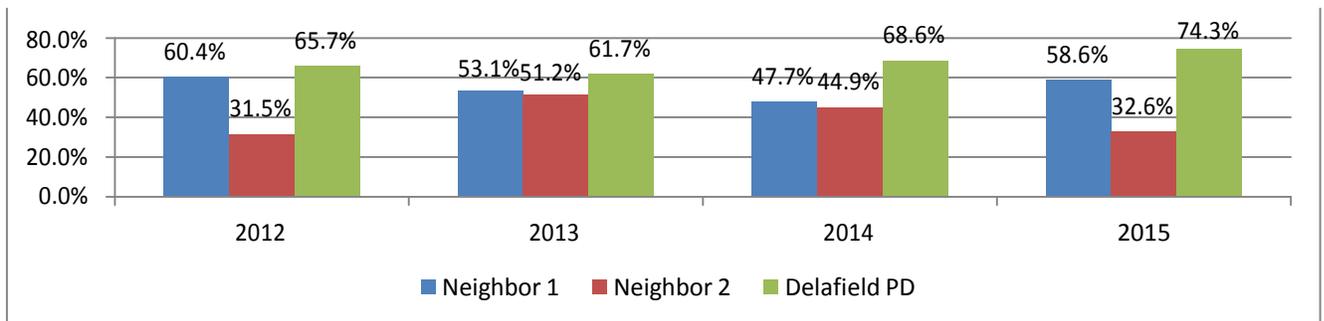


The same comparison of Property Crimes indicates a favorable outcome due to the department's efforts. It should be noted, final numbers are as yet unavailable for national and regional data in 2015.



Local comparisons can likewise be made. Comparisons made with two neighboring jurisdictions using the same records management system show the efficacy of the department regarding criminal investigations. Both comparable departments have more Patrol Officers and a full time Investigator. Delafield Officers investigate their own incidents unless additional help is necessary or other factors require a case be reassigned.

It should also be noted that the data for 2015 may be incomplete due to the time it was gathered and the possibility of additional clearances at the end of that year.

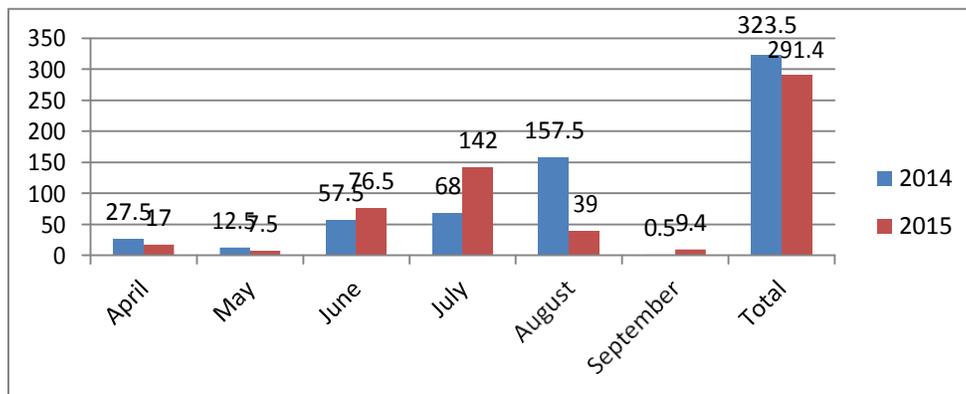


I believe these comparisons are one way to illustrate the exceptional value the police department provides to the citizens of Delafield.

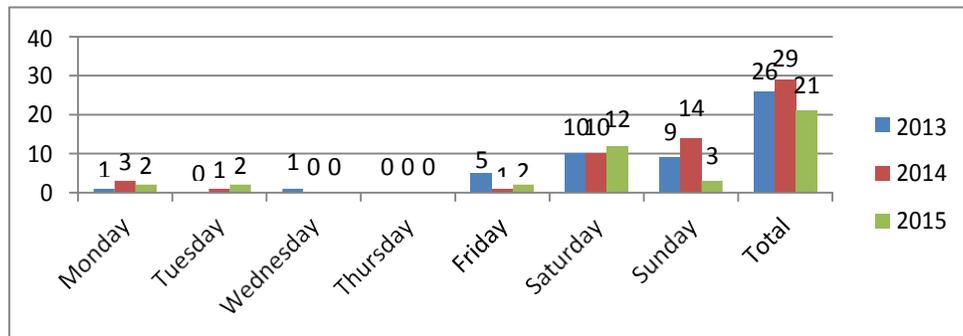
Boat Patrol

One of the unique opportunities and challenges to the police department is providing services on Lake Nagawicka. While not always visible, one of the ways we accomplish this task is through Boat Patrol. While we focus our activities during peak afternoon and weekend hours, we make an effort to deploy the patrol boat at different times and days of the week. In order to accomplish this, we require all members to provide a minimum number of hours on boat patrol each month.

In 2015 a total of 291.4 hours of patrol were conducted on Lake Nagawicka. These hours include patrol, training, administration and maintenance of the boat. The lower totals in April, May and September are due to training and administration of Boat Patrol activity. Additionally, the lower total for August of 2015 was due to inclement weather and the associated decrease in activity on the lake.



As stated previously, activity was documented at different times on various days, with an emphasis of high traffic weekend afternoons. The following chart illustrates the citations issued due to Boat Patrol activity on each day of the week in 2013 through 2015.



A total of 21 citations were issued due to Boat Patrol Operations in 2015. The decrease in this total is most likely due, based on previous trends, to the inclement weather the area experienced in August last year.

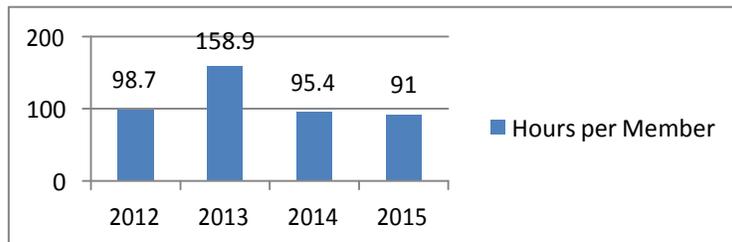
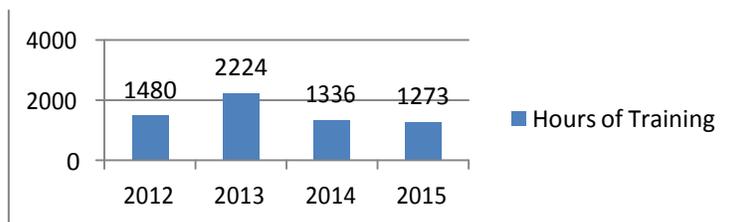
Boat Patrol activity is overseen by the Wisconsin Dept. of Natural Resources. Some funding is reimbursed by the state as long as guidelines are followed and desirable outcomes achieved.

Training

The City of Delafield Police Department has always placed an emphasis on training its members. To achieve this goal, a significant amount of money is allocated in the yearly budget towards training. I strongly believe that a correlation exists between the amount of training an officer receives and the quality of service they provide.

Staying within budgetary constraints, the department made effective use of funds to send members to 1273 total hours of training in 2015. Some of the more notable training topics Officers and Supervisors attended include:

- 3 Officers and 2 Supervisors became Certified Field Training Officers/Supervisors
- Officer Kuehl was Certified as a Vehicle Contacts Instructor
- 3 Officers received training in advanced detection of Impaired Drivers



Additionally, Lt Hagen completed the Certified Public Manager (CPM) program he began when he was promoted to Lieutenant. CPM is presented by the University of Wisconsin - Madison and involves over 400 hours of class work and numerous individual and group projects with the intent of developing more effective public agency leaders.

Finally, Lt Nyren completed his degree program through the University of Wisconsin – Milwaukee by earning a Bachelor of Science degree in Sociology with an emphasis in Criminal Justice.

Special Assignments

Officer Burke retired from his position as an Operator on the Suburban Critical Incident Team in 2015. Officer Schrubbe applied for the vacancy and successfully completed the selection process, which includes a written test, oral interview and physical agility test. Schrubbe was assigned to represent Delafield on the multi-jurisdictional team, which also includes members from The Cities of Brookfield, Muskego, New Berlin and Villages of Chenequa, Elm Grove, Hartland and Mukwonago. The team is the second largest tactical asset in Wisconsin.

New Programs

Radar Recorder

Utilizing funds from a successful grant application through Wisconsin Department of Transportation, the department purchased a portable radar recorder. The recorder is a covert device that monitors and records real speeds of vehicles at specific locations. The locations the device is deployed are determined by citizen complaints of speed violations and department member input.

When the device is deployed based on a specific complaint, the complainant is contacted and offered the opportunity to review the results with Lt. Hagen. The results are based on a week's deployment, where speeds are monitored 24 hours a day for that entire week. Using the device, the department is able to more effectively deploy its limited personnel resources based on actual data collected.

Body Cameras

Body Cameras purchased in 2014 were deployed in March of 2015 by all members of the department. To my knowledge, Delafield was the second department in Waukesha County to purchase and deploy Body Camera technology. This was accomplished by repurposing funds originally allocated for me to attend a conference.

The cameras provide additional documentation related to what an Officer sees and hears and can provide valuable insight into not only criminal activity, but officer conduct, as well. A Policy adopted in 2014 regulates the use of cameras and the guidelines around storage of images captured by them.

Bank Foot Patrol

Officers supplemented the original services of school and business foot patrols by also walking through local banks at random times. It is hoped that this additional presence of law enforcement at Delafield financial institutions will make them safer and deter potential criminal activity.

New Equipment

Prescription Drug Collection Box

In December, the department applied for and was approved a grant worth \$1500 from the Wal-Mart Corporation. The funds were used to purchase a prescription drug collection box that was installed in the lobby of the Public Safety Building. The box allows citizens to abandon unwanted prescription drugs anonymously in a secure location. We hope the box will eliminate access to medications by those who would use them without a prescription. A policy outlining how medications will be removed from the box and ultimately destroyed was created and adopted by the department as part of the process of adding this resource to the department's arsenal of services.



Squad Video Cameras

New Audio/Video cameras were purchased and installed in each patrol vehicle other than the unmarked supervisor's car. The systems, produced by Watchguard Technologies are more user-friendly, rugged and work independently of the squad's in-car computer system. This is beneficial since previously, if a camera malfunctioned, the associated computer would also be affected. The recordings also upload automatically to the department's secure server via a secure internet connection, providing for more security for the data collected.

Community Programs

I feel that it is important, as a public service agency, to give something back to the community that supports us. Therefore, we, as a department, participated in three separate, but valuable community outreach programs.

College Internships

For years, our department has hosted college students with internships. Traditionally, we have worked with students of Waukesha County Technical College's Police Science program. Recently, we have begun working with four year universities, including Carroll University and UW- Whitewater. Officer Lucas Wolf was an intern with the department prior to his graduation from UW-Whitewater.

Citizen's Academy

The department once again took part in hosting a Citizen's Police Academy in 2015. The annual event encourages residents of participating communities to learn more about the departments that provide police and fire services. High points of the Academy include a visit to the firearms simulator, driving patrol vehicles at the WCTC track and department ride-alongs with participating agencies.

National Night Out

Officer Dan Barber represented the department at National Night Out for the first time since 2007. Hosted by Home Depot, Barber represented the department with a marked squad, patrol bicycles and handouts. The event was quite successful despite the eight year hiatus.

LAWS Publications

In early 2015, the department partnered with local businesses and LAWS Publications, a private business, to produce several informational handouts. The handouts provide information about safety related to personal information and situational awareness, decision making for younger people, drugs and emergency preparedness among other topics. The handouts are available at the Public Safety Building, City Hall and at community events members of the department attend.

Shop with Cops

Department members participated in a joint Shop with Cops event hosted in cooperation with the Villages of Hartland and Pewaukee Police Departments. This program provides assistance for needy families in the three communities for the purchase of gifts. Children selected from the numerous requests are accompanied by Officers as they select gifts for their families. Funds for this program are raised by fund raising efforts. No community funds are utilized for the event.

For the first time ever, a number of Delafield Officers, Supervisors and staff assisted the City of Oconomowoc Police Department with the Shop with Cops event that agency hosts. For years, Oconomowoc Officers have assisted the event we host with Pewaukee and Hartland. This year, our members returned the favor.

Department Donation to the Women's Center

Prior to the annual Christmas get together, the police clerks, Lynn Hughes and Mia Buehler asked if we, as a department, could attempt to raise some funds from members and donate them to the Women's Center in Waukesha. Therefore, a request was made to all members to contribute some cash and/or personal grooming supplies to be donated to the Women's Center for their use. In the end, \$250 cash and a large box of supplies had accumulated. Everything, cash and supplies, were delivered to the Women's Center on the department's behalf. No record was kept regarding who gave what or how much. This program was a follow up to the donation in 2014 to the Waukesha County Humane Animal Welfare Society. Once again, no department funds were utilized for this donation.

