

Waukesha County Sheriff's Department

2007 Annual Report



Waukesha County Sheriff Computer Forensics Unit

Daniel J. Trawicki, Sheriff

“Commitment to Excellence”

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CODE OF ETHICS

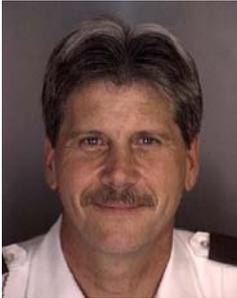
As a Law Enforcement Officer, my fundamental duty is to serve humankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional Rights of all persons to liberty, equality, and justice.

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

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

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

To the Citizens of Waukesha County:



I am pleased to present you with the Waukesha County Sheriff's Department 2007 Annual Report. This report reflects the significant accomplishments of the men and women of the Waukesha County Sheriff's Department and provides a general overview of Sheriff's Department activities and accomplishments.

The Sheriff's Department ensures the quality of life in Waukesha County through dedicated law enforcement and correction services. All of our Department Members are committed to providing the highest level of service possible and do an outstanding job on a day-to-day basis. The "Above and Beyond" section of this report details the special accomplishments of some of our staff. It also recognizes the efforts of ordinary citizens who rose to the occasion to provide assistance to others in need.

The commitment of your Sheriff's Department staff goes well beyond ensuring the safety of our communities through the performance of their duties. Our staff is involved in numerous special events such as Special Olympics, the MACC fund, MD, and Make-A-Wish to name a few. I would strongly encourage you to look at the "Volunteering in Our Community" section of this report as it illustrates just some of the extra effort that our staff devotes to serving our community.

2007 was both an exciting and challenging year for the Waukesha County Sheriff's Department. The availability of fiscal resources challenged our abilities to provide you with the level of service you expect. I believe we were extremely successful in rising to the occasion to meet that expectation.

I can confidently state that the Department was successful in maintaining the integrity and safety of our communities at large. We continued to effectively address emerging threats in the areas of narcotics and cyber crimes. We continued to be stewards of your tax dollars and operated within budget guidelines.

I believe our law enforcement strategies have been successful in not only addressing threats to our safety and security, but also provide the quality of service that you expect. To ensure that we stay on this course, in 2007, we implemented guiding principals through our new strategic plan. In law enforcement, conditions and issues can change at any given time. I believe our plan contains the flexibility to respond to changing conditions and solidify our mission to maintain the safety and security of the communities we serve.

During 2007, the Sheriff's Department was involved in rather intense and complex negotiations with the Town of Lisbon to provide police service on a contract basis. I am pleased to report, that the Town of Lisbon will join our family of contract police service communities in January of 2008.

Also in 2007, we relocated our Computer Crimes Unit to larger quarters within our facility. This was in response to increasing workloads and anticipated increases in reports of computer crime. It also has enhanced our ability to recover evidence where computers were used in the commission of a crime. The move allowed us to centralize our cyber crime investigative activity. I am proud to report that the reputation of our Computer Crime Forensic and Investigative Unit has evolved into one of the most respected operations of its kind in the area.

One of our challenges was to address staffing needs because of the increasing population in the main jail. We were able to resolve this by reallocating our existing resources. A floor at the Huber facility was closed. Work-release inmates identified as low risk were placed on electronic monitoring and homebound detention. The staff from the Huber facility was reassigned to partially meet some the staffing needs of the main jail.

As I indicated, I believe that you have high expectations of us. I remain committed to do whatever it takes to meet those expectations and do all that I can to preserve the integrity of the communities we serve. It is a continuing privilege and honor to serve as your Sheriff.

Daniel J. Frawicki, Sheriff



Sheriff's Department Honor Guard

MISSION STATEMENT



The Waukesha County Sheriff's Department shall serve all citizens of Waukesha County by maintaining and providing the quality means and services necessary to protect life and property through the fair and impartial enforcement of federal, state and local laws.

To preserve the safety and security of the community, the Waukesha County Sheriff's Department shall make every effort to provide the citizens of Waukesha County with the best law enforcement services possible and shall endeavor to treat all citizens with dignity and respect.

To these ends, the Waukesha County Sheriff's Department is committed to not only its traditional and time honored statutory responsibilities, but to the maintenance of a visible presence to the citizens in the community as a full-service law enforcement agency, devoted to the preservation of their safety and security.

Waukesha County Sheriff's Department

2007 Fast Facts

- ✓ Is the largest law enforcement agency in Waukesha County.
- ✓ Is the third largest Sheriff's Department in the State.
- ✓ Budget was approximately 31 million dollars.
- ✓ Maintained a staff of 337 employees.
- ✓ Provided law enforcement service to a population of approximately 361,000 residents. (2000 census) with direct service to a population of approximately 90,000.
- ✓ Is the first and only Sheriff's Department in the state to be accredited by the Wisconsin Law Enforcement Accreditation Group.
- ✓ Serves as the lead agency for the Waukesha County Metropolitan Drug Enforcement Group (227 defendants in 2007 with 156 felony charges).
- ✓ Provides law enforcement service and transcription report typing on a contract basis to five communities.
- ✓ Housed an average of 430 inmates per day in the main jail and 270 inmates in the Huber facility.
- ✓ Jail Division booked 9,954 individuals.
- ✓ Prepared 648,091 meals in the Jail.
- ✓ Served 6,203 arrest warrants.
- ✓ Investigated 2,200 motor vehicle crashes or approximately 6 reports per day.
- ✓ Processed 7,043 civil process documents and actions.
- ✓ Provided approximately 18,864 bailiff service hours to the Courts.
- ✓ Maintains highly trained specialists in Underwater Search and Recovery, Tactical Enforcement, Canine Support, Computer Forensics, Evidence and Crime Scene processing, and polygraph examinations.
- ✓ Is a regional leader in Computer Forensics and related investigative activity.
- ✓ Serves as a Regional Internet Fraud Complaint Center by the FBI and National White Collar Crime Center to disseminate information to area law enforcement agencies regarding Internet Fraud and other computer related crime.
- ✓ Examined 6.4 Terabytes of data (The equivalent of over 10,000 700MB CD Roms).
- ✓ Member of the Federal Bureau of Investigation Joint Terrorism Task Force.
- ✓ Member of the United States Marshal Fugitive Task Force.
- ✓ Member of the FBI Cyber Crimes Task Force.

Values

The Waukesha County Sheriff's Department is committed to fostering those values and attributes that characterize a dynamic, approachable, and responsive law enforcement agency. The following delineates those attributes, which are embraced by all members of the Sheriff's Department as being essential and critical to the success of the Department's mission.

HONESTY...To be frank, straightforward and open with all.

TRUST...As recognized leaders, to earn the respect and confidence of our peers and those we serve.

HONOR...To serve as a source of credit and distinction.

PROTECTION OF LIFE AND PROPERTY...To maintain the safety and integrity of our communities.

DIGNITY AND RESPECT FOR THE INDIVIDUAL...To conduct our business in a manner that acknowledges and respects the differences between individuals.

SERVICE...The fundamental reason for the existence of our organization.

EMPOWERMENT...To foster a work environment where employees are provided with the means and the skills to excel as well as encouraging citizen input in problem solving.

FISCAL RESPONSIBILITY...To remain fiscally prudent, yet deliver service that represents value and quality.

OPEN COMMUNICATION...Encourage citizen input and ensure that citizens remain informed of information or events directly affecting them.

DILIGENCE...To challenge each member of the Department to obtain optimum performance and continually strive to attain results.

INNOVATION...To escape from stale routines, obsolete practices, and archaic habits and replace them with fresh approaches, new and vibrant solutions, and departures, which reanimate, rejuvenate, and enliven the organization.

COMMITMENT...Our pledge and desire to achieve our goals and objectives and be the best we possibly can.

LEADERSHIP...Through example, setting standards by which others will measure and succeed.

EXCELLENCE...To be superior and excel in all of our endeavors.

PARTNERSHIPS...To cooperate with all organizations and individuals to the extent of achieving desired goals and objectives as well as enlisting stakeholders in our progress.

Above and Beyond

Although many members of the Sheriff's Department staff deal with difficult and dangerous events as part of their daily duties, the Department awards special citations to recognize exceptional performance by Department Members whose actions have involved great personal risk, injury or go beyond what is normally expected. Department Awards are also given to citizens for making outstanding contributions to the Sheriff's Department. The Citizens Certificate of Merit is awarded by the Department for supporting law enforcement, lifesaving actions, or involvements that deserve special recognition for demonstrating personal interest and commitment to maintaining the integrity of communities.

For 2007, Sheriff Trawicki proudly presented awards to the Officers and Citizens listed below. The text has been reprinted from the actual awards presented to the recipients.

Deputy Brett Metzen Purple Heart

The Purple Heart is awarded to Deputy Metzen in recognition for his attempt to rescue a victim from a burning vehicle on January 28, 2006. Deputy Metzen's actions resulted in sustaining personal injury in the line-of-duty. His willingness to serve others without regard for his personal safety is demonstrable and consistent with the highest traditions of the law enforcement profession in service to others.

Deputy Brett Metzen Medal of Valor

The Medal of Valor is awarded to Deputy Metzen for his actions associated with the rescue of a victim from a burning vehicle on January 28, 2006. His conduct in approaching the burning vehicle to remove the driver and engage in life-saving efforts demonstrates exceptional selflessness and courage above and beyond the call of duty. Deputy Metzen's actions are exemplary and reflect the highest commitment to not only the law enforcement profession but to serving the citizens of Waukesha County as well.

Deputy Jeremy Birdeau Meritorious Service Award

Who on October 28, 2006 took life saving action without regard for his personal safety in the attempted rescue of a crash victim under circumstances where the vehicle was submerged in nine feet of water in a residential swimming pool. Deputy Birdeau placed himself at great personal risk in his rescue efforts. His actions to affect the rescue not only demonstrate commitment to the highest traditions of the law enforcement profession but reflect extraordinary commitment to serving the citizens of Waukesha County as well.

**Deputy Gregory Kaepernick
Meritorious Service Award**

Who on October 28, 2006 took life saving action without regard for his personal safety in the attempted rescue of a crash victim under circumstances where the vehicle was submerged in nine feet of water in a residential swimming pool. Deputy Kaepernick placed himself at great personal risk in his rescue efforts. His actions to affect the rescue not only demonstrate commitment to the highest traditions of the law enforcement profession but reflect extraordinary commitment to serving the citizens of Waukesha County as well.

**Deputy Joseph Busateri
Life Saving Award**

Who on February 11, 2006 responded to a residence for an event involving a non-breathing female subject. Deputy Busateri immediately took resuscitative action restoring her breathing. Deputy Busateri's intervention undoubtedly prevented the death of the patient.

**Deputy Jonathan Beckler
Life Saving Award**

Who on March 14, 2006 responded to a residence for an event involving a pulseless and unresponsive male subject, Deputy Beckler immediately began resuscitative efforts including the use of the AED. Shortly thereafter, the individual regained a pulse and was able to breath on his own. Deputy Beckler's intervention was instrumental in saving the life of the victim at the scene.

**Deputy Mathew Thompson
Life Saving Award**

Who on March 14, 2006 responded to a residence for an event involving a pulseless and unresponsive male subject, Deputy Thompson immediately began resuscitative efforts including the use of the AED. Shortly thereafter, the individual regained a pulse and was able to breath on his own. Deputy Thompson's intervention was instrumental in saving the life of the victim at the scene.

**Waukesha County Metropolitan Drug Enforcement Unit
Unit Award**

Presented to all members of the Waukesha County Metropolitan Drug Enforcement Unit in recognition for their exemplary efforts and success in the investigation and disruption of a significant narcotics trafficking operation in Waukesha County. Their efforts resulted in the issuance of approximately 30 arrest warrants, the execution of 5 search warrants, the seizure of significant assets and narcotics. In addition, the Unit is also to be commended for their day-to-day diligence in the performance of their duties and efforts to impact illegal drug trafficking in Waukesha County. Their efforts represent a true commitment to preserving the safety and integrity of all Waukesha County communities.

Captain Mark Stigler
City of Waukesha Police Department
Sheriff's Commendation

Presented to Captain Mark Stigler by the Waukesha County Sheriff's Department in recognition for his actions, support, and assistance in the rescue and extrication of a victim from a burning vehicle on January 28, 2006. His actions were not only taken under the most difficult of circumstances but were done so at risk to his own personal safety. The Sheriff's Department commends Captain Stigler and extends its gratitude to him for coordinating and conducting the subsequent investigation.

Mr. Robert Crichton
Citizens Certificate of Merit

Presented in recognition for his support and assistance to Sheriff's Deputies on January 28, 2006 in the attempted rescue of a victim from a burning vehicle. Without regard for his personal safety, Mr. Crichton attempted to extinguish the flames and assisted officers in moving the victim to a safe location. Mr. Crichton is commended for his selflessness, personal courage and willingness to be of service to those in need.

Carola Margis
Citizens Certificate of Merit

Who on July 12, 2006, provided information to the Sheriff's Department leading to the arrest of three burglary suspects. Carola is commended for her concern and willingness to assume personal responsibility for assisting law enforcement in maintaining the safety and security of the community at large.

Scott Malcolm
Citizens Certificate of Merit

Who on July 12, 2006 observed a suspicious vehicle while leaving his residence. Concerned about the suspects' actions, Mr Malcolm drove back to his residence and found the van parked in his driveway. After confronting the individuals and requesting they leave, Mr. Malcolm made contact with a Sheriff's Deputy and relayed the information. His actions resulted in the arrest of three burglary suspects. Scott is commended for his concern and willingness to assume personal responsibility for assisting law enforcement in maintaining the safety and security of the community at large.

Jerry and Connie Gillette
Citizens Certificate of Merit

Presented in recognition for providing assistance to law enforcement and fire fighters at the scene of a fatal fire in the Town of Eagle in March of 2006. While a member of the Sheriff's Department was in the Gillette Store, they were contacted by an unknown party for food to be brought for emergency response personnel at the scene. Jerry and Connie immediately arranged to provide food and beverage to all personnel assigned to the scene. Jerry and Connie are commended for their unselfish support of emergency response personnel.

Daniel Hennig
Citizens Certificate of Merit

Who on March 18, 2006, while traveling on County Road C, observed a residential fire. Daniel took the initiative to stop at the residence and advise the homeowners that their home was on fire. Unaware that the chimney and roof of their home was on fire, Daniel also assisted the homeowners and several pets in evacuating their home. His actions are exemplary through his demonstration of genuine concern for the safety and well-being of others.

Shelly Weber
Citizens Certificate of Merit

Who on March 18, 2006, while traveling on County Road C, observed a residential fire. Shelly took the initiative to stop at the residence and advise the homeowners that their home was on fire. Unaware that the chimney and roof of their home was on fire, Shelly also assisted the homeowners and several pets in evacuating their home. Her actions are exemplary through her demonstration of genuine concern for the safety and well-being of others.

Roberta Marx
Citizens Certificate of Merit

Who on March 18, 2006, while traveling on County Road C, observed a residential fire. Roberta took the initiative to stop at the residence and advise the homeowners that their home was on fire. Unaware that the chimney and roof of their home was on fire, Roberta also assisted the homeowners and several pets in evacuating their home. Her actions are exemplary through her demonstration of genuine concern for the safety and well-being of others.

Tom Halquist
Citizens Certificate of Merit

Presented in recognition for assistance in the construction of a breaching wall for the Tactical Enforcement Unit. Mr. Halquist's support in this project enabled the Department to erect the State's first permanent explosive breaching training facility of its kind. Tom's generosity goes beyond supporting the Sheriff's Department as it demonstrates his commitment and concern to share in the responsibility to preserve the safety and integrity of our communities as well.

Detective Robert Wepfer
Investigative Award

Presented in recognition of his diligence and creative investigative efforts resulting in convictions in two high profile felony cases. In one case, his efforts provided the impetus for the passing of state legislation providing for stricter regulation of out-of-hospital maternity care. In the second case involving sexual assault, superior interviewing technique and extraordinary investigative effort resulted in a nineteen-count felony conviction. Detective Wepfer's superior effort and commitment to duty is exemplary, as he has brought credit to himself and the Department.

**Detective Margaret Herrmann
Investigative Award**

Presented in recognition of her diligence and creative investigative efforts resulting in convictions in two high profile felony cases. In one case, her efforts provided the impetus for the passing of state legislation providing for stricter regulation of out-of-hospital maternity care. In the second case involving sexual assault, superior interviewing technique and extraordinary investigative effort resulted in a nineteen-count felony conviction. Detective Herrmann's superior effort and commitment to duty is exemplary, as she has brought credit to herself and the Department.

**Detective Robert Grall
Investigative Award**

Presented in recognition for superior investigative effort involving allegations of possession of child pornography and sexual assault. During the course of the investigation, Detective Grall devised an innovative computerized investigative technique to prove that a defendant had actually downloaded child pornography and its presence was not the result of a computer virus or accident, which the defendant was going to infer. His technique proved that the defendant actively downloaded child pornography beyond a reasonable doubt. Detective Grall's effort and commitment to duty is exemplary, as he has brought credit to himself and the Department.

**Daniel and Megan Hucke
Citizens Certificate of Merit**

Who on July 26, 2006 located and detained three individuals who were observed entering and removing property from their personal vehicle. Megan reported to her father that she knew the individuals as persons from the high school she had attended. Megan and her father proceeded to leave their residence to locate the suspects. They found the suspects at another residence and requested they accompany them back to their home. The suspects complied and were turned over to Waukesha County Deputies. Robert and Megan's actions resulted in the arrest of the suspects and the recovery of significant personal property from other thefts. Robert and Megan are to be commended for their concern and commitment to assume personal responsibility to preserve the safety and security of our communities.



Retirements

The following members of the Waukesha County Sheriff's Department retired during 2007. These employees provided a combined 103 years of dedicated service to the citizens of the County of Waukesha. The employees are:

Lieutenant David LaFond	4/11/83 – 2/27/07
Deputy Terry Greenwald	11/20/89 – 11/23/07
Corrections Officer Ronald Hlavinka	3/26/76 – 7/17/06
Clerk Typist Ruth Struddel	11/15/75 – 12/30/06



2007

Strategic Programming and Operational Accomplishments

The following is a general summary of the major programming and operational initiatives consistent with previous strategic goals and objectives that were implemented by the Sheriff's Department during 2007. These initiatives are those that influenced the quality of service provided to the community and further the Department's efforts to maintain and enhance the safety and integrity of Waukesha County at-large.

- Maintained long-standing reputation for fiscal prudence through delivering law enforcement services not only within diminished budget resources, but also without negatively influencing service levels expected by the community.
- Delivered quality service to meet the high citizen expectations identified in the Waukesha county strategic planning process.
- Provided law enforcement service to schools consistent with the Department premise that schools are unique communities within a community requiring a specialized law enforcement response and programming.
- Consistent with County Board and Department of Administration action, provide DARE instruction on contractual basis only.
- Continued routine, directed and cooperative traffic enforcement initiatives with emphasis upon reducing incidents of OWI in Waukesha County.
- Aggressively pursued incidents of computer crime in Waukesha County including implementation of investigative initiative in Detective Bureau to conduct on-line Interactive investigations to identify incidents of child enticement and pornography. In addition, continued to make Computer Forensic Investigative assistance available to all county law enforcement agencies.
- Maintained an aggressive law enforcement response to the growing problem of computer related crime.
- Reassigned existing Huber Correctional staff to the main Jail through the expanded use of electronic monitoring.
- Maintained jail programming designed to modify inmate behavior and prevent recidivism including: Inmate parenting skills program, WCTC Workforce Development Center Job Training, AODA Counseling, and Mental Health Services.
- Participated in inter-agency cooperative traffic enforcement initiatives to not only reduce incidents of OWI in Waukesha County, but also maximize the use of existing resources to the benefit of all participating communities.
- Continued to serve as the lead agency for the Waukesha County Metropolitan Drug Enforcement Unit.

- Continued Shared Resource Policing Initiatives including consolidating TEU Services with the Village of Menomonee Falls and City of Oconomowoc.
- At the request of the Town of Lisbon, entered into extensive negotiations to provide law enforcement service on a contractual basis. (contracted implemented 1-1-08)
- Entered into a cooperative effort with the Village of Sussex to include plans for a regional law enforcement center in within the Villages Public Safety Building project. The effort resulted in the Village of Sussex including space for a regional law enforcement center within their facility.
- Continued to assist with County plan to enhance security service to the Courts and other county facilities including planning for the implementation of the courthouse security screening project.
- Maintained an aggressive role in providing a law enforcement response to issues involving domestic terrorism for county facilities and the community in general, specifically including reviewing and updating emergency response plans including development of plans to incorporate the Incident Command concept into emergency response plans.
- Continued to participate in and refine Business Continuity planning.
- Maintained preparedness to ensure adequate response to incidents of domestic terrorism including participation in the Southeast Wisconsin Urban Area Security Initiative program (UASI). Participation resulted in the development of plans and allocation of funds for the Department to receive a new emergency mobile command post for use in Waukesha County as well as surrounding areas.
- Continued to participate in federal task forces related to domestic terrorism.
- Participated in the countywide strategic plan development initiative and developed new strategic operational plan for 2007-2009.

2007 -2009

Department Strategic Goals and Objectives

Based upon existing trends and the duties and responsibilities of the Office of the Sheriff, the Department has identified the following broad objectives consistent with its mission:

- **To improve and preserve the security, safety, and integrity of Waukesha County communities at-large.**
- **To provide effective and responsive criminal investigation services for reported crimes.**
- **To safely and securely confine incarcerated individuals.**
- **To provide all necessary law enforcement support and shared services throughout Waukesha County.**
- **Research, develop and use technology to improve department efficiency and the quality of service provided to the community.**

Objective 1: To improve and preserve the security, safety, and integrity of Waukesha County communities at-large.
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- 1.1 Provide law enforcement service to schools consistent with the Department premise that schools are unique communities within a community requiring a specialized law enforcement response and programming.
- 1.2 Maintain effective patrol services to ensure:
 - A. Prompt response to citizen calls for service and continuity of visible police presence.
- 1.3 Maintain the safety of the motoring public at-large.
- 1.4 Identify new strategies to reduce incidents of underage drinking.
Ongoing

- 1.5 *Maintain* an aggressive role in providing a law enforcement response to issues involving domestic terrorism for county facilities and the community in general.
 - A. Continue to update response plans based on emerging threats.
 - B. Continue task force participation with federal law enforcement partners.
 - C. Maintain role in identifying potential domestic terrorist activity. The Department anticipates that local government will assume a more aggressive role with federal authorities to identify terrorist activity.
- 1.6 Analyze crime trends and design and implement response strategies where necessary.
- 1.7 Continue to serve as the lead agency for the Waukesha County Metropolitan Drug Enforcement Unit.
- 1.8 Provide all necessary required and specialized training to maintain employee proficiency.
- 1.9 Establish aggressive recruiting program marketing the department to attract qualified law enforcement and corrections personnel in a highly competitive labor market.
- 1.10 Maintain accredited status to not only ensure the maintenance of state-of-the art operational protocols, but to reinforce professional status as expected by citizens.
- 1.11 Remain sensitive to citizen expectations for law enforcement services.

Objective 2: To provide effective and responsive criminal investigation services for reported crimes.

- 2.1 Maintain aggressive response to illegal narcotics traffic through continued participation in the Metropolitan Drug Enforcement Unit.
 - A. Maintain and foster continued relationships with other local, state, and federal law enforcement partners.
- 2.2 Aggressively pursue incidents of computer crime in Waukesha County.
 - A. Maintain investigative initiative in Detective Bureau to conduct on-line Interactive investigations to identify incidents of child enticement and pornography.
 - B. Continue to make Computer Forensic Investigative assistance available to all county law enforcement agencies.
- 2.3 Identify clearance rates for cases referred to Detective Bureau for follow-up and establish and meet or exceed benchmarks for acceptable clearance rates.

Objective 3: To safely and securely confine incarcerated individuals.

- 3.1 Monitor Jail Division support services contracts.
- 3.2 Continue involvement with Waukesha County Collaboration Council.
- 3.3 Monitor impact of federal inmate housing as related to impact on capacity and budget.
- 3.4 Pursue on-going efforts relative to inmate support services with emphasis upon impacting behavior and recidivism.
- 3.5 Maintain secure and safe environment for staff and inmates.

Objective 4: To provide all necessary support and shared services throughout Waukesha County.

- 4.1 Continue to participate in inter-agency cooperative traffic enforcement initiatives to not only reduce incidents of OWI in Waukesha County, but also maximize the use of existing resources to the benefit of all participating communities.
- 4.2 Develop proposals for contract law enforcement service when requested by local communities and promote contract services as a cost-effective means of providing law enforcement service for communities considering establishing a full time police department.
- 4.3 Identify enforcement or support operations that may be provided on a shared basis.
- 4.4 Provide effective security service to the Courts and other county facilities and enhance physical security measures.
- 4.5 Continue to pursue development of countywide police firing range.
- 4.6 Continue to participate in county emergency management and business continuity planning.
- 4.7 Develop and participate in contingency planning for pandemic health crisis.
- 4.8 Collaborate with Courts, Public Works, and other county departments in planning and identifying the safest means of transporting prisoners in the courthouse.

Objective 5: Research, develop, and use technology to improve department efficiency and the quality of service provided to the community.

- 5.1 Evaluate technologies designed to improve officer efficiency in the field.
- 5.2 Maximize use of existing databases to extract management information and activity reports.
- 5.3 Explore feasibility of automated internal performance evaluation system.

2007 Division Commanders and Supervisors

The following individuals are the Division Commanders and Supervisors that make up the management team for the Waukesha County Sheriff's Department. This listing also identifies the major special programs and projects these individuals have accepted the responsibility for administering. These are in addition to their normally assigned duties.

Administrative Division

Inspector Stephen A. Marks

Deputy Inspector Eric Severson

James Bzdawka	Programs and Projects Analyst Accreditation Manager
Thomas Koth	Business Manager
Sue Smith	Office Services Coordinator
Lyndel Smith	Computer Coordinator
Dineen Walderon	Departmental Secretary

Patrol Division

Captain Jeffery Smidt **0700-1500hrs Shift Patrol Commander**

Lt. Paul Renkas **0700-1500hrs Shift Patrol Supervisor**

Lt. Thom Moerman **0700-1500hrs Shift Patrol Supervisor**

Lt. Pete Chycinski **0700-1500hrs Shift Patrol Supervisor**
(Sussex Contract Services Supervisor)

Capt. Frank McElderry **1500-2300hrs Shift Patrol Commander**

Lt. Brian Bortmess **1500-2300hrs Shift Patrol Supervisor**

Lt. Neil Dussault **1500-2300hrs Shift Patrol Supervisor**

Lt. James Gumm **1500-2300hrs Shift Patrol Supervisor**

Capt. Donald Vincent **2300-0700hrs Shift Patrol Commander**

Lt. Michelle Larsuell **2300-0700hrs Shift Patrol Supervisor**

Lt. Paul Renkas **2300-0700hrs Shift Patrol Supervisor**

When a citizen calls the Sheriff's Department for emergency assistance or to report a crime, chances are their first contact will be with a Deputy Sheriff assigned to the Patrol Division. Deputies assigned to the Patrol Division are typically the first responders to an emergency event.

When not on assignment their activity can range from interacting with citizens to prevent crime, working roadways to ensure the safety of the motoring public, or working to identify potential criminal activity. Their primary objective is to provide a safe and secure environment for residents, businesses and visitors to Waukesha County.

To ensure efficient utilization of resources, coverage is divided into primary patrol areas with Deputies working out of the main office at the Justice Center in Waukesha, as well as substations and contract communities in the primary coverage areas. Coverage includes I-94 and I-43. Coverage is also provided to Contract Service Areas of the Town and Village of Merton, Village of Sussex and the Town of Delafield, and the Town of Waukesha.

For 2007, the Patrol Division issued 8,203 traffic and county ordinance violation citations, generated 5,837 incident reports and wrote 2,200 accident reports.

Additional duties of patrol include the responsibility of transporting prisoners between various state and county correctional and mental facilities and our jail and/or courts. During 2007, 12,659 hours were recorded for inmate and other conveyances.

Residents of Waukesha County benefit greatly from the high quality of services that the Department workforce is able to provide 24 hours a day. Additional Patrol Division Activity includes the encouragement of community involvement, direct service enforcement initiatives, dedicated and specialized law enforcement services and specialized training which include: Motorcycle Patrol, Snowmobile Patrol, Boat Patrol, Canine Support, Search and Recovery Dive Team, Tactical Enforcement Unit (TEU), Crisis and Hostage Negotiators, DARE, School Resource Officers and a team of skilled experienced Accident Reconstructionists.

Enforcement Services Operational Data
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	2003	2004	2005	2006	2007
Conveyance Hours*	2,160	1,820	2,743	2,419	3,026
Prisoner Hours**	10,808	11,208	10,008	9,056	9,633
Accident Reports	1,602	1,950	2,197	1,975	2,200
Incident Reports	8,342	7,093	6,558	6,591	5,837
Traffic Citations	7,590	8,186	7,191	8,211	7,820
Ordinance Citations	475	454	353	499	383

* Conveyance Hours: Transport of Chapter 51, 55 persons (mental illness).

** Prisoner Hours: Transport of in-custody individuals to and from other correctional facilities.

In addition to routine enforcement efforts, the Patrol Division participated in a number of specialized enforcement initiatives related to drunk driving, seatbelt enforcement, and other traffic mitigation activity funded through a variety of state and federal grants. These initiatives are intended to further enhance public safety on Waukesha County roadways.

Detective Bureau

Captain Karen Ruff Division Commander

Lt. Wm. Deering Second Shift Detective Supervisor

The Detective Bureau responsibilities are; Investigative follow-up for reported crimes, evidence collection and preservation, crime scene analysis and investigative support and assistance to other law enforcement agencies when requested. The Detectives also provide education in the prevention and detection of crime to enable citizens to become stakeholders in maintaining the integrity of our communities and protecting themselves.

The Detectives assigned to the Bureau, are assigned into specialized units that include:

- Burglary and Property Crimes
- White Collar Crime/Fraud
- Personal Crimes
- Sensitive Crimes
- Death Investigation
- Computer Crime and Forensics
- Protecting Children from On-line Predators
- Missing Persons
- Public Assistance Fraud

Some of the detectives also have specialized training in their particular areas of expertise such as Death Investigation, Fire Investigation, Polygraph Examination and Composite Drawing.

In addition, Detectives are assigned to:

- Metropolitan Drug Enforcement Unit
- Identification – Forensics
- Waukesha County's District Attorney's Office
- US Marshal's Fugitive Taskforce
- FBI Joint Terrorism Task Force
- Drug Enforcement Administration

In 2007, the Detective Bureau conducted follow-up investigation on approximately 1,549 case assignments. They assisted in checking 387 individuals who are wearing electronic monitoring devices to ensure they were complying with their court ordered conditions. They conducted 47 premise checks for the alcohol procurement program, checking local establishments for violations of selling to individuals that are not old enough to purchase alcohol. The Public Assistance Fraud Detective investigated 110 cases throughout the County and the Background Detective completed 318 investigations. The Internet Predator Group continues to monitor the Internet and has done an outstanding job educating kids and their parents on how to stay safe. The Computer Forensics Unit moved into their new lab and has been working with agencies throughout Waukesha County to form a better partnership in investigating this growing problem.

The Detective Bureau used GPS to help in solve crimes involving burglary and ATM thefts in 2007. They also investigated one homicide in the Town of Waukesha.



Forced Entry Scene



Latent Fingerprint

Computer Forensics Unit

The Waukesha County Sheriff's Department's Computer Forensics Unit continues to evolve into one of the premier Computer Forensic Units in Southeastern Wisconsin. The unit was developed by the Sheriff's Department as a response to the significant increases in computer crime. The Unit's objective to positively impact online victimization through sophisticated technological investigative activity as well as develop evidence from computers that may have been involved in the commission of a crime. Assigned detectives have been recognized as two of the most knowledgeable and well-respected computer forensics investigators in the area.

Since its inception, the Computer Forensics Unit has also provided assistance to the following law enforcement agencies:

<i>US Marshal Service</i>	<i>US Secret Service</i>
<i>FBI</i>	<i>Wisconsin Dept. of Corrections</i>
<i>Platteville Police Dept.</i>	<i>Waukesha Police Dept.</i>
<i>St. Francis Police Dept.</i>	<i>Butler Police Dept.</i>
<i>Menomonee Falls Police Dept.</i>	<i>Town of Mukwonago Police Dept</i>
<i>Muskego Police Dept.</i>	<i>Village of North Prairie Police Dept.</i>
<i>City of Pewaukee Police Dept.</i>	<i>Hollman Police Department</i>
<i>Jefferson County Sheriff's Office</i>	<i>Village Of Oconomowoc Police Department</i>
<i>Wisconsin Dept. of Financial Institutions</i>	<i>Village of Palmyra Police Department</i>

The following statistics reflect the unit's activity during 2007:

<i>Computers Processed:</i>	<i>50</i>
<i>Hard Drives Examined:</i>	<i>77</i>
<i>Total Amount Data Examined:</i>	<i>6.4 Terabytes</i>

The Unit has also provided Computer Forensics and Computer Crimes training for other law enforcement agencies. The Unit has also been invited to lecture on the subject of Internet Safety to both the Public and Private Sector. Computers can be involved in the commission of numerous crimes, including the possibility of a criminal using a computer to store data that would be of value in solving the crime. Examples include;

<i>Homicide</i>	<i>Internet Fraud</i>	<i>Identity Theft</i>	<i>Counterfeiting</i>
<i>Corporate Espionage</i>	<i>Prostitution</i>	<i>Child Pornography</i>	<i>E-Mail Threats</i>
<i>Child Enticement</i>	<i>Harassment</i>	<i>Gambling</i>	<i>Narcotics</i>
<i>Burglary</i>	<i>Intellectual Property Rights (patent infringement)</i>		
<i>Securities Fraud</i>			

The Unit is also extensively involved in aggressive on-line activity to engage and identify potential on-line child predators. Assigned Detectives work jointly with the Computer Forensics Unit to identify and arrest child predators.

Criminal investigations conducted by the Computer Forensics in 2007 were not solely limited to computer related crime, but also included investigations involving the use of explosives, sexual assault, and narcotics investigations. In 2007, the Computer Forensics Unit identified and arrested a suspect involved in the theft of a Taser from another law enforcement agency. The Unit reviewed a posting on the Internet sight "You Tube" where in a video was placed showing an individual using the Taser. The members of the Unit identified the location of the computer and the posting resulting in the recovery of the Taser and the arrest of several suspects.

Court Services Division

Capt. Kevin McDonald

Division Commander

Lt. Larry LaFavor

Division Supervisor

The Court Services Division is responsible for providing security for Waukesha County criminal and civil courts. The Division is also responsible for processing documents related to civil and criminal proceedings.

There were also a total of 7,043 civil process papers served by the Sheriff's Department in 2007. By state statute, it is incumbent on the Sheriff of the county to ensure that these papers are delivered.

An additional statutory responsibility of the sheriff is to "tend the courts". This is accomplished by providing Deputy Sheriff's to serve as bailiffs in the civil and criminal courts. The bailiffs assigned to this service put in a total of 18,314 hours in the courts for the year 2007.

For 2007, 6,203 arrest warrants were satisfied.

The Sheriff's Department has a Deputy Sheriff assigned to patrol the government complex as part of the security program for the Waukesha County Government Center. Facilities covered by this deputy, and other deputies on an as needed basis, include the Courthouse, Administration Building, Children's Center, Human Services, Mental Health, Public Health, and the Airport. The Deputy responds to events occurring in the government complex, provides general patrol, and assists in training and the implementation of various security programs developed by Waukesha County.

The Sheriff's Department is an active partner in working with the Department of Administration and Court Division to develop and enhance security practices and procedures for Waukesha County. In addition, the Court Services Division Commander participates on the Judiciary Security Committee, County Facility Security Committee, Business Continuity, and emergency planning groups. The Sheriff's Department also coordinates programming for special security measures such as the screening program for the courthouse and after hours Security Team for county facilities.

In 2007, the Department was extensively involved in working with court and county administrators in the planning and design of the courthouse security-remodeling project.

Metro Drug Enforcement Unit

Capt. Charles Wood;

Division Commander

Lt. Robert Doffek

Division Supervisor

The Waukesha County Sheriff's Department is the lead agency for the Waukesha County Metropolitan Drug Enforcement Unit. This unit spent the past year focusing on controlled substance supply (distribution and manufacturing) problems within each municipality in Waukesha County. Investigations are initiated in Waukesha County communities; but drug investigations are not limited to the confines of Waukesha County. Given the nature of the illicit drug business, investigations often involve other surrounding counties and municipalities and other local, state, or federal law enforcement agencies.

A record was set in 2007 for the seizure of marijuana with 475,923 grams removed from our community. That is the equivalent of 1,050 pounds and does not include marijuana plants that were also seized. In 2007, Metro also seized psilocybin mushrooms, cocaine, and many controlled medications.

High-grade marijuana (THC) and Cocaine remained the most frequently encountered drugs in Waukesha County in 2007.

The following illustrates narcotics seizures for Waukesha County:

Narcotic Type	2005	2006	2007
Cocaine (grams)	14,795.50	1,892.83	828.29
Crack (grams)	209.37	20.9	15.10
MDMA (tablets)	126*	3,831*	55
MJ (Plants)	17100	71	1,062
Mushrooms (grams)	3,668.56	15.44	133.88
THC (grams)	101,625.82	97,738	475,923.87*
Oxycodone/Hydrocodone	375	-	194
Other (tablets)	210	-	43

* Record amount for the Waukesha County Metro Drug Enforcement Group.

Asset forfeitures received in 2007 were \$346,383.00. In addition, vehicles with an estimated value of \$9,800.00 were seized as well as other property with an estimated value of \$171,721.

A member of the Metropolitan Drug Enforcement Group was also the recipient of the Wisconsin Narcotics Officer of the Year Award in 2007. The award was presented to Detective Steve Rudie. Detective Rudie received the award in recognition for his exemplary efforts in the investigation and disruption of a significant narcotics trafficking operation in Waukesha County. The investigation resulted in the issuance of approximately 30 arrest warrants, the execution of 5 search warrants, and the seizure of significant assets and narcotics.

The following table illustrates arrests and other investigative activity for 2003-2006:

	2004	2005	2006	2007
Defendants Charged	173	183	259	227
Felony Charges	191	206	232	156
Misdemeanor Charges	32	58	94	80
Possession Offenses	49	74	108	81
Search Warrants Executed	19	26	17	18
Metro Initiated IR's	156	176	249	227
Other Dept. Assistance Actions	27	24	27	59

Law enforcement organizations included in the Waukesha County Metropolitan Drug Enforcement Unit are:

- Waukesha County Sheriff's Department**
- Waukesha County District Attorney's Office**
- City of Waukesha Police Department**
- City of Brookfield Police Department**
- Village of Menomonee Falls Police Department**
- City of New Berlin Police Department**
- Village of Hartland Police Department**
- City of Muskego Police Department**
- Village of Pewaukee Police Department**



2007 Indoor Marijuana Grow

Chaplain Corps

The Waukesha County Sheriff's Department maintains a corps of chaplains to support the Department in numerous ways and all too frequently, under the most difficult and stressful circumstances.

Taking time from their active ministries, they are available 24 hours a day to help not only department personnel and their families with personal issues, but they are also here to comfort, guide and assist our citizen population in their time of need. They support our staff by helping to make a death notification, or being with a family at victim identification, or just to offer solace and aid at the scene of a crisis. The Department recognizes what a great help these fine Ministers can be.

The Chaplains helping us serve our community are:

*Chaplain Connie Coddington and,
Chaplain Steven Kielley*

Our gratitude goes out to Chaplain Dwight Bastian. Chaplain Bastian retired from the Chaplain Corp this past year after serving the Sheriff's Department for five years.

We sincerely appreciate their time, effort, and distinguished service to our staff and those we serve.

School Resource Officer Program

The School Resource Officer (SRO) program is a problem-oriented policing approach to reducing crime by assigning specially trained officers to each of the traditional high schools in the Hartland-Arrowhead, Sussex-Hamilton and Kettle Moraine School districts, to establish an ongoing rapport with students, staff and parents. In 2005, the Department also entered into a contractual agreement for an SRO on a part-time basis with the Norris School.

By training law enforcement to educate, counsel and protect our school communities, the men and women of Waukesha County Sheriff's Department, continue to lead by example and promote a positive image of law enforcement to our youth. Our officers have made themselves available to communities and school districts around the county in the development of effective school based law enforcement partnerships.

The program began in 2000 and is the result of a partnership between Waukesha County Sheriff and the Hartland-Arrowhead and Sussex-Hamilton School Districts. The program has three basic goals:

- To provide a safe learning environment and prevent incidents of school violence.
- To improve school/ law enforcement collaboration with the emphasis on the student.
- To improve perceptions and relationships between students, staff, and law enforcement officials.

The Waukesha Sheriff's Department has three SROs, covering the three high schools. Their primary duty is to prevent crime in the schools. The Tactical Enforcement Unit and the SRO's have developed a "Fast Response Team" approach for any action that may take place at the schools. SROs often find themselves instructing students on such subjects as; Substance Abuse, Driving under the Influence, or Campus Violence, talking with students, and making referrals to other agencies to help solve individual student and/or family problems. Besides working with individual students, SROs are committed to the community policing concepts regarding their schools and surrounding neighborhoods. Officers have successfully worked on traffic issues, noise and litter complaints, drug sales, and safety on school property as well in nearby parks and business areas. They have found that most problems can be solved or minimized by establishing partnerships with students, staff, parents and other members of the community. The School Resource Officers are also available to advise and assist school officials in the design and implementation of local emergency planning protocols.

The School Resource Officers are, dedicated to their schools and students. The interactive relationships with administrators, teachers, students, and parents promote a culture and environment that is designed to enhance the safety of students and staff.

Consistent with discussions held during the 2007 budget process, the Sheriff's Department is currently involved in discussions with schools directly served by the Department to recover a portion (50%) of the cost associated with the School Resource Officer program.

Waukesha County Sheriff's Department

D.A.R.E.

The overarching goal of the entire D.A.R.E. program is to significantly reduce the use of alcohol, tobacco, and other drugs as well as the use of violent behavior by young people. The Waukesha County Sheriff's Department is an active participant in this program. Similar to our School Resource Officer initiative, the D.A.R.E. program is a problem solving community oriented policing program based upon law enforcement interaction with students. It provides students with the opportunity to perceive and interact with deputies as a "coach" and not through enforcement activity. Beyond substance abuse education, D.A.R.E. helps law enforcement keep the lines of communication open with not only students, but educators and parents as well.

The D.A.R.E. concept has changed radically from its original program. D.A.R.E. is going high-tech, interactive, and places significant emphasis upon decision-making. D.A.R.E. utilizes the latest in prevention science and teaching techniques. D.A.R.E. is re-inventing itself as part of a major national research study that promises to help teachers and administrators cope with ever-evolving federal prevention program requirements.

Part of the reason D.A.R.E. works is because it is a collaborative effort between your Sheriff's Department and schools. D.A.R.E. provides students with the support and skills necessary to make informed decisions regarding substance abuse. D.A.R.E. has had the highest dissemination for any school-based drug prevention program. D.A.R.E. reaches approximately 36 million children a year in approximately 80 percent of all school districts and is supported by parents and school administrators alike.

In 2004, the Waukesha County Sheriff's Department introduced the new 10-week D.A.R.E. program by contracted service to the Waukesha County School Communities. The contract program gave the school communities the ability to design a custom approach toward their D.A.R.E. program.

One deputy served as a D.A.R.E. Instructor during 2007 for the following School Districts and served approximately 450 students. The schools served include:

- *Arrowhead School District*
- *Lake Country School*
- *Merton School*
- *North Lake School*
- *Richmond School*
- *Stone Bank Elementary*
- *Swallow School*
- *St. Joan of Arc*
- *St Anthony's On The Lake*
- *St Paul's.*

The D.A.R.E. officer also participated in numerous other assignments including bicycle safety programs, community relations functions such as County, Town and Village Fairs and along with Law Enforcement week and other local civic events.

Community Relations and Policing

To encourage citizen participation and involvement in the preservation of the safety and integrity of our communities, the Sheriff's Department engages in a number of activities designed to solicit and encourage citizen support. The community outreach activities range from speaking engagements, to youth safety and education programming, citizen's academies, and crime prevention activities.

The following activity typifies the Department's community outreach and policing activity:

- ✓ Speaking Engagements.
- ✓ School Lectures.
- ✓ Community Meetings.
- ✓ Department tours and demonstrations.
- ✓ Neighborhood Watch Programs.
- ✓ Home and business security surveys.
- ✓ Youth safety programs and instruction.
- ✓ Crime prevention programming including "National Night Out".

Citizens Academy

The citizens of Waukesha County have a unique opportunity to learn about the technical aspects of our law enforcement operations. Staff instructors present information on the different skills and techniques employed by the Department. Participants also have the opportunity to practice some of the things they learned through participation in "hands-on" exercises or demonstrations.



Merton National "Night Out"

Volunteering in Our Community

Law Enforcement personnel are expected to serve others in the community; however, most people never realize the extent to which Sheriff's Department employees are involved as volunteers in special projects and charities.

For almost 30 years, members of the Sheriff's Department, their families, friends and acquaintances have donated their time and financial resources to support numerous charitable organizations and special fund-raising events. As an example, Deputy David Carpenter, the Chairman for Muscular Dystrophy Association (MDA) for Waukesha County, has been an active partner with Jerry Lewis Muscular Dystrophy Association Telethon. Deputy Carpenter has been involved in all phases of the telethon since 1980.



Special Olympics Polar Plunge

Beginning in 1989 our Department has been actively involved in the "Law Enforcement Torch Run" which became an annual event for Special Olympics. Department Members from the Sheriff to Commanders to Deputies, Correctional Officers, and Support Staff and their families donate their time and effort as well as cash donations to this worthwhile annual event. Department Members have raised thousands of dollars over the past years.

The MACC fund bike ride, coordinated by Lt. Larry LaFavor, began a few years ago with Lt. LaFavor as a sole rider. It has grown to the point where the Department now fields a team of riders to raise money for the MACC fund.

Numerous internal fundraisers are also held for the American Heart Association, Breast Cancer Awareness, and similar causes.

The Waukesha County Deputy Sheriff's Association, a fraternal organization comprised of active and retired deputy sheriffs, also provides assistance to the community and the organizations members. Some of the organizations the Deputy Sheriff's Association provides financial support to include the Boy and Girl Scouts, Salvation Army, the Waukesha Food pantry, The Care House, Juvenile Diabetes Foundation, Spinal Bifida Foundation, and American Cancer Society.

During 2007, the Association sponsored the 19th annual Make A Wish softball tournament and raised approximately \$30,000.00. What was originally a small event in 1989, the Waukesha County Deputy Sheriff's Association's annual Baseball Tournament and "Silent Auction" has grown into a significant fund raising event for the "Make-A-Wish Foundation of Wisconsin". To date the Association raised almost \$250,000 for this organization. Wishes for children with life threatening illnesses ranging from trips to Disney World to "Tree Forts" have been fulfilled with the help of the Waukesha County Deputy Sheriff's Association.

The Association also awards \$5000.00 in college scholarships to five high school students annually. The Association also made \$9000.00 in scholarships available to their member's families.

Sheriff Law Enforcement Contract Services

The Waukesha County Sheriff's Department has a long tradition of providing law enforcement, emergency communications (prior to centralization), and police transcription reporting services on a contracted basis to communities within Waukesha County. Communities utilizing these services have found that law enforcement and related services result in a lower per capita cost for law enforcement service to the taxpayer. Law enforcement service contracts are in effect for The Town of Delafield, Town of Merton, Village of Merton, Village of Sussex and the Town of Waukesha.

All of the contract communities have signed a five-year extension for contract law enforcement service. The extension includes a shared coverage agreement between the Village and Town of Merton, which is designed to provide continuous service to both communities and still meet individual scheduling practices. During 2007, the Department was involved in extensive negotiations to provide law enforcement service to the Town of Lisbon.

Contracts allow for local control as a municipality can design a custom tailored approach for the delivery of law enforcement services. These tailored contracts offer many benefits. Here is a sampling of those benefits:

Local Control – Municipalities elect the level of police service they want to receive. They can have a strong voice in selecting their personnel. A municipality can set the direction and priorities for their community. The municipality determines the level of coverage they will receive.

Experience – Experts in the law enforcement profession are immediately available to assist and support local communities electing to contract for law enforcement service.

Local Identity – Municipalities can elect to have distinct vehicle markings that present the appearance of having their own police department.

Economy of Scale – Contracting provides communities with support services that may not be immediately available to a community starting a new police department and are available only through a large law enforcement organization. Administrative services, 24 hour supervision, technology, computer crime specialists working to combat Internet fraud and child pornography, highly trained investigators and evidence specialists, accident reconstruction, youth and school liaison officers, tactical officers for crisis events, canine search teams, investigators, and community policing specialists all stand behind the officers assigned to contract communities.

Reputation – The Sheriff's Department is a proven leader and the largest law enforcement agency in Waukesha County. The Department has earned its reputation as leaders and innovators in the law enforcement profession.

Other Benefits:

The Department administrates personnel selection, hiring decisions, training, labor negotiations, benefits, and development of operational plans, policies, and procedures.

The Sheriff's Department is fiscally prudent meeting tight budget constraints year after year.

The Sheriff's Department is dedicated to providing responsive customer oriented service to the contract and unincorporated areas of Waukesha County.

We get the job done through our ability to effectively and promptly respond to calls for service. We have consistently provided quality service while operating within budget and tax levy guidelines. We have the resources and the technical expertise to make goals become reality.

Town of Waukesha contract service area squad.



Lt. Pete Chycinski
Village of Sussex Police Services Coordinator

Dive Search and Recovery Team

One of the many statutory obligations of the Office of the Sheriff is to conduct search and recovery operations in lakes within the county for the purpose of recovery of human bodies. Waukesha County has thousands of acres of water, which includes lakes, rivers, and ponds. The geographical features of area lakes range from small 6-foot deep ponds to large acreage lakes that can exceed 100 foot depths. Diving condition temperatures can vary from 90 degrees in the summer to – 40 degrees in the winter. The features and variables dictate that the Unit be trained in a variety of diving methods.

The Sheriff's Department's Dive Team consists of a captain and a lieutenant (both certified divers), seven certified divers and two surface operators. All divers are highly trained and completed certification in Open Water diving, Rescue diving, Ice diving, Navigation and Deep Water diving. Several are also certified as Equipment Specialists and Master Divers.

The demand for this team is approximately 20 dives per year including training, actual search and recovery operations, and recovering evidence. The Dive Team also assists other local agencies in search and recovery operations.



Canine Support Unit

The Waukesha County Sheriff's Department Canine Unit was established in 1990. Since then, the department has had 15 canines work for the department. The canine's abilities include; locating lost persons, school searches, tracking, apprehension, evidence search, narcotics detection, building searches, and officer protection.

The mission of the Canine Unit is: *To provide extensively trained, highly motivated, and dedicated canine teams to respond to critical incidents, to any community, whenever requested, to protect the citizens of Waukesha County.*

The Department makes Canine Support available to any law enforcement agency upon request. The canine teams have assisted numerous agencies including the United States Marshall's Service; Milwaukee HIDTA; United States Secret Service; Dubuque, Iowa; along with numerous law enforcement agencies throughout Southeastern Wisconsin.

The Canine Unit is available 24 hours a day to respond for duty. In 2007 the unit had 600 calls for service. The canine unit has assisted 17 different school districts annually in Southeastern Wisconsin over the years. The handlers and canines are also members of the Waukesha County Sheriff's Department's Tactical Enforcement Unit, in which they respond to high-risk calls, some including; hostage situations, armed barricaded subjects, drug warrants, robberies, burglaries, and vehicle pursuits

All four canines are Belgian Malinois and are certified through the North American Police Work Dog Association in Patrol, Narcotic Detection, Evidence Detection, Tracking, Building Searches, Crowd Control, and Handler Protection.



The handlers and their canines are certified through the North American Police Work Dog Association and are members of the Wisconsin Law Enforcement Canine Handlers Association.

The handlers are assigned squad cars that they take home at the end of their shifts. This allows for better response times to calls when they are requested off-duty. The canines go home with the handlers at the end of their shifts, are apart of their families, and socialize with the family members. When the canines retire from active duty, they are signed-over to the handlers, and remain at the handlers' residence from then on.

Currently there are four canine teams working for the department. The four canines are Belgian Malinois' who are dual purpose, trained in patrol tactics and narcotics detection. The canines are assigned to the following handlers.

Deputy Chris Deakin has been a deputy for twenty-two years and a canine handler for sixteen years. Canine "Bronco" is Deputy Deakin's third canine partner and has just recently began his service with the department in May 2008.

Deputy Brad Schuenemann has been a deputy for fifteen years and a canine handler for the past eleven years. Canine "Soldier" is Deputy Schuenemann's second canine partner and began his service in 2007.

Deputy Brad Stenulson has been in law enforcement for the past twelve years, ten years as a deputy, and a canine handler for the past seven years. Canine Tangka began her service in 2003.

Deputy Chad Niles has been a deputy for five years and a canine handler for three years. Canine "Conan" began his service in 2005.

Snowmobile Patrol

The Sheriff's Department patrols area snowmobile trails and lakes during the winter recreational season. A deputy's assignment to the Snowmobile Patrol Detail is in addition to their normal duties.

Snowmobile Patrol assignments are offered to deputies that have proven proficiency on the machines in addition to specialized training in the statutory aspects of the operation, licensing, and registration of these vehicles.

Weather permitting, the patrol operates on weekends, for special events, or on a selective enforcement basis depending upon special requests or complaints received from citizens. Typically, deputies will spend six to eight hours patrolling selected areas conducting inspections and compliance checks to ensure that operators adhere to state and local laws.

Boat Patrol

Waukesha County is home to many inland lakes that offer a wide variety leisure and recreational activity to residents and visitors to Waukesha County. Since it is a short commute from several urban and suburban areas, Waukesha County is a frequent destination for boaters. These same lakes also represent the opportunity for accidents and injury for the inexperienced or intoxicated. For these reasons, the Sheriff's Department patrols inland lakes in the summer and autumn months. The safety of all is the concern of the deputies assigned to this detail. Operating on any lake, generally on weekends but some weekdays and all holidays, the Boat Patrol, in addition to enforcement activity, conducts compliance checks and offers advice and safety tips to the boating public.

Tactical Enforcement Unit (TEU)

The Sheriff's Department maintains a tactical enforcement unit to support and assist law enforcement personnel throughout the county in the resolution of high risk and dangerous incidents. The primary purpose of the Department's Tactical Enforcement Unit includes, but is not limited to:

- *Protecting lives and property.*
- *Enhancing the prospects of resolving dangerous incidents peacefully.*
- *Neutralization of dangerous events.*
- *Introducing tactics and strategies in the field that promote containment and stabilization of incidents involving the threat of death or great bodily harm.*

The Tactical Enforcement Unit is also used for executing high-risk search warrants and making arrests where it is known that a suspect may represent a threat to the community or officers. The Tactical Enforcement Unit has also provided escorts for dangerous prisoners and can serve in dignity protection security details.

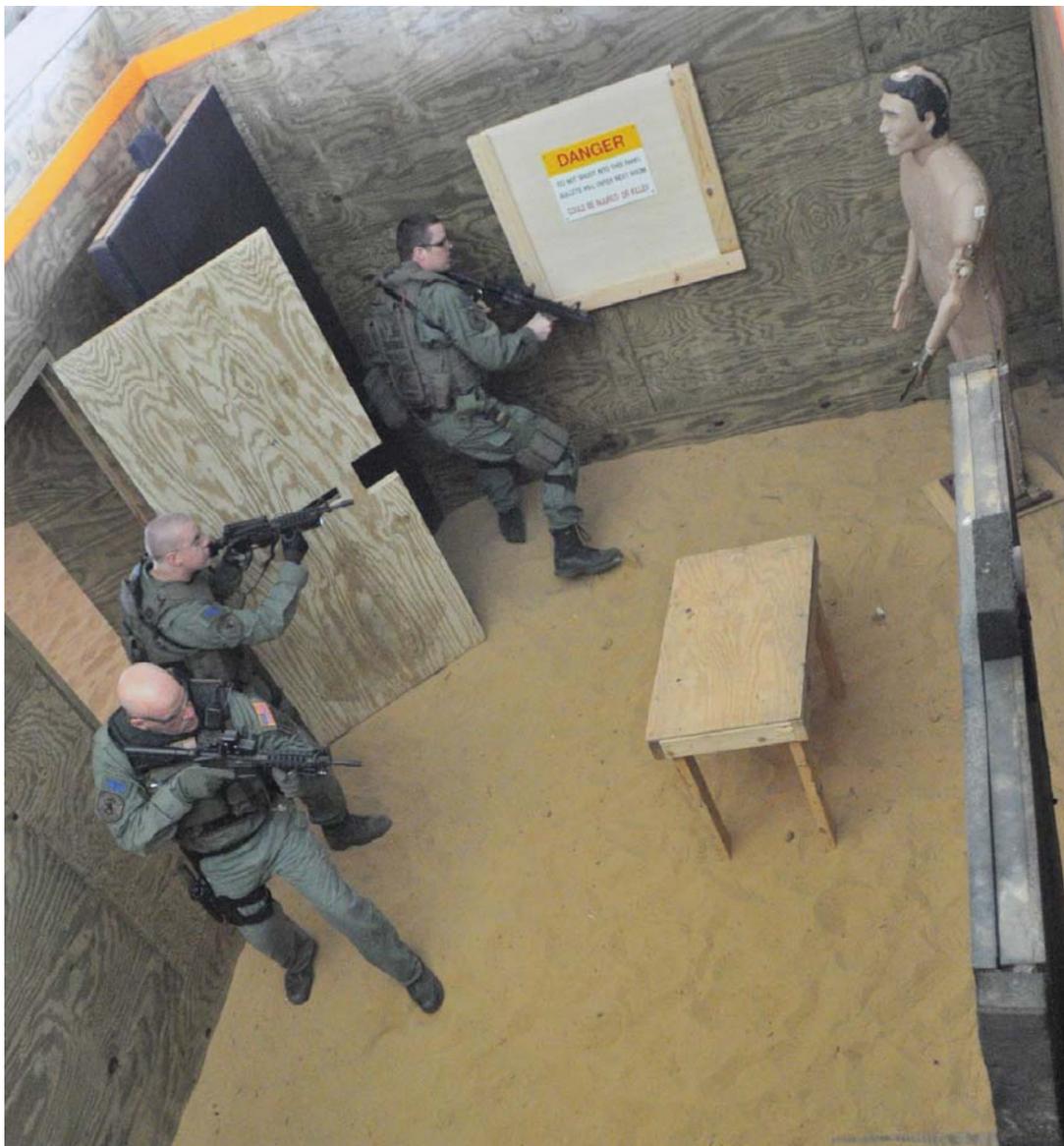
An assignment to the Tactical Enforcement Unit is voluntary and in addition to other normal duties. Well trained, equipped and operationally innovative, the Tactical Unit consists of thirty (30) deputies from three law enforcement agencies who are trained to employ a wide variety of specialized weapons, equipment and tactics including several "Less-Than-Lethal" means of subduing resistive subjects. Three (3) lieutenants and one (1) sergeant serve as in the field supervisors and three (3) captains serve as Commander, Assistant Commander, and Training Coordinator. The Crisis/Hostage Negotiations Unit consists of a captain, sergeant and four (4) negotiators. All of the members are highly trained in communication, investigation and conflict resolution skills. The negotiator team's contribution to conflict resolution is to establish and maintain dialogue with resistive subjects with the goal of bringing a "High Risk" incident to a successful conclusion without injury or loss of life. The Tactical Enforcement Unit also has the volunteer services of an ER/Trauma Doctor who serves as Tactical Medical Specialists to provide medical support.



The Waukesha County Sheriff's Department has earned a statewide reputation of being one of the finest and most skilled and proficient tactical units in Southeastern Wisconsin. The Department continues to host basic and advanced tactical and sniper schools and provides other related specialized training.

In 2007, the Tactical Enforcement Unit completed reorganizing the Unit to incorporate municipal Officers from two other departments into the team. The reorganization was a response to make more efficient use of tactical resources throughout the county. The Tactical Enforcement Units that merged with the Sheriff's Department were the Village of Menomonee Falls Police Department and the City of Oconomowoc Police Department.

The Tactical Enforcement Unit also remains committed to maintaining the readiness to respond to school and workplace violence incidents, violent crimes in progress and serving "High Risk Warrants".



Tactical Enforcement Room Clearing Training Exercise

Jail Division

Michael D. Giese

Jail Administrator

DJA Meg Schnabl

Deputy Jail Administrator
Classification Unit Supervisor
Inmate Program Administrator

Capt. Brenda Greenwald

Dayshift Correctional Facility Manager
Spillman Coordinator-Jail Division
Spillman Trainer, JTO Trainer

Lt. Norman Kelly

Dayshift Corrections Supervisor
IPC Instructor

Lt. Steve Lange

Dayshift Corrections Supervisor

Lt. Randy Giese

Dayshift Corrections Supervisor
IPC Instructor

Lt Richard Hale

Dayshift Corrections Supervisor
IPC Instructor

Capt. Brian Healy

Second Shift Correctional Facility Manager
CERT Team/POSC Commander

Lt Connie Acheson

Second Shift Corrections Supervisor

Lt. Susan Whitstone

Second Shift Corrections Supervisor

Lt Charles Zarate

Second Shift Corrections Supervisor
CERT Team/POSC Trainer

Lt. Nathan Adams

Second Shift Corrections Supervisor

Lt. Tracy Lewandowski

Second Shift Corrections Supervisor

Capt. Andrew Nunnally

Third Shift Correctional Facility Manager

Lt. Jerome Wright

Third Shift Corrections Supervisor

Lt. Margaret Gladney

Third Shift Corrections Supervisor

Lt. Alan Holmes

Third Shift Corrections Supervisor

Lt. Richard Machmueller

Third Shift Corrections Supervisor

One of the primary duties of the Office of the Sheriff is the management of the jail. There are two Waukesha County Correctional Facilities: the County Jail and the Huber Law Facility.

The main jail in Waukesha County includes four (48) bed direct supervision pods which opened in 1993. New construction completed in 2005 added five additional housing pods for a total of 469 County Jail beds. The new pods include indirect supervision and dormitory style housing. The indirect supervision housing is primarily used to house inmates until they are classified and a determination is made that the inmate is eligible for the direct supervision environment. The indirect supervision housing is also used for disciplinary segregation or other inmates not considered suitable for direct supervision. The premise is that being confined in the less restricted movement pods is a privilege and that certain pre-defined behavioral expectations are met.

The Sheriff's Department also operates the Huber Law or work release facility. Inmates sentenced to the Huber Facility are allowed out of the facility for the purpose of work, education, treatment programs and child or elder care.

Consistent with the Jail Division's mission statement to "*safely and securely confine individuals in the least restrictive environment consistent with behavior, adjustment, special needs, and severity of charges*", the Jail Division maintains or includes special programming to address inmate needs. Some of the programs include:

- Vocational testing and counseling, and job-seeking skills.
- Educational services provided by WCTC for GED testing and adult basis educational services.
- AODA and Mental Health Counseling.
- Jail Chaplaincy Program
- Work release inmate community service and highway work crew projects.
- OWI Treatment provides intensive alcohol abuse counseling for Huber inmates.
- Huber inmate Garden Project in cooperation with UW-Extension.

For 2007, the most serious problem for the Jail Division continues to be the increase in the inmate population, especially difficult to manage inmates and/or inmates with other special needs, and capacity/facility limitations. Even with the newly expanded county jail facilities, during 2007, the county jail average daily population was at 926% of rated capacity, with peaks at over 107% of capacity. The Huber Facility average daily population was at 73% of the facility's rated capacity. The combined average daily population for both facilities during 2007 was 668 inmates. Additional information is contained in the Jail Division Operational Data section of this report.

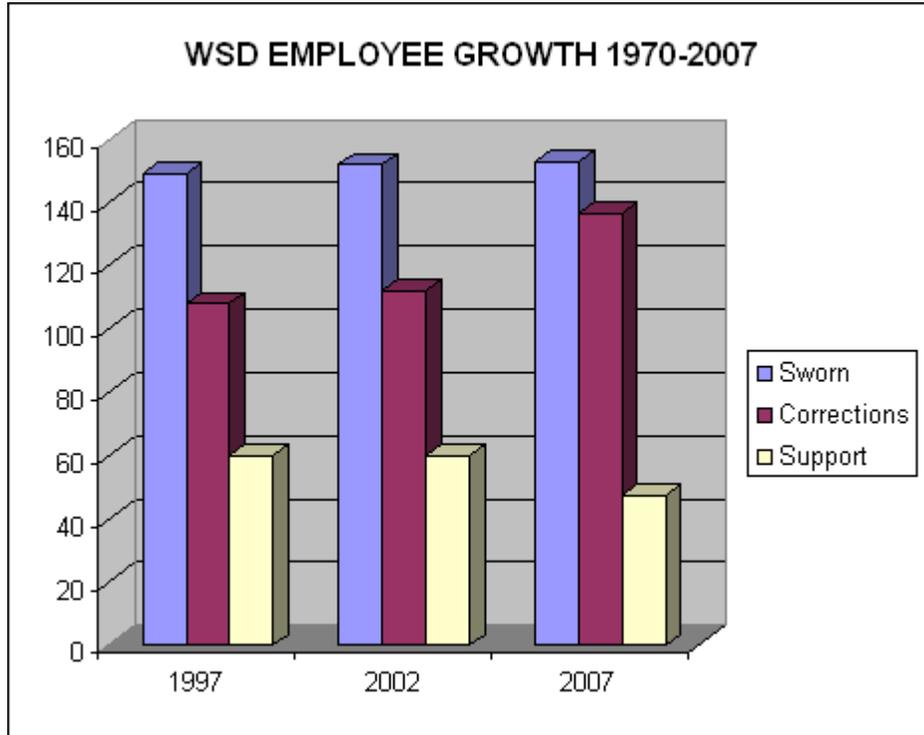
In spring 2007, Sheriff Trawicki closed an operational floor at the Huber Facility and placed Huber inmates onto an electronic monitoring program. Closing the floor allowed the Sheriff to transfer eight correctional officer positions back to the county jail to address staff shortages, which resulted from a failed request for additional correctional officer positions through the budgetary process. Eligibility for the electronic monitoring program is conducted by jail staff using a risk assessment created by staff which takes into account community safety, liability and releasing sufficient numbers to maintain the closure of an operational floor.

Jail Division Operational Data

The following is a comparative summary of Jail Division Operational Data for the period 2001 – 2007.

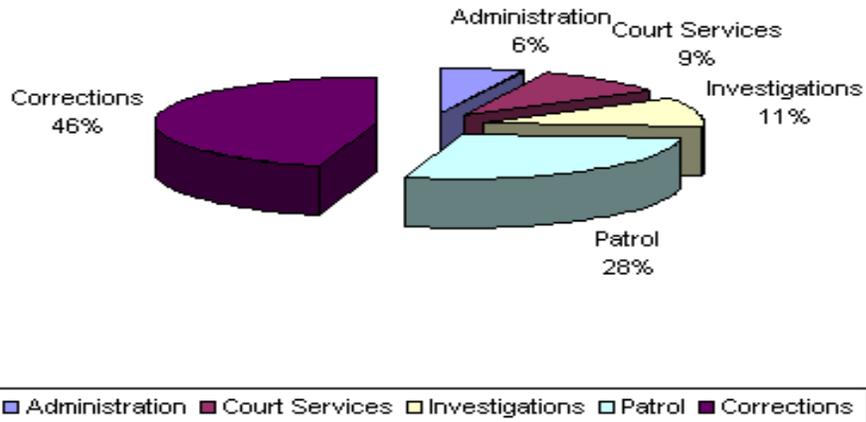
	2001	2002	2003	2004	2005	2006	2007
Jail Bookings	8,738	8,983	9,337	9,864	9,310	9,957	9,954
# Federal Days	21,136	22,176	19,230	19,738	22,114	24,186	23,583
# County Days	90,861	102,011	100,978	96,627	99,314	115,976	157,412
Avg. Daily Pop.	307	337	329	311	333	387	430
Probation/Parole Days (Billable)	19,975	2,996	7,011	10,342	2,707	3,618	4,358
Huber Days	91,972	96,472	96,472	89,216	97,316	95,440	86,951
Huber ADP	252	264	266	235	267	263	238
Electronic Monitor	9	11	10	5	2	3.5	32
Meals Served	511,039	553,629	539,847	544,301	535,166	624,823	648,091
Cost per Meal	0.88	0.88	0.89	0.91	0.94	0.98	0.99

Financial – Personnel Data



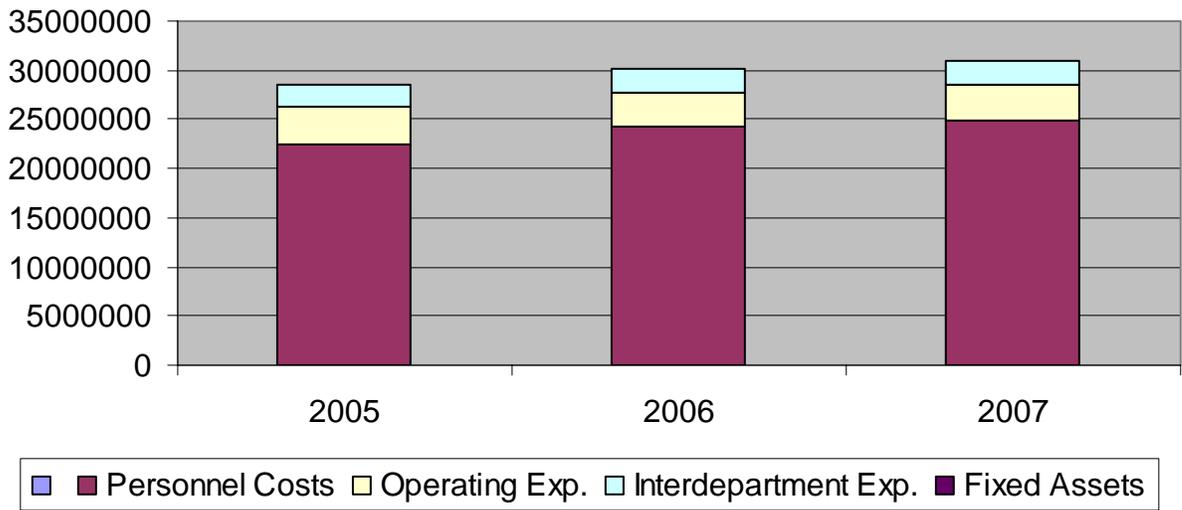
# of Employees				% of Total Employees			
Sworn	Corrections	Support	Total	Sworn	Corrections	Support	
149	108	60	317	47.00%	34.07%	18.93%	100.00%
152	112	60	324	46.91%	34.57%	18.52%	100.00%
153	136.5	47.5	337	45.40%	40.50%	14.09%	100.00%
2.68%	26.39%	-20.83%	6.31%				

**Personnel by Division
2007 Budget**



Division	# of Personnel
Administration	21
Court Services	32
Investigations	36
Patrol	93.5
Corrections	154.5
Total	337

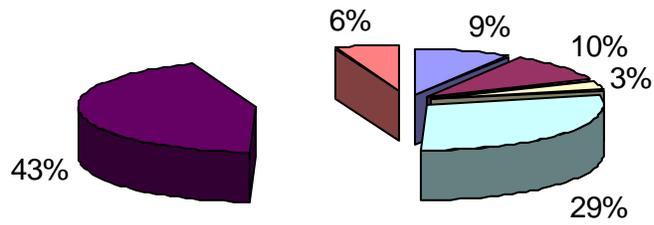
Expenditures 2005-2007



Expenditures

	2005	2006	2007		Total
				% of Total	
Personnel Costs	22,548,339	24,309,155	24,980,794	80.76%	71,838,289
Operating Exp.	3,825,663	3,448,999	3,489,047	11.28%	10,763,709
Interdepartment Exp.	2,137,083	2,327,647	2,461,979	7.96%	6,926,709
Fixed Assets	0	40,000	0	0.00%	40,000
Total	28,511,085	30,125,801	30,931,820		89,568,707
% Increase		5.66%	2.68%		

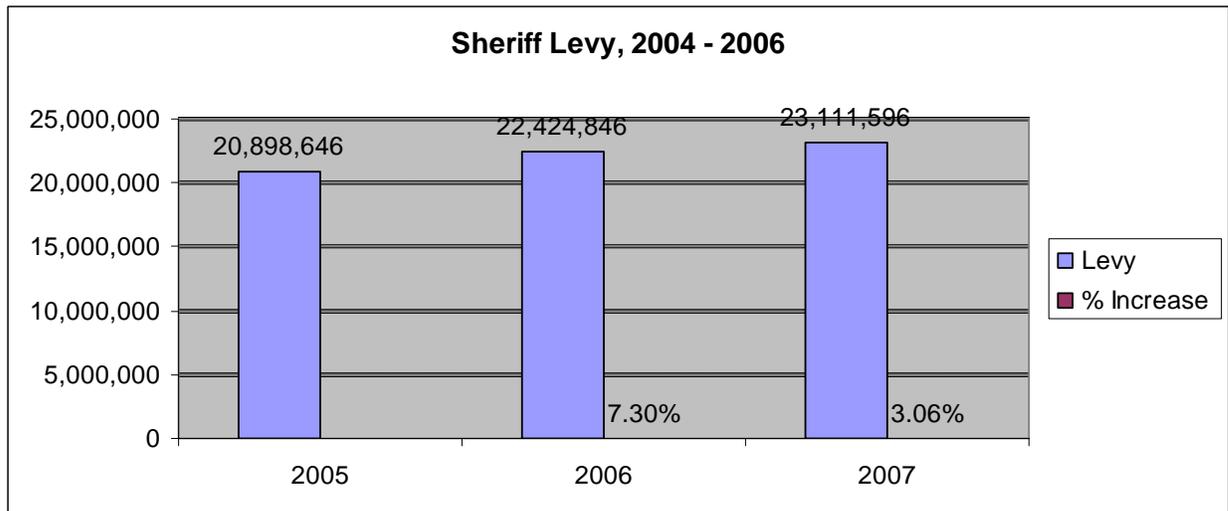
2007 EXPENDITURES BY DIVISION



■ COURT SERVICES	■ INVESTIGATIONS
■ SPECIAL INVESTIGATIONS	■ PATROL
■ CORRECTIONS	■ GENERAL ADMINISTRATION

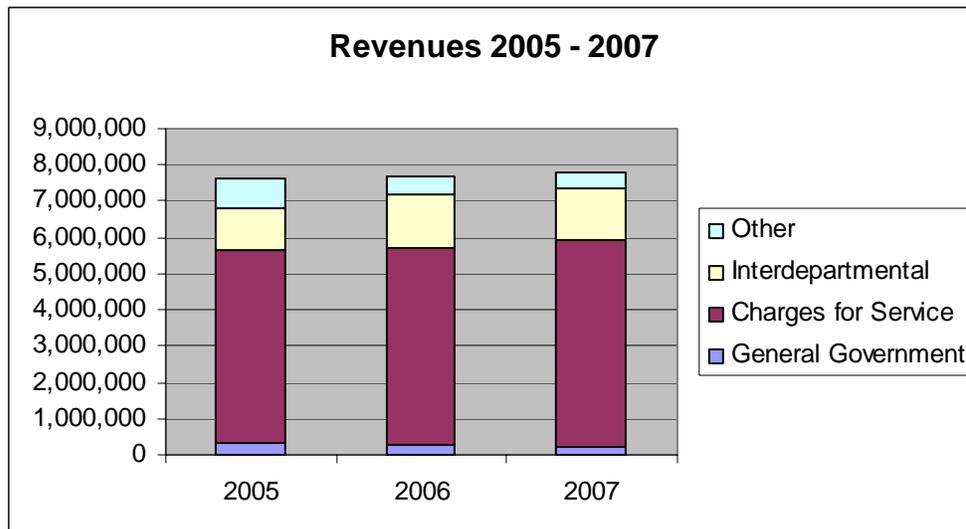
COURT SERVICES	2,754,357	8.90%
INVESTIGATIONS	3,050,783	9.86%
SPECIAL INVESTIGATIONS	1,023,680	3.31%
PATROL	8,851,647	28.62%
CORRECTIONS	13,471,316	43.55%
GENERAL ADMINISTRATION	1,780,037	5.75%

TOTAL 30,931,820



Levy

	2005	2006	2007	Total
Levy	20,898,646	22,424,846	23,111,596	66,435,088
% Increase		7.30%	3.06%	



Revenues

	2005	2006	2007	Total
General Government	327,183	252,908	246,753	826,844
Charges for Service	5,313,906	5,452,899	5,680,586	16,447,391
Interdepartmental	1,180,381	1,464,499	1,403,154	4,048,034
Other	790,969	530,649	444,312	1,765,930
Total Revenue	7,612,439	7,700,955	7,774,805	23,088,199
% Increase		1.16%	0.96%	