



**CITY OF DELAFIELD
MEETING AGENDA
POLICE COMMISSION**

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

Wednesday, April 28, 2021

5:30 p.m.

Public Safety Building Conference Room
115 Main Street

Regular Meeting

1. Call to Order

2. Pledge of Allegiance

3. Roll Call

4. Citizen Comments

5. Reports by the Police Chief

Report and discussion on the following items:

A. 2020 Annual Police Department Report

Note: Presentation by Lt. Landon Nyren

B. Grievance Reporting

C. Internal Affairs Report

D. Ride Along Requests

E. Squad Car Crashes

F. Squad Pursuits

6. New Business

Discussion and possible action on the following items:

A. Current hiring process to fill two Patrol Officer Vacant positions

B. Process for future department promotions

7. 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: MG	Posted: 04-23-2021	<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



2020 Annual Report

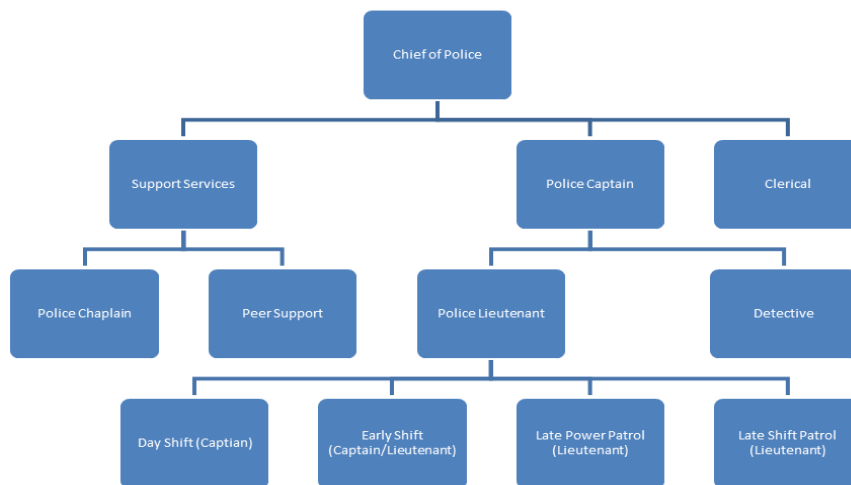
Chief Erik Kehl, MPA, MSCJ, CPM

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.



Awards and Recognitions

This year several officers received awards or recognition for their actions both on and off duty.

Superior Police Action Award -Officer Daniel Barber

The Superior Police Action Award is given to any member of this Department who while off duty extends significant assistance to another person in the face of extreme hardship or other risk. Officers excluded from this award are those who may qualify for the Purple Heart, Valor, and Life Saving Award. Barber was awarded the Superior Police Action Award for his off-duty efforts in raising money for a person who lost a newly purchased vehicle due to fire. The young man was about to be a freshman in college and had spent the last of his savings to purchase the car before it was completely destroyed mere minutes after purchasing it.

Department Challenge Coin – Officer Steven Schrubbe

Officer Schrubbe was given a department challenge coin for utilizing his own funds to pay for a hotel room for two people that were homeless and living out of their vehicle. The vehicle had broken down and a local church was helping cover the cost of the repairs, but the couple had no place to stay overnight.

The actions by all these officers 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.

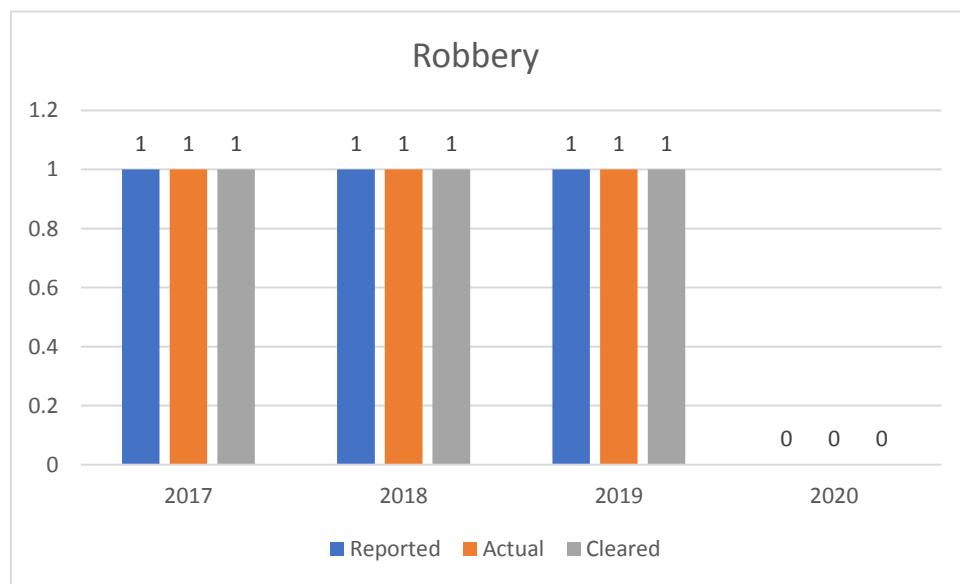
We have implemented the program for all domestic incidents and it has resulted a significant increase of victims seeking assistance through the Women’s Center.

In 2020 we partnered with End Abuse Wisconsin to train agencies across the state and locally in implementing the program. This was part of a county-wide effort to increase participation and has resulted in this life saving program being implemented in many local agencies.

Uniform Crime Reports/Clearance Rates

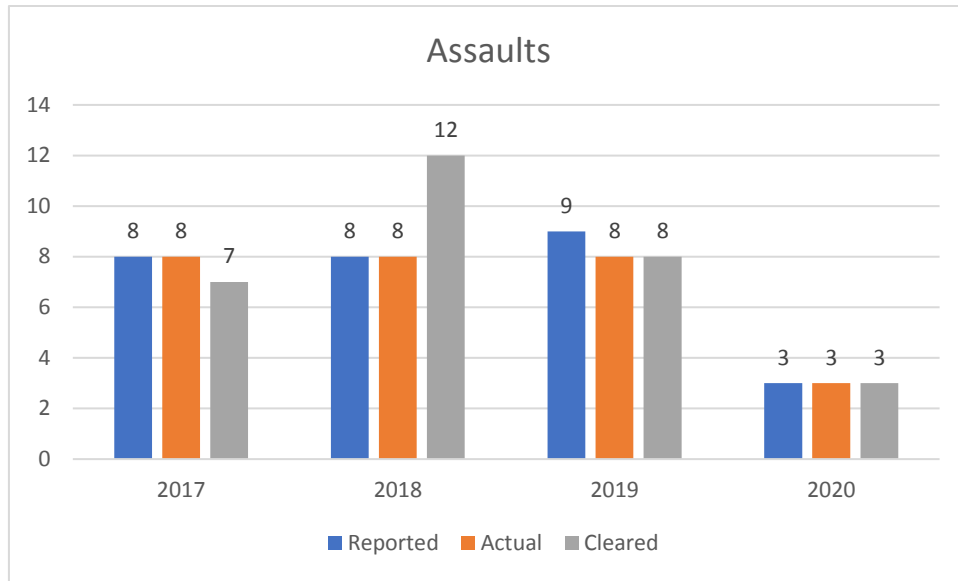
Clearance rates are based on Uniform Crime Reports statistical data, which are comprised of specific types of incidents involving Criminal Homicide, Forcible Rape, Robbery, Assault, Burglary, Larceny – Theft, and Motor Vehicle Theft. This data is reported to the Federal Bureau of Investigation where data is collected and made available to the public.

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 the following historical data.

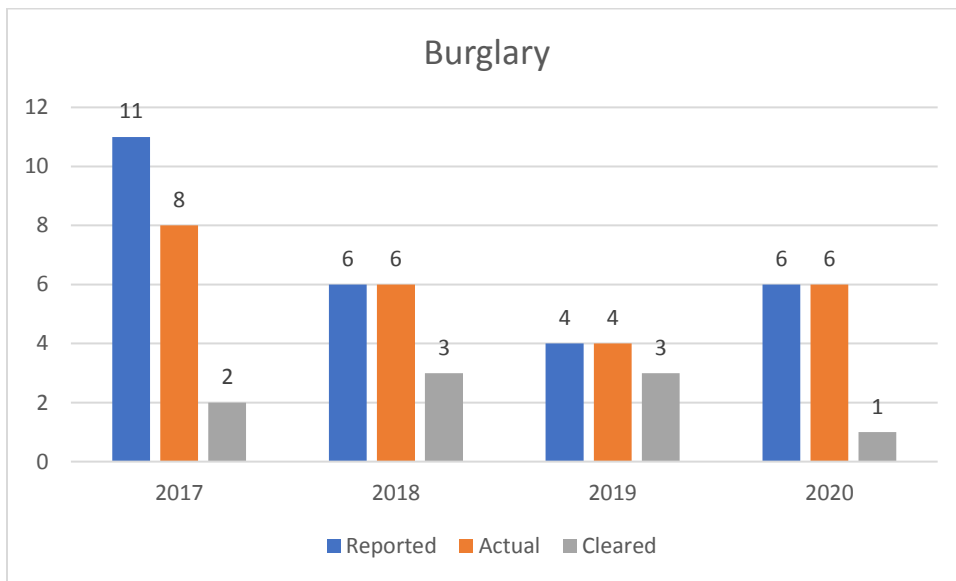


Robbery results when an offender takes property by force from a victim. Traditionally, we have few

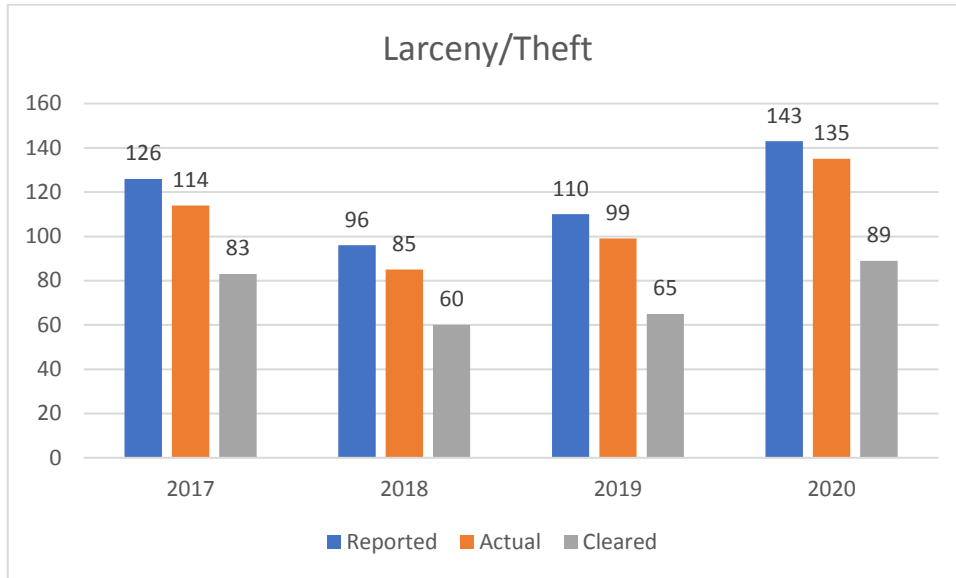
reported incidents of this type and experience high clearance rates, as well.



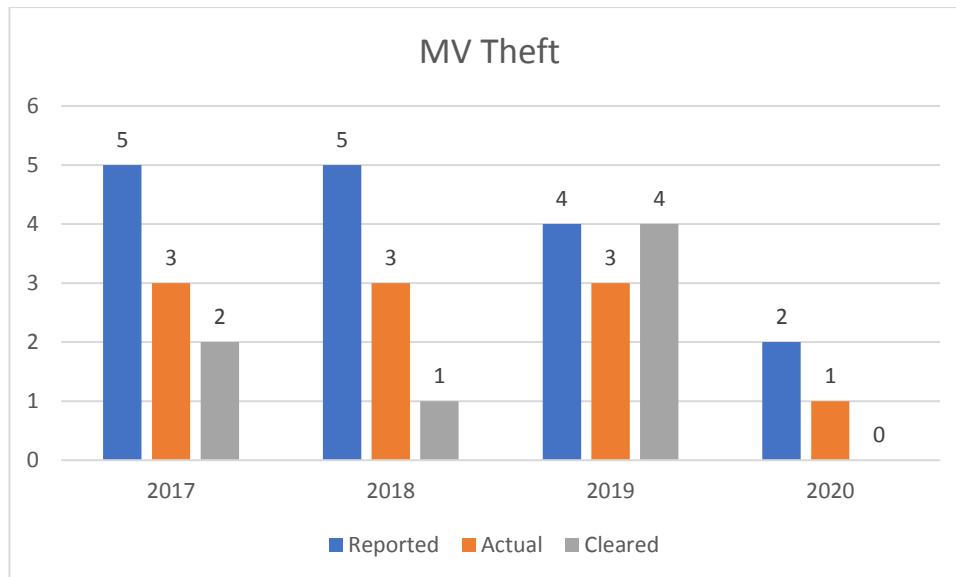
Assaults refer to crimes involving physical conflict between parties. We are fortunate to not have many of these incidents reported. Once again, the rate of these incidents being reported is consistent and fairly low for a community our size. However, our rate of clearing these incidents remains high.



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. The state Crime Lab, which analyzes physical evidence for many of these cases is understaffed, which causes delays in receiving timely information that would be used to identify suspects.

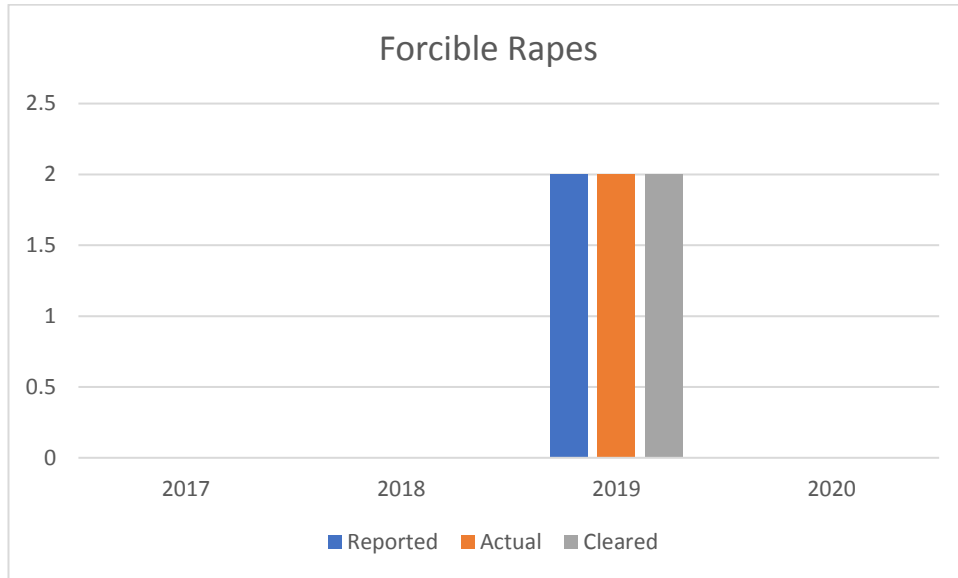


Larceny is the result of the unlawful taking of property from the victim without consent. A great deal of the department’s larceny cases involves retail theft. This year saw a significant increase in this area. One increasing variable is the number of established retail theft and identity theft rings being encountered in the STH 83/I-94 retail area, making identification and apprehension of suspects more problematic. In addition, we received an increased amount of retail thefts being reported long after the fact, making apprehension and identification very difficult.

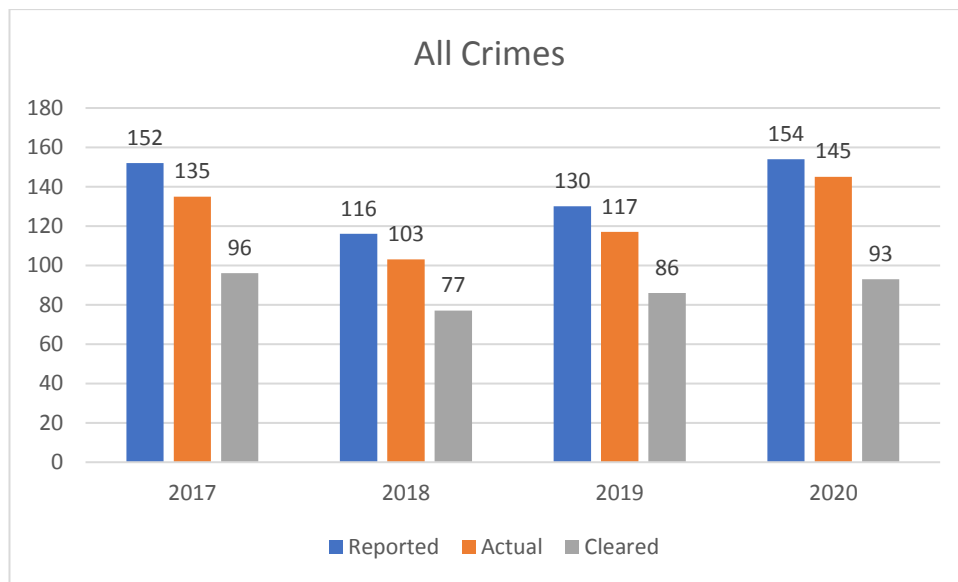


Motor vehicle thefts include the theft of trailers. Many times, these are difficult to prove when the vehicle or trailer is taken but there is a delay in reporting the incident due to not being aware a trailer was taken. However, as a community, we experience relatively low totals of these types of crimes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

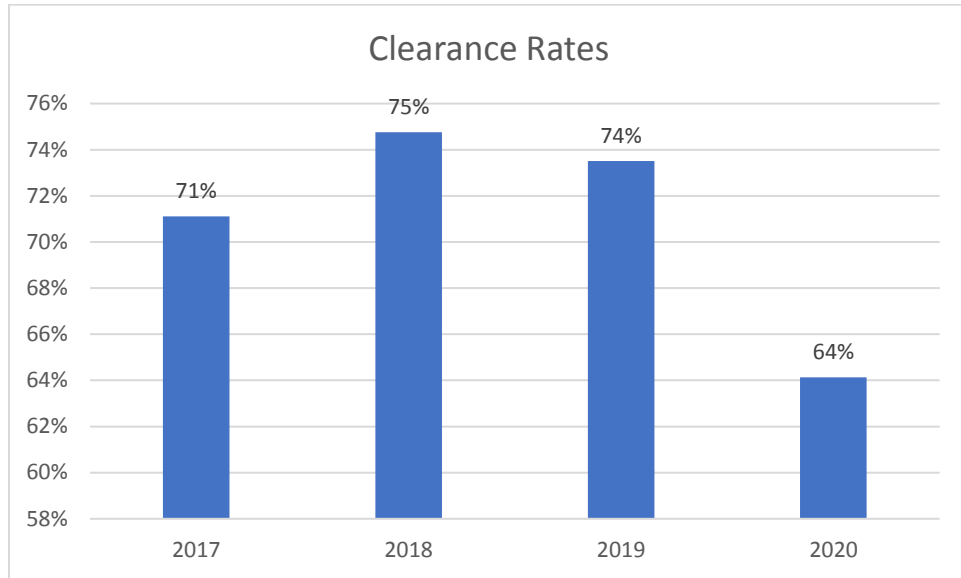
City of Delafield Police



In 2020 we returned to our historical levels of zero forcible rapes.



A review of all reported crimes over the past five years shows a steady (and in 2018 significant) decrease in reports until this year. Clearance rates over that time period reflected in the following graph:

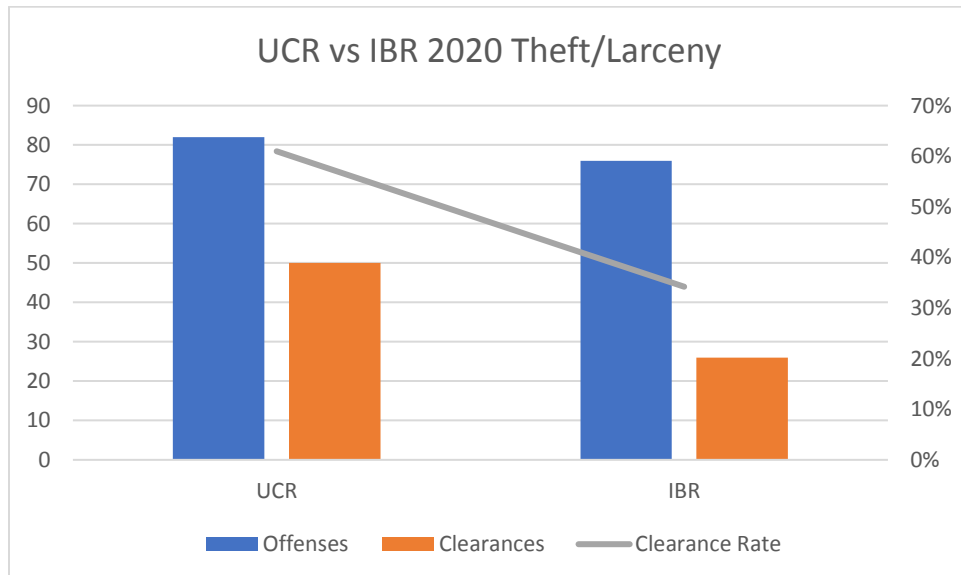


The department is committed to effective Community Oriented Policing Strategies that include active engagement with citizens. This is done by conducting foot patrol at parks, schools, banks and businesses. Doing this allows us to know community members as more than just faces on the street. We also learn 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 64% is still well above the national average of 31% (2019). Our theft clearance rate is also above the average at 64% and the national average at 18.4% (2019).

Incident Based Reporting (IBR) Transition

In 2021 our agency will be 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. Below is an example of the different data compared in the final 6 months of 2020.

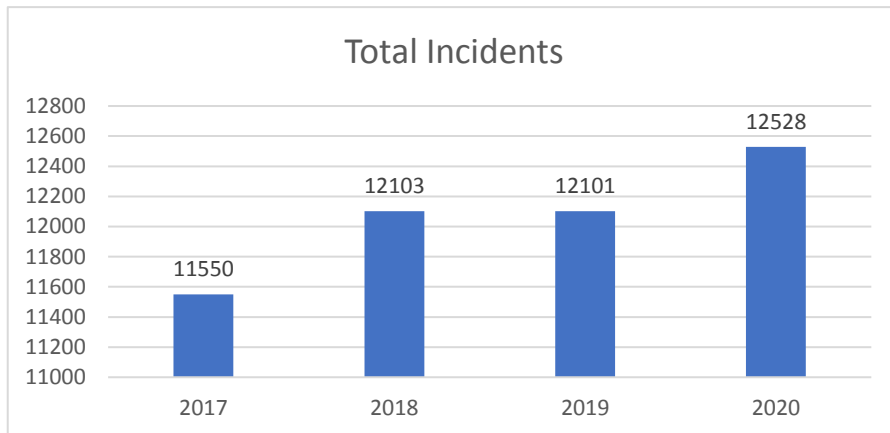


Due to the more detailed data gathering in IBR, it appears that the numbers do not match up. This is a result of several offenses being separated from the Theft/Larceny category, specifically theft by fraud.

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 working with our County Jail to ensure accurate arrest records for these IBR cases. Several cases that have been cleared are not passing IBR validation due to errors in the jail data linking an arrest to an offense. We are confident these issues will be resolved in 2021. 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 near double 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 2020 the department documented the greatest number of calls for service in the department’s history.



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, and Muskego. This team trains extensively and is ready to deploy as needed. Our department has one officer on the team.

Major Investigations Unit (MIU)

City of Delafield Police

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 six 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.

Unit Deployments

2020 has seen an unprecedented use of these multijurisdictional units, specifically the SCIT and CDU. What were once teams that deployed only in the county, saw deployments throughout southeast Wisconsin this year. Members of the SCIT and CDU responded to disturbances in the Cities of Milwaukee, Wauwatosa and Kenosha, as well as multiple municipalities in Waukesha county. These units have garnered a reputation as being extremely professional and well trained, and thus have been utilized extensively on the front lines of these volatile incidents.

In addition to these regional deployments, the units have assisted in the securing of two vice presidential and two presidential visits.

Our agency provides a Lieutenant, acting as a Platoon Leader, to the CDU. This role has given our agency access to invaluable training and experience in the handling these critical incidents. This also provides the knowledge and experience to properly analyze potential threats and gatherings, allowing for an appropriate response to planned events. In June, the largest protest in the city's history occurred (nearly 200 people), with no issues or problems.

Officer Shooting

We know no location is immune to any type of incident, and the resources described above are extremely beneficial to the community. This became abundantly clear in the early morning hours of November 6th, when a wanted fugitive shot a Delafield Officer and a Hartland Officer in the City of Delafield. Fortunately, both officers survived and the suspect was caught after an extensive manhunt in the area.

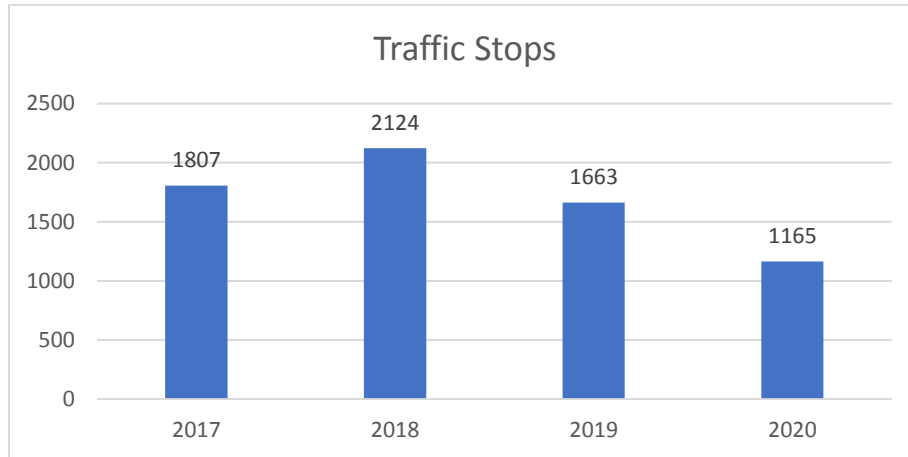
Hundreds of officers from dozens of agencies responded to our call for help. Without this type of cooperation an agency of our size could simply not handle such a demanding incident. As of the publication of this report, our officer has recovered and is back on patrol. The Hartland Officer has a long road to recovery, but will recover and is in good spirits. Both communities showed immense support during this trying time and we will be forever grateful.

Many officer and citizens acted bravely during the course of this incident, and will be recognized in 2021.

Traffic Enforcement

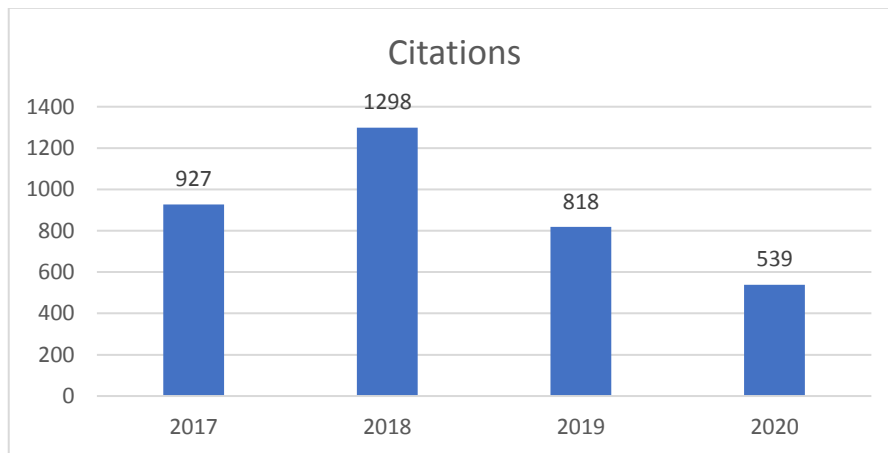
One of the responsibilities of department members is traffic enforcement. This includes proactive patrol as well as responding to complaints regarding ongoing problems.

City of Delafield Police

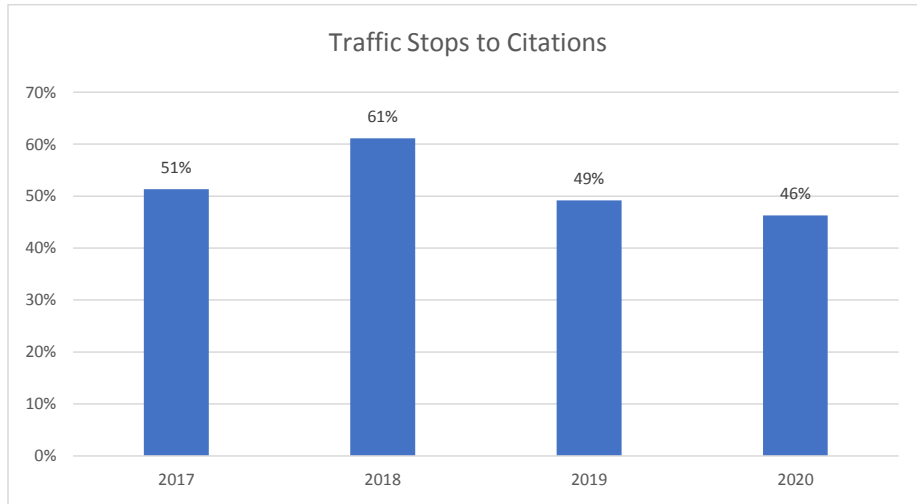


The number of traffic stops was affected in 2017 due to hiring and training new members to get the department to strength based on budgetary restrictions. However, this still accounts for a significant amount of time and effort.

Lower totals in 2019, despite consistent overall activity reflects other obligations imposing on the ability of our members to proactively pursue 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.

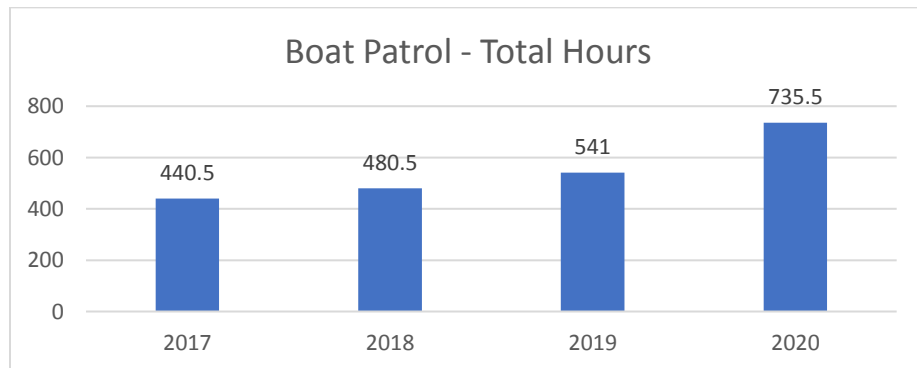


Although a single contact may result in multiple citations, that is not common. The department does not view traffic enforcement as revenue generating, but rather as an opportunity to educate and incentivize safe driving habits.

Boat Patrol

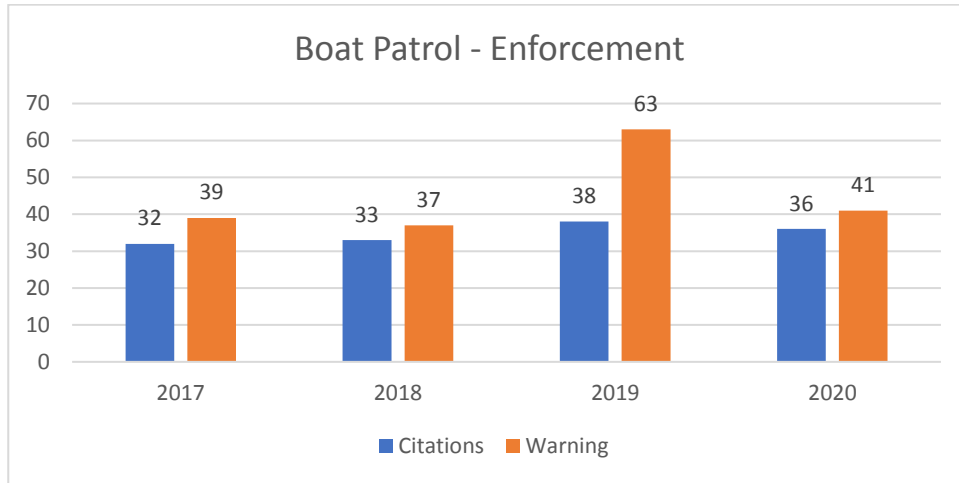
The department provides Boat Patrol Operations during the warm weather months. Emphasis is placed on the months of June, July and August. All members participate in this function after receiving training that has been recognized by the Dept. of Natural Resources as a model for other agencies to follow.

The number of hours patrolled on Lake Nagawicka has increased significantly over the past four years.



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.

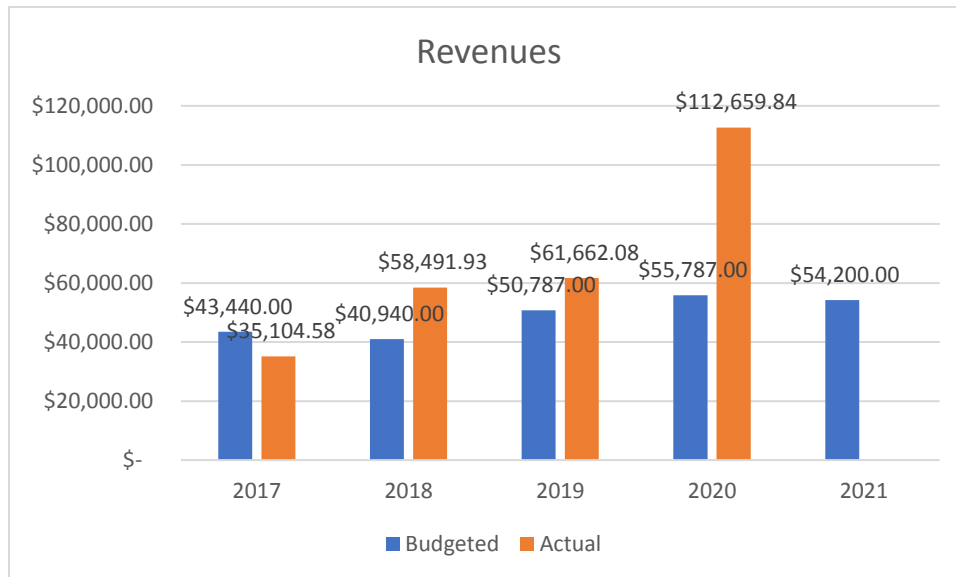
City of Delafield Police



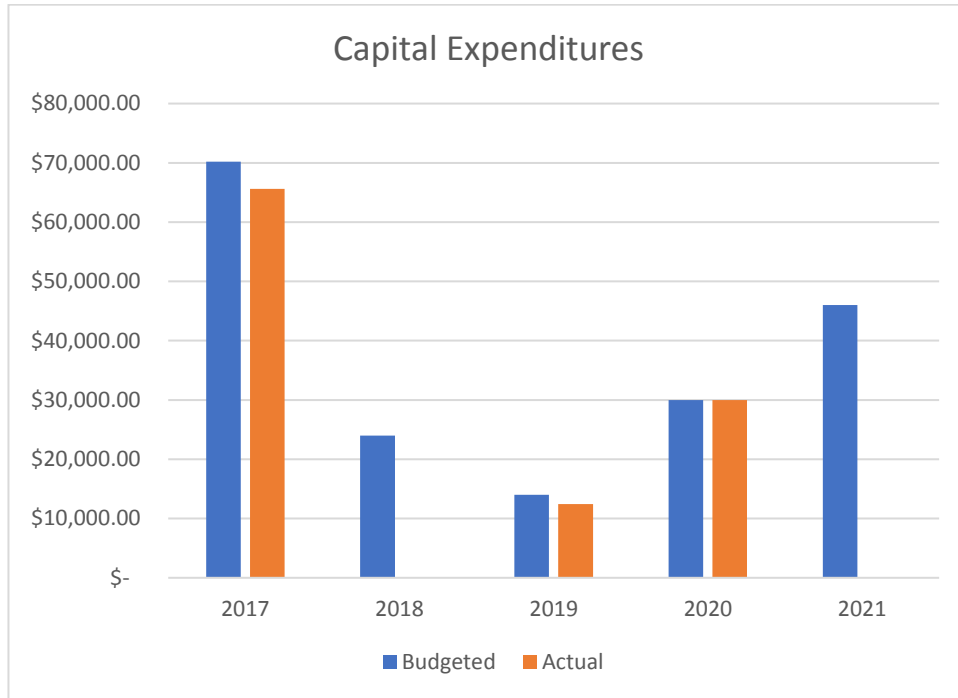
Obviously, our activities are not limited to enforcement, but include numerous other activities performed during Boat Patrol operations. This may include, but is not limited to safety compliance inspections of watercraft, search and rescue, individual and vessel assists. The Officers conducting Boat 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.

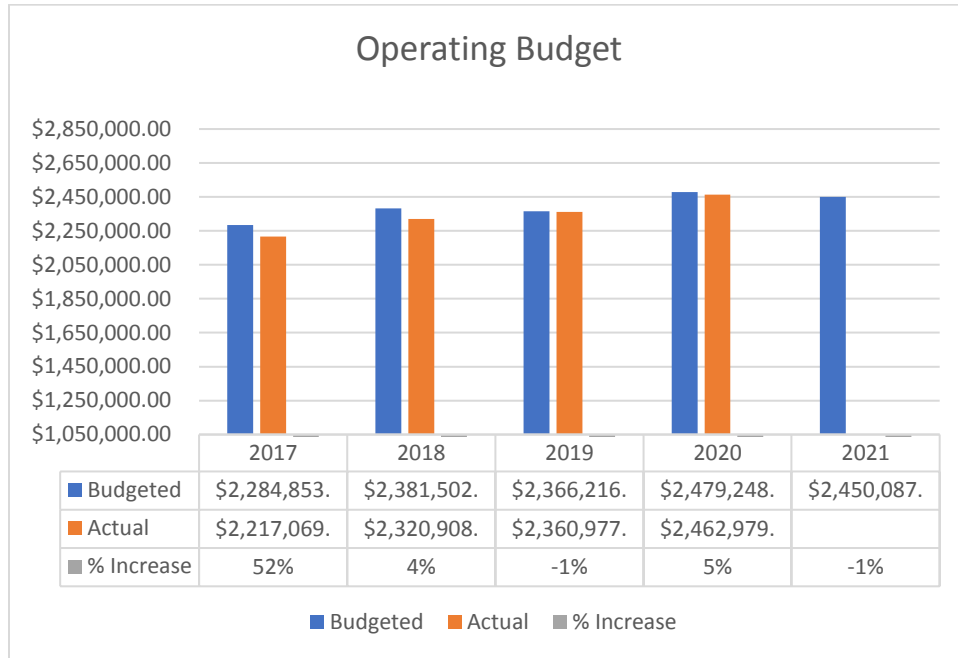


Department members do not focus on revenue generation. While revenues do include fines from the city's municipal court, they are nominal. Funds are generated from various sources, including grants, the sale of unused or obsolete equipment, and, when possible, donations. The large spike in revenue this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



The department's capital expenses are minimal. Most of the organization's expenses do not correspond with requirements for capital expenses. However, even when capital expenses are requested, we ensure we only utilize what is required to achieve the intent of the request. The higher request and expense in 2017 were due to the replacement of the department's Patrol Boat, boat lift and acquisition of a trailer to facilitate moving the watercraft. Those funds will be reimbursed by the state DNR due to ongoing Boat Patrol operations and the results of those efforts. 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.

City of Delafield Police



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.

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 2020 Grievances Review

Date	Subject	Disposition
There have been no grievances filed in 2020.		

Submitted by: Captain Robert J. Hagen

Date: 1/18/2021

2020 DCP Internal Affairs/Complaints Report

Officer	#	Level	Date	Type	Description	Reported By	Disposition	Correction	Video
10	2020-01	H	3/02/2020	Violation of Policy	Failure to complete initial report in timely fashion.	Kehl	Substantiated	Suspension 4 Days - 2 year last chance agreement(LCA) - removal from MIU during LCA - performance improvement plan	N
12	2020-02	L	7/08/2020	Violation of Policy	Insubordination	Hagen	Substantiated	Counseling	N
12	2020-03	M	7/19/2020	Violation of Policy	Insubordination	Hagen	Substantiated	Written Reprimand	N
19	2020-04	M	9/02/2019	Violation of Policy	Unfavorable contact with citizen	Citizen	Substantiated	Written Reprimand and training	N
4	2020-05	L	10/14/2020	Violation of Policy	Improper documentation and completing assignments in timely manner.	Kehl	Substantiated	Written Reprimand	
7	2020-06	H	10/20//20	Violation of Policy	Insubordination	Kehl	Substantiated	Suspension 4 days - 2 days served, 2 days pending assessment, removal from MIU.	N
13	2020-07	M	10/22/2020	Violation of Policy	Failure to activate squad camera microphone	Hagen	Substantiated	Counseling	

Dispositions:

Days of Suspension	2
Written Reprimand	3
Verbal Reprimand	0
Counseling	2
Exonerated	0
Retraining	0
Unsubstantiated	0
Unfounded	0
Total	7
Citizen Complaints	1
Internal, Kehl/Hagen/Nyren/Officer	6
Total	7

Finalized by Captain Robert Hagen 01-18-21

Last Name	First Name	Request	A/D	Ride #1	2020 Ride Alongs		Ride #2	Time	Officer	Other
					Time	Officer				

Finalized by Captain Robert Hagen 01-18-21

Does Not Include Intern's or Crivilian Volunteers

Total Requests:

Approved:

Denied:

Total Shifts:

City of Delafield Police 2020 Squad Car Crash R

Date	Time	Squad	Injuries	Reportable	AR Filed	Investigating Dept	Damage Amount	Squad Repaired
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Incidents:

Injuries:

Total Damage: \$ -

Submitted by: Captain Robert J. Hagen

Date: 1/18/2021

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Damage Description

City of Delafield Police 2020 Squad Pursuit Review

Date	Time	Primary/Assist	#Delafield Squads Involved	Original Offense	Distance	Top Speed	Injuries	Deaths	Property Damage	Outcome	Apprehension	Comments	Review Completed
3/7/2020	15:09	P	2	Stolen Plates	9.2	110	0	0	N	Termination	N	Turned over to WSD units	Y
4/22/2020	12:27	P	2	Reckless Driving Reckless	8.2	120	0	0	Y	Successful TDD & Crash	Y	Fleeing vehicle roll over accident in area off of the offramp. No injuries.	Y
10/22/2020	17:58	P	1	Driving	2.5	101	0	0	N	Termination	N		Y
11/2/2020	12:55	P	4	Retail Theft	5.6	53	0	0	n	PIT & TDD	Y		Y

Total Incidents: 4
 Incidents w/prop damage: 1
 Injuries From Pursuits: 0
 Fatalities from Pursuits: 0
 Terminations: 2
 Apprehensions: 2

Submitted by: Captain Robert J. Hagen
 Date: 1/18/2021