

VILLAGE OF GERMANTOWN
N112 W17001 MEQUON ROAD
GERMANTOWN, WI 53022

MEETING: **PUBLIC SAFETY COMMITTEE**

DATE AND TIME: **MONDAY, NOVEMBER 2, 2015** **5:30 p.m.**

LOCATION: **Fire Station #2**
N115 W18752 Edison Drive

- I. **CALL TO ORDER:** This meeting has been given public notice in accordance with Wisconsin Statutes, Section 19.83 and 19.84 in such form that will apprise the general public and news media of subject matter that is intended for discussion and action.
- II. **ROLL CALL:** Chairperson Hughes, Trustees Baum, Daniels and Myers.
- III. **PUBLIC COMMENT:** *Please be advised per State Statute Section 19.84(2), information will be received from the public. It is the policy of this municipality that there be a three minute time period, per person, with time extensions per the Chief Presiding Officer's discretion; be further advised that there may be limited discussion on the information received. However, NO ACTION will be taken under public comments.*
- IV. **APPROVAL OF MINUTES:** October 5, 2015 Regular Meeting
- V. **REPORTS:**
 - A. Police Department
 1. Monthly
 - B. Fire Department
 1. Monthly
 - C. Overtime Reports
 1. Police Department
 2. Fire Department
 - D. Policy Updates
 1. Police Department:
 2. Fire Department:
- VI. **UNFINISHED BUSINESS:** None

VII. **NEW BUSINESS:**

- A. Request to Amend Village of Germantown Design, Drafting & Construction Standards and Specifications Section 6.0
- B. Replacement of Police Officer #1 – Police Dept.
- C. Replacement of Police Officer #2 – Police Dept.

VIII. **NEXT MEETING:** Set December 2015 Meeting Date and Time

IX. **ADJOURNMENT:**

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service please contact the Village Clerk at (262)250-4740 at least 2 days prior to the meeting.

NOTICE is given that a majority of the Village Board may attend this meeting to gather information about an agenda item over which they have decision making responsibility. This may constitute a meeting of the Village Board per State ex rel. Badke v. Greendale Village Board, even though the Village Board will not take formal action at this meeting.

**MEETING MINUTES
PUBLIC SAFETY COMMITTEE MEETING
OCTOBER 5, 2015
GERMANTOWN VILLAGE HALL BOARD ROOM**

CALL: The meeting was called to order at 5:30 p.m. by Chairman Hughes.

ROLL CALL: Chairman Hughes, Trustees Baum and Daniels. Trustee Myers was absent and excused.

Also present were Police Chief Hoell and Fire Chief Weiss.

PUBLIC COMMENT: no discussion.

APPROVAL OF MINUTES: a motion was made by Baum, seconded by Daniels, to approve the minutes of the September 21, 2015 Public Safety Committee Meeting. Motion carried unanimously.

POLICE DEPARTMENT MONTHLY REPORT: Hoell reported on the following:

- Chaplain Greg Young was interviewed for television, Hoell has the link if anyone would like to see it
- There has been progress in the investigation of the fatal accident involving a bicyclist
- A police academy class will be scheduled in the near future if there is enough interest

FIRE DEPARTMENT MONTHLY REPORT: Weiss reported on the following:

- Fire/EMS conducted a standby for SWAT response on Hilltop Circle
- 9/11 memorial service was well attended
- Cardiac arrest save
- Structure fire on Auburn Lane caused by lightning strike
- Structure fire off of Lovers Lane
- School visits for Fire Prevention Programs
- The computer information requested by the committee at last month's meeting has been included in the packet

OVERTIME REPORTS FOR POLICE & FIRE DEPARTMENT: Hoell reported that the police department is showing an increase due to being down five officer positions and the overtime will reflect that shortage until the positions are filled and new officers have completed Field Training.

Weiss stated he did not have an overtime report, but the report would show an increase in overtime due to the large structure fire on Lovers Lane which had multiple jurisdictions responding.

POLICY UPDATES: Police Department - Hoell advised the police department had none.

Fire Department - Weiss advised the fire department had none.

REPLACEMENT FOR OFFICER VACANCY - POLICE DEPARTMENT: Hoell advised the department was requesting to fill an officer vacancy created by the resignation of Officer Dennis. He stated the existing eligibility list could be used for this vacancy.

A motion was made by Daniels, seconded by Baum, to forward this request to fill the vacant officer position to Village Board with a recommendation of approval. Motion carried unanimously.

CLASS A INTOXICATING LIQUOR (CIDER ONLY) LICENSES, OCTOBER 20, 2015 - JUNE 30, 2016:

1. (New) Speedway, LLC, Mary Wicklander - Agent, W226 N7256 Woodland Creek Dr., Sussex, d/b/a Speedway #4465 at W178 N9653 Riversbend Lane, Germantown. A motion was made by Daniels, seconded by Baum, to forward this license application for Speedway #4465 as presented to Village Board with a recommendation of approval. Motion carried unanimously.
2. (New) Speedway, LLC, Kimberly Doran - Agent, N108 W16526 Carriage Ave., Germantown, d/b/a Speedway #4495 at W164 N11233 Squire Drive, Germantown. A motion was made by Baum, seconded by Daniels, to forward this license application for Speedway #4495 as presented to Village Board with a recommendation of approval. Motion carried unanimously.

NEXT MEETING: Hughes advised that next month's meeting would be held on Monday, November 2, 2015, 5:30 p.m. at Fire Station 2.

ADJOURNMENT: There being no further business, the meeting was adjourned at 5:43 p.m.

Recorded by,

Julie L. Barth
Secretary

V. C

Overtime Report for Police & Fire Departments

2015 Year to date through:

11-Oct-15

Empl # Employee Name	2015				2014			
	Total OT Hours Paid	Total Cost of OT Paid	Total OT Hrs to Comp	Time off Hours	Total OT Hours Paid	Total OT Hrs to Comp	ANNUAL Total of OT hours worked	ANNUAL Total OT to Pay
Police Dept								
90 Ball, Brian	0.00	0.00	51.00	76.50	48.50	70.50	119.00	2,432.03
92 Bloch, Ryan	94.25	4,867.54	27.25	40.88	127.75	36.75	164.50	6,406.02
141 Borden, Ray	56.50	2,999.30	58.25	87.38	24.50	96.00	120.50	1,263.83
115 Case, Robert	253.75	13,104.92	7.50	11.25	183.50	29.25	212.75	9,201.61
116 Dennis, M	122.00	4,633.56	48.75	73.13	6.50	0.00	6.50	362.41
91 Gonzalez, Jeff	65.75	3,395.66	25.00	37.50	132.50	55.50	188.00	6,644.21
101 Jones, Shawn	222.75	11,503.92	13.50	20.25	192.50	8.25	200.75	9,652.91
88 Laux, Kevin	42.75	2,207.82	88.00	132.00	50.75	92.00	142.75	2,544.86
142 Marten, Shawn	87.75	4,531.85	104.25	156.38	60.00	26.63	86.63	3,008.70
102 Mikulec, Dan	86.50	3,717.34	81.50	122.25	53.00	145.88	198.88	1,954.11
152 Miller, Timothy	77.25	3,989.58	23.00	34.50	123.75	17.25	141.00	6,205.44
86 Moschea, Daniel	88.25	4,557.67	77.00	115.50	177.75	67.13	244.88	8,913.27
138 Olson, Toni	75.00	3,981.38	69.75	104.63	172.00	87.75	259.75	8,872.62
96 Pierzchalski, David	227.75	11,762.15	106.25	159.38	43.00	183.00	226.00	2,156.24
98 Rechlicz, Justin	107.25	5,538.93	80.25	120.38	64.25	168.13	232.38	3,221.82
87 Schleis, Zachery	170.50	8,805.47	39.00	58.50	75.00	138.75	213.75	3,760.88
117 Schmitt, Penny	88.75	5,161.26	28.25	42.38	36.50	87.00	123.50	2,035.06
121 Schubert, Matthew	59.50	3,072.88	26.75	40.13	102.50	49.50	152.00	5,139.86
126 Showalter, Steve	0.00	0.00	0.00	0.00	1.00	67.50	68.50	50.15
128 Stieve, Jeffrey	63.00	3,253.64	97.75	146.63	0.00	60.75	60.75	0.00
93 Suedkamp, Adam	29.25	1,510.62	5.25	7.88	57.00	84.00	141.00	2,858.27
145 Theep, James	84.75	4,376.91	13.25	19.88	160.75	87.00	247.75	8,060.81
113 Wick, Steven	2.00	75.96	25.75	38.63	0.00	0.00	0.00	0.00
99 von Bereghy, Darren	136.75	5,876.83	57.75	86.63	271.25	52.50	323.75	10,000.99
Total Police		112,925.18						104,746.09
Annual Budget		95,000.00						95,000.00
State Aid Reimbursement		11,983.34	10.21.15		Total year end actual = \$1: \$ 110,565.23			
Hunting/Concealed Carry Permit		0.00	10.21.15		* (difference from report due to personnel changes)			
					2014 State Aid Reimb			
					2014 *Hunting/Concealed Carry Permit			
					\$22,965.55			
					720.00			

Note: Overtime hours to comp are reflected in regular wages

Fire Dept - Full Time								
* 523 Delain, John	406.75	13,251.92	0.00	0.00	507.5	6	513.5	16,047.15
* 563 Rossman, Craig	237.75	7,745.90	58.50	87.75	216.5	0	216.5	6,845.73
* 593 Smith, Steve	74.50	2,427.21	8.75	13.13	246.25	38.25	284.5	7,786.43
Fire Dept Regular Part-time								
	over 60				over 60			
	Hrs over 60	@ Reg Rate	Over 80 hrs	True OT cost	Hrs over 60	@ Reg Rate	Over 80 hrs	True OT Cost
** 625 Goetz, Steve	149.50	2,637.18	58.08	1,536.70	714.5	12,418.01	33.00	9,108.59
** 617 Hass, Thomas	993.00	17,516.52	537.83	14,230.94	1617.5	28,112.15	445.50	32,890.28
** 605 Rodriguez/Karpinski	1294.50	20,258.93	892.32	20,947.13	2284.75	39,708.96	848.75	47,456.74
** 609 Asmondy / Franke	890.50	13,936.33	606.33	13,713.30	1486.75	25,839.72	311.50	29,242.64
				50,428.07				118,698.25

Effective July 24, 2013 - POC's over 53 hours/week

	Hrs over 53	2015 Cost	2014 Hours	2014 Cost	Overtime True Costs through:
*** 576 O'Shea, Vicky			51.00	4,201.99	9.13.2015
*** 629 McCullough, Jim					
*** 639 Rammel, Brian					
*** 650 Harris, Tim			28.50	852.44	
*** 653 Asmondy, Robert	14.50	455.45	28.25	887.33	
*** 658 Silvis, Pete	8.75	354.53	17.75	557.53	
*** 660 Schodron, Kevin					
*** 669 Zemlicka-Retzlaff, Jake					
*** 673 Neu, Jeremy			33	1028.06	
total POC overtime	23.25	809.98	158.50	7,527.35	
* Full time, hours are over and above the 20 normal overtime hours reflected in their base wages					
** Part time hours worked over and above 60 normal hours in two weeks. Some of which are paid at 1.5 times					

Total Fire Dept - OT wages paid through 12.31.14 207,125.76
Budget -- included within general wages

268,075.81

BUSINESS OF THE PUBLIC SAFETY COMMITTEE
GERMANTOWN, WI
Fire Department

MEETING DATE: November 2, 2015

AGENDA ITEM: New Business

ITEM TITLE: Amend the *Village of Germantown Design, Drafting & Construction Standards & Specifications Section 6.0:*

SUBMITTED BY: Chief Gary L. Weiss

SUMMARY EXPLANATION:

The GFD is requesting to amend the *Village of Germantown Design, Drafting & Construction Standards & Specifications Section 6.0:* to require Harrington Integral Hydrant Storz™ nozzles or an equivalent on fire hydrants situated within the Village limits.”

This change will allow fire department Engine Company’s to attach directly to the 5” connection on a fire hydrant directly and not have to use an adaptor. All surrounding fire departments also use Storz connections.



ATTACHMENT: ORDINANCE____ RESOLUTION____ OTHER____

RECOMMENDATION:

The Fire Department respectfully requests approval.

PUBLIC SAFETY COMMITTEE
GERMANTOWN, WI

MEETING DATE: November 2nd, 2015
AGENDA ITEM: New Business
ITEM TITLE: Replacement of Police Officer
SUBMITTED BY: Chief Peter Hoell PA

SUMMARY EXPLANATION:

PO Steven Wick submitted his letter of resignation effective October 15th 2015 after 4 months of service. He indicated he was resigning for personal and family reasons. I would strongly encourage approval for the replacement of this position. We currently have a Police Officer eligibility list that we could draw officer candidates from.

Attached you will find 2012 Law Enforcement Agency comparable charts for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 3 years old, but still valid. Even though I feel the police department is a very effective police agency, we are by no means staff heavy. Studying comparables, we are generally on the low to medium end. In Wisconsin for 2012, the average officer ratio per 1000 population is 2.21. Our staffing ratio is in the area of 1.6 officers per 1000 population.

2015 Pay of an officer, wages only: \$50,298.18 Starting Pay with holidays: \$52,665.60

For 2015 at full patrol officer staffing, there will be: 5 officers assigned to dayshift
6 officers assigned to second shift 6 officers assigned to third shift

In the event the police department would lose a position, highlighted are some of the potential problems/issues we would encounter.

The patrol officer position is thin. Our minimum staffing is such that on dayshift we utilize support services staff to help with patrol as needed. Second and third shifts routinely have time periods where all squads are busy and the other agencies are not available for mutual aid. The second shift Detective routinely goes out on the road to help where needed.

The 3 Detectives are broken down as 2 general investigators and 1 Detective Sergeant. Our annual reports highlight our high activity in this section of the PD and there is no room for cuts to staffing.

The SRO's are largely funded by the school district and any cuts would result in patrol staff now responding to the schools for calls for service.

This leaves the drug officer position. The drug officer is assigned from the patrol unit on a 2 year assignment with the possibility of a 1 year extension. The maximum assignment therefore would be 3 years. After reviewing our 2015 final December monthly report I think you will find this position to be highly productive. I would also like to note that Germantown continues to experience drug overdose deaths, and a spike in prescription abuse.

The bottom line, a loss of a sworn position will be the loss of 2080 plus hours of police work in a year. As I first stated, this department has been effective and efficient with the staff we have. If our officer to population ratio were higher, a reduction could be more easily absorbed.

Regardless of the decision to replace this position, the police department will strive to maintain "Excellence in Police Service" for the Germantown residents and for those who work and visit.

Attached are the Employee Vacancy Justification worksheet, 2012 Police Agency comparables, and the Organizational chart (Effective July 1st 2015) and job description for Officers.

ATTACHMENT: ORDINANCE____ RESOLUTION____ OTHER x

RECOMMENDATION:

To forward a positive recommendation to the Village Board to fill the Police Officer vacancy.

EMPLOYEE VACANCY JUSTIFICATION WORKSHEET

All positions left vacant by retirement, quitting, or termination need to complete the following worksheet before the vacant position may be advertised or filled. This worksheet shall not pertain to temporary, seasonal, and sworn public safety employees.

Vacancy Justification Worksheet

Position to be filled: **Police Officer**

Department: **Police Department**

Pay: **Annual Starting Pay: \$52,665.60**

How long were the previous personnel in position: **8 Months**

Deferred for a period of time? Yes ☐ No: ☒

Why: PO Steven Wick submitted his letter of resignation effective October 15th, 2015 after 4 months of service. He indicated he was resigning for personal and family reasons. We currently have a police officer eligibility list that we could draw officer candidates from.

Attached you will find 2012 Law Enforcement Agency comparable charts for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 3 years old, but still valid. Even though I feel the police department is a very effective police agency, we are by no means staff heavy. Studying comparables, we are generally on the low to medium end. In Wisconsin for 2012, the average officer ratio per 1000 population is 2.21. Our staffing ratio is in the area of 1.6 officers per 1000 population.

Transferred or shared with existing staff: Yes ☐ No: ☒

Why: **Same as above.**

Consolidated with another position? Yes ☐ No: ☒

Why: **No other position to consolidate with.**

Privatized/Contractual?: Yes ☐ No: ☒

Why: **Same as above**

** Attach current job description and department organizational chart and Full-time Law Enforcement Chart.



10-19-15

Department Director

Signature/Approval



Village Administrator

Signature/Approval

Date

10-20-15

Date

JOB TITLE Detective

ORGANIZATIONAL UNIT Detective Section

ORGANIZATIONAL RELATIONSHIP

Reports to Shift Commander

SPECIFIC DUTIES AND RESPONSIBILITIES

A Detective shall have the following duties and responsibilities:

1. Shall be responsible for the proper investigation of cases assigned, including collection and preservation of evidence, recovery of property, apprehension of the offender and preparation of cases for prosecution.
2. Shall locate and question witnesses, complainants, suspects and offenders.
3. Shall make reports on each case assigned as is required for recording purposes.
4. Shall keep the section supervisor informed of progress in assigned cases, both by oral and written reports.
5. Shall follow up each case assigned until there is a final disposition.
6. Shall maintain sources of information to aid in the prevention and investigation of crime, cooperating with other police departments and other public service agencies.
7. Shall develop sources of information to include informants, and forward such information to all other sections of the Department that is beneficial in the prevention or detection of crime, or which will alert personnel for particular M.O.'s or other criminal activity that is likely to occur in the jurisdiction.
8. Shall arrange for technical assistance when required, i.e.: laboratory services, identification services, etc.
9. Shall assist prosecuting authorities in preparation of court cases and testify at all judicial trials and hearings when required.

Appendix E-1

10. Shall assist law enforcement officers from other jurisdictions while they are conducting investigations in the village of Germantown.
11. Shall execute warrants originating in the village of Germantown or other jurisdictions to effect the arrest of persons working, frequenting or living in the village of Germantown.
12. Shall dress in civilian clothing and present a businesslike appearance, except when instructed otherwise by appropriate command or supervisory personnel.
13. Shall study and apply sound investigative techniques and improve individual effectiveness by careful attention to the following skills:
 - a. Effective use of records and updates.
 - b. Conduct of interviews and interrogations.
 - c. Cultivation of outside sources of information.
 - d. Collection, identification, analysis, preservation and presentation of evidence.
 - e. Basic technique of police photography.
14. Shall respond to any immediate need for police service regardless of the nature of the specialized assignment whenever necessary to prevent harm to a citizen or to take lifesaving measures.
15. Shall make an analysis of cases assigned to determine crime trends, with special attention given to date, time, property information, modus operandi similarities, and any other intelligence information that may be developed or gathered.
16. Perform related work as required.

DESIRABLE SKILLS, KNOWLEDGE AND ABILITIES

Must meet all of the requirements established by the Police and Fire Commission.

Basic certification from Wisconsin Training and Standards as "police officer".

Possess the following:

Effective interviewing skills.

Ability to recognize relevant methods of evidence collection.

Ability to evaluate situations and establish priorities.

Ability to clearly express one's self during courtroom testimony.

A good general knowledge of community demographics and problems.

Ability to express empathy and make empathetic statements.

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Oconto County											
Gillet PD	1,380	4	0	4	2.9	0	0	0	0.0	4	2.9
Oconto Co SO	28,722	26	0	26	0.9	13	18	31	1.1	57	2.0
Oconto Falls PD	2,876	4	1	5	1.7	4	1	5	1.7	10	3.5
Oconto PD	4,490	8	0	8	1.8	0	1	1	0.2	9	2.0
County Total	37,468	42	1	43	1.1	17	20	37	1.0	80	2.1
Oneida County											
Minocqua PD	4,361	8	1	9	2.1	0	5	5	1.1	14	3.2
Oneida Co SO	19,520	32	6	38	1.9	16	33	49	2.5	87	4.5
Rhineland PD	7,756	14	3	17	2.2	0	3	3	0.4	20	2.6
Three Lakes PD	2,120	3	1	4	1.9	0	0	0	0.0	4	1.9
Woodruff PD	2,044	5	0	5	2.4	0	1	1	0.5	6	2.9
County Total	35,801	62	11	73	2.0	16	42	58	1.6	131	3.7
Outagamie County											
Appleton PD	73,243	95	13	108	1.5	0	25	25	0.3	133	1.8
Fox Valley Metro PD	20,372	27	3	30	1.5	0	4	4	0.2	34	1.7
Freedom Pd	5,877	2	0	2	0.3	0	0	0	0.0	2	0.3
Grand Chute PD	21,048	24	4	28	1.3	0	4	4	0.2	32	1.5
Hortonville PD	2,728	4	1	5	1.8	0	1	1	0.4	6	2.2
Kaukauna PD	15,561	23	1	24	1.5	0	1	1	0.1	25	1.6
Oneida Tribal PD	23,000	17	2	19	0.8	4	5	9	0.4	28	1.2
Outagamie Co SO	45,747	66	5	71	1.6	54	60	114	2.5	185	4.0
Seymour PD	3,472	5	0	5	1.4	0	0	0	0.0	5	1.4
Shiocton PD	927	0	1	1	1.1	0	0	0	0.0	1	1.1
County Total	211,975	263	30	293	1.4	58	100	158	0.7	451	2.1
Ozaukee County											
Cedarburg PD	11,436	19	0	19	1.7	8	5	13	1.1	32	2.8
Grafton PD	11,481	21	0	21	1.8	0	7	7	0.6	28	2.4
Mequon PD	23,178	31	5	36	1.6	2	6	8	0.3	44	1.9
Ozaukee Co SO	21,411	62	12	74	3.5	10	11	21	1.0	95	4.4
Port Washington PD	11,272	18	1	19	1.7	0	5	5	0.4	24	2.1
Saukville PD	4,459	10	1	11	2.5	0	2	2	0.4	13	2.9
Thiensville PD	3,242	7	0	7	2.2	0	0	0	0.0	7	2.2
County Total	86,479	168	19	187	2.2	20	36	56	0.6	243	2.8
Pepin County											
Pepin Co SO	4,663	7	0	7	1.5	5	5	10	2.1	17	3.6
Pepin PD	831	1	0	1	1.2	0	0	0	0.0	1	1.2
County Total	5,494	8	0	8	1.5	5	5	10	1.8	18	3.3

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Walworth County											
Bloomfield PD	6,301	6	1	7	1.1	0	0	0	0.0	7	1.1
Darien Village PD	1,585	3	0	3	1.9	0	1	1	0.6	4	2.5
Delavan PD	8,492	17	1	18	2.1	2	3	5	0.6	23	2.7
Delavan Town PD	5,305	9	2	11	2.1	0	1	1	0.2	12	2.3
East Troy PD	4,297	5	2	7	1.6	0	0	0	0.0	7	1.6
East Troy Town PD	4,036	6	0	6	1.5	6	0	6	1.5	12	3.0
Elkhorn PD	10,118	13	2	15	1.5	0	3	3	0.3	18	1.8
Fontana PD	1,678	6	0	6	3.6	0	1	1	0.6	7	4.2
Geneva Town PD	5,011	6	0	6	1.2	0	1	1	0.2	7	1.4
Genoa City PD	3,052	5	0	5	1.6	1	1	2	0.7	7	2.3
Lake Geneva PD	7,679	19	3	22	2.9	0	8	8	1.0	30	3.9
UW-Whitewater	0	10	3	13	0.0	0	2	2	0.0	15	0.0
Walworth Co SO	28,358	76	5	81	2.9	56	61	117	4.1	198	7.0
Walworth PD	2,826	6	0	6	2.1	0	1	1	0.4	7	2.5
Whitewater PD	14,769	19	5	24	1.6	0	10	10	0.7	34	2.3
Williams Bay PD	2,573	6	1	7	2.7	0	1	1	0.4	8	3.1
County Total	106,080	212	25	237	2.2	65	94	159	1.5	396	3.7
Washburn County											
Spooner PD	2,681	7	0	7	2.6	0	1	1	0.4	8	3.0
Washburn Co SO	13,231	13	1	14	1.1	7	10	17	1.3	31	2.3
County Total	15,912	20	1	21	1.3	7	11	18	1.1	39	2.5
Washington County											
Germantown PD	19,823	29	2	31	1.6	2	8	10	0.5	41	2.1
Hartford PD	14,277	24	1	25	1.8	0	4	4	0.3	29	2.0
Jackson PD	6,779	9	2	11	1.6	0	1	1	0.1	12	1.8
Kewaskum PD	4,020	7	0	7	1.7	0	1	1	0.2	8	2.0
Slinger PD	5,088	8	1	9	1.8	0	1	1	0.2	10	2.0
Washington Co SO	51,204	70	2	72	1.4	46	53	99	1.9	171	3.3
West Bend PD	31,195	53	1	54	1.7	2	16	18	0.6	72	2.3
County Total	132,386	200	9	209	1.6	50	84	134	1.0	343	2.6

Table 1: Full-Time Law Enforcement Employees by County, 2012

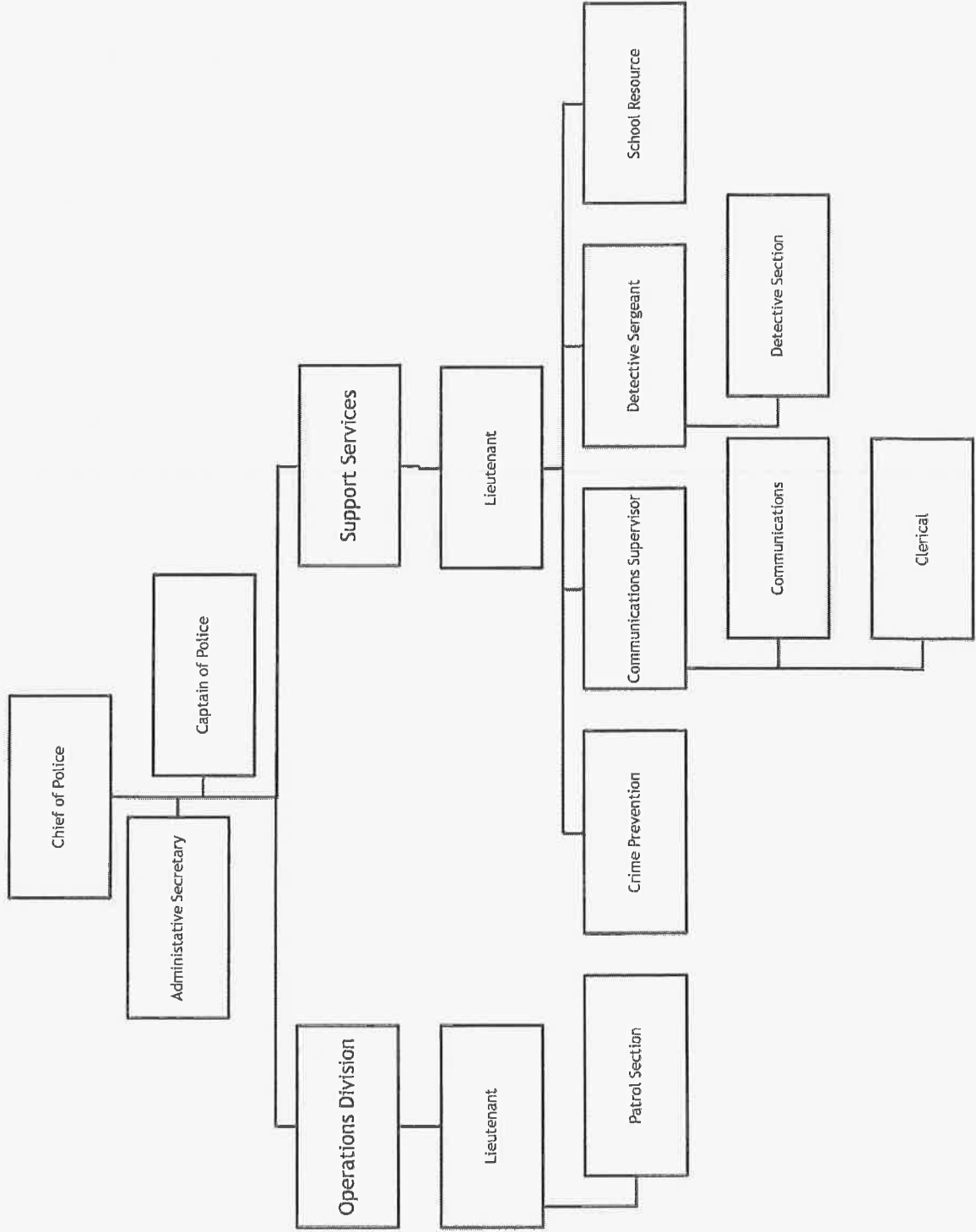
Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Waukesha County											
Big Bend PD	1,293	2	1	3	2.3	0	0	0	0.0	3	2.3
Brookfield PD	38,001	56	8	64	1.7	1	16	17	0.4	81	2.1
Brookfield Town PD	6,129	12	0	12	2.0	0	1	1	0.2	13	2.1
Butler PD	1,846	7	0	7	3.8	0	1	1	0.5	8	4.3
Chenequa PD	591	8	0	8	13.5	0	1	1	1.7	9	15.2
Delafield PD	7,100	11	3	14	2.0	0	2	2	0.3	16	2.3
Eagle PD	0	2	1	3	0.0	0	0	0	0.0	3	0.0
Elm Grove PD	5,947	15	2	17	2.9	0	6	6	1.0	23	3.9
Hartland PD	9,136	14	2	16	1.8	0	2	2	0.2	18	2.0
Menomonee Falls PD	35,704	51	7	58	1.6	5	10	15	0.4	73	2.0
Mukwonago PD	7,370	14	0	14	1.9	0	7	7	0.9	21	2.8
Mukwonago Town PD	7,976	6	0	6	0.8	0	0	0	0.0	6	0.8
Muskego PD	24,187	33	5	38	1.6	0	7	7	0.3	45	1.9
New Berlin PD	39,669	61	5	66	1.7	0	11	11	0.3	77	1.9
North Prairie	2,145	0	0	0	0.0	0	0	0	0.0	0	0.0
Oconomowoc PD	15,792	21	1	22	1.4	0	6	6	0.4	28	1.8
Oconomowoc Town PD	8,427	9	1	10	1.2	0	2	2	0.2	12	1.4
Pewaukee PD	8,183	17	1	18	2.2	0	2	2	0.2	20	2.4
Summit PD	4,684	10	0	10	2.1	0	0	0	0.0	10	2.1
Waukesha Co SO	95,784	140	22	162	1.7	97	76	173	1.8	335	3.5
Waukesha PD	70,867	102	14	116	1.6	7	25	32	0.5	148	2.1
County Total	390,831	591	73	664	1.7	110	175	285	0.7	949	2.4
Waupaca County											
Clintonville PD	4,582	11	0	11	2.4	0	4	4	0.9	15	3.3
Manawa PD	1,377	2	1	3	2.2	0	0	0	0.0	3	2.2
Marion PD	1,267	3	0	3	2.4	0	0	0	0.0	3	2.4
New London PD	7,335	16	1	17	2.3	0	2	2	0.3	19	2.6
Waupaca Co SO	33,668	33	4	37	1.1	28	32	60	1.8	97	2.9
Waupaca PD	6,099	11	3	14	2.3	0	1	1	0.2	15	2.5
County Total	54,328	76	9	85	1.6	28	39	67	1.2	152	2.8
Waushara County											
Plainfield Pd	865	2	0	2	2.3	0	0	0	0.0	2	2.3
Waushara Co SO	21,401	22	2	24	1.1	12	16	28	1.3	52	2.4
Wautoma PD	2,221	5	0	5	2.3	0	1	1	0.5	6	2.7
County Total	24,487	29	2	31	1.3	12	17	29	1.2	60	2.5

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Marquette County											
Endeavor PD	470	0	0	0	0.0	0	0	0	0.0	0	0.0
Marquette Co SO	11,172	30	6	36	3.2	0	2	2	0.2	38	3.4
MontelloPD	1,498	2	0	2	1.3	0	1	1	0.7	3	2.0
Oxford PD	608	0	0	0	0.0	0	0	0	0.0	0	0.0
Westfield PD	1,256	3	0	3	2.4	0	0	0	0.0	3	2.4
County Total	15,004	35	6	41	2.7	0	3	3	0.2	44	2.9
Menominee County											
Menominee Co SO	0	7	2	9	0.0	0	8	8	0.0	17	0.0
Menominee Tribal PD	4,348	22	2	24	5.5	10	8	18	4.1	42	9.7
County Total	4,348	29	4	33	7.6	10	16	26	6.0	59	13.6
Milwaukee County											
Bayside PD	4,411	12	2	14	3.2	5	15	20	4.5	34	7.7
Brown Deer PD	12,061	24	7	31	2.6	1	2	3	0.2	34	2.8
Cudahy PD	18,359	30	1	31	1.7	2	9	11	0.6	42	2.3
Fox Point PD	6,734	14	3	17	2.5	0	1	1	0.1	18	2.7
Franklin PD	35,620	48	10	58	1.6	2	14	16	0.4	74	2.1
Glendale PD	12,935	37	5	42	3.2	2	3	5	0.4	47	3.6
Greendale PD	14,117	27	2	29	2.1	2	6	8	0.6	37	2.6
Greenfield PD	36,903	49	5	54	1.5	4	16	20	0.5	74	2.0
Hales Corners PD	7,730	16	0	16	2.1	0	3	3	0.4	19	2.5
Milwaukee Co SO	0	251	71	322	0.0	383	351	734	0.0	1,056	0.0
Milwaukee PD	597,867	1,572	334	1,906	3.2	241	430	671	1.1	2,577	4.3
Oak Creek PD	34,626	49	9	58	1.7	3	17	20	0.6	78	2.3
River Hills PD	1,604	11	1	12	7.5	0	0	0	0.0	12	7.5
Saint Francis PD	9,411	20	1	21	2.2	1	4	5	0.5	26	2.8
Shorewood PD	13,228	21	4	25	1.9	0	5	5	0.4	30	2.3
South Milwaukee PD	21,262	28	4	32	1.5	2	4	6	0.3	38	1.8
UW-Milwaukee	0	34	10	44	0.0	11	0	11	0.0	55	0.0
Wauwatosa PD	46,629	79	10	89	1.9	3	20	23	0.5	112	2.4
West Allis PD	60,714	115	19	134	2.2	7	19	26	0.4	160	2.6
West Milwaukee PD	4,228	16	3	19	4.5	2	3	5	1.2	24	5.7
Whitefish Bay PD	14,182	22	2	24	1.7	0	3	3	0.2	27	1.9
County Total	952,621	2,475	503	2,978	3.1	671	925	1,596	1.7	4,574	4.8
Monroe County											
Cashton PD	1,111	2	0	2	1.8	2	0	2	1.8	4	3.6
Monroe Co SO	24,692	21	2	23	0.9	7	7	14	0.6	37	1.5
Sparta PD	9,602	15	2	17	1.8	0	2	2	0.2	19	2.0
Tomah PD	9,169	17	3	20	2.2	0	2	2	0.2	22	2.4
County Total	44,574	55	7	62	1.4	9	11	20	0.4	82	1.8

Germantown Police Department

Organizational Chart



PUBLIC SAFETY COMMITTEE
GERMANTOWN, WI

MEETING DATE: November 2nd, 2015
AGENDA ITEM: New Business
ITEM TITLE: Replacement of Police Officer
SUBMITTED BY: Chief Peter Hoell *PH*

SUMMARY EXPLANATION:

PO Zach Schleis submitted his letter of resignation effective October 28th 2015. I would strongly encourage approval for the replacement of this position. We currently have a Police Officer eligibility list that we could draw officer candidates from.

Attached you will find 2012 Law Enforcement Agency comparable charts for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 3 years old, but still valid. Even though I feel the police department is a very effective police agency, we are by no means staff heavy. Studying comparables, we are generally on the low to medium end. In Wisconsin for 2012, the average officer ratio per 1000 population is 2.21. Our staffing ratio is in the area of 1.6 officers per 1000 population.

2015 Pay of an officer, wages only: \$50,298.18 Starting Pay with holidays: \$52,665.60

For 2015 at full patrol officer staffing, there will be: 5 officers assigned to dayshift
6 officers assigned to second shift 6 officers assigned to third shift

In the event the police department would lose a position, highlighted are some of the potential problems/issues we would encounter.

The patrol officer position is thin. Our minimum staffing is such that on dayshift we utilize support services staff to help with patrol as needed. Second and third shifts routinely have time periods where all squads are busy and the other agencies are not available for mutual aid. The second shift Detective routinely goes out on the road to help where needed.

The 3 Detectives are broken down as 2 general investigators and 1 Detective Sergeant. Our annual reports highlight our high activity in this section of the PD and there is no room for cuts to staffing.

The SRO's are largely funded by the school district and any cuts would result in patrol staff now responding to the schools for calls for service.

This leaves the drug officer position. The drug officer is assigned from the patrol unit on a 2 year assignment with the possibility of a 1 year extension. The maximum assignment therefore would be 3 years. After reviewing our 2015 final December monthly report I think you will find this position to be highly productive. I would also like to note that Germantown continues to experience drug overdose deaths, and a spike in prescription abuse.

The bottom line, a loss of a sworn position will be the loss of 2080 plus hours of police work in a year. As I first stated, this department has been effective and efficient with the staff we have. If our officer to population ratio were higher, a reduction could be more easily absorbed.

Regardless of the decision to replace this position, the police department will strive to maintain "Excellence in Police Service" for the Germantown residents and for those who work and visit.

Attached are the Employee Vacancy Justification worksheet, 2012 Police Agency comparables, and the Organizational chart (Effective July 1st 2015) and job description for Officers.

ATTACHMENT: ORDINANCE____ RESOLUTION____ OTHER x

RECOMMENDATION:

To forward a positive recommendation to the Village Board to fill the Police Officer vacancy.

EMPLOYEE VACANCY JUSTIFICATION WORKSHEET

All positions left vacant by retirement, quitting, or termination need to complete the following worksheet before the vacant position may be advertised or filled. This worksheet shall not pertain to temporary, seasonal, and sworn public safety employees.

Vacancy Justification Worksheet

Position to be filled: **Police Officer**

Department: **Police Department**

Pay: **Annual Starting Pay: \$52,665.60**

How long were the previous personnel in position: **5 Years**

Deferred for a period of time? Yes ☐ No: ☒

Why: PO Zach Schleis submitted his letter of resignation effective October 28th, 2015. We currently have a police officer eligibility list that we could draw officer candidates from.

Attached you will find 2012 Law Enforcement Agency comparable charts for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 3 years old, but still valid. Even though I feel the police department is a very effective police agency, we are by no means staff heavy. Studying comparables, we are generally on the low to medium end. In Wisconsin for 2012, the average officer ratio per 1000 population is 2.21. Our staffing ratio is in the area of 1.6 officers per 1000 population.

Transferred or shared with existing staff: Yes ☐ No: ☒

Why: **Same as above.**

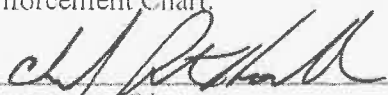
Consolidated with another position? Yes ☐ No: ☒

Why: **No other position to consolidate with.**

Privatized/Contractual?: Yes ☐ No: ☒

Why: **Same as above**

** Attach current job description and department organizational chart and Full-time Law Enforcement Chart.


Department Director

10-29-15
Date

Signature/Approval
D. P. Schmale
Village Administrator
Signature/Approval

10-28-15
Date

JOB TITLE Detective

ORGANIZATIONAL UNIT Detective Section

ORGANIZATIONAL RELATIONSHIP

Reports to Shift Commander

SPECIFIC DUTIES AND RESPONSIBILITIES

A Detective shall have the following duties and responsibilities:

1. Shall be responsible for the proper investigation of cases assigned, including collection and preservation of evidence, recovery of property, apprehension of the offender and preparation of cases for prosecution.
2. Shall locate and question witnesses, complainants, suspects and offenders.
3. Shall make reports on each case assigned as is required for recording purposes.
4. Shall keep the section supervisor informed of progress in assigned cases, both by oral and written reports.
5. Shall follow up each case assigned until there is a final disposition.
6. Shall maintain sources of information to aid in the prevention and investigation of crime, cooperating with other police departments and other public service agencies.
7. Shall develop sources of information to include informants, and forward such information to all other sections of the Department that is beneficial in the prevention or detection of crime, or which will alert personnel for particular M.O.'s or other criminal activity that is likely to occur in the jurisdiction.
8. Shall arrange for technical assistance when required, i.e.: laboratory services, identification services, etc.
9. Shall assist prosecuting authorities in preparation of court cases and testify at all judicial trials and hearings when required.

Appendix E-1

10. Shall assist law enforcement officers from other jurisdictions while they are conducting investigations in the village of Germantown.
11. Shall execute warrants originating in the village of Germantown or other jurisdictions to effect the arrest of persons working, frequenting or living in the village of Germantown.
12. Shall dress in civilian clothing and present a businesslike appearance, except when instructed otherwise by appropriate command or supervisory personnel.
13. Shall study and apply sound investigative techniques and improve individual effectiveness by careful attention to the following skills:
 - a. Effective use of records and updates.
 - b. Conduct of interviews and interrogations.
 - c. Cultivation of outside sources of information.
 - d. Collection, identification, analysis, preservation and presentation of evidence.
 - e. Basic technique of police photography.
14. Shall respond to any immediate need for police service regardless of the nature of the specialized assignment whenever necessary to prevent harm to a citizen or to take lifesaving measures.
15. Shall make an analysis of cases assigned to determine crime trends, with special attention given to date, time, property information, modus operandi similarities, and any other intelligence information that may be developed or gathered.
16. Perform related work as required.

DESIRABLE SKILLS, KNOWLEDGE AND ABILITIES

Must meet all of the requirements established by the Police and Fire Commission.

Basic certification from Wisconsin Training and Standards as "police officer".

Possess the following:

Effective interviewing skills.

Ability to recognize relevant methods of evidence collection.

Ability to evaluate situations and establish priorities.

Ability to clearly express one's self during courtroom testimony.

A good general knowledge of community demographics and problems.

Ability to express empathy and make empathetic statements.

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Oconto County											
Gillet PD	1,380	4	0	4	2.9	0	0	0	0.0	4	2.9
Oconto Co SO	28,722	26	0	26	0.9	13	18	31	1.1	57	2.0
Oconto Falls PD	2,876	4	1	5	1.7	4	1	5	1.7	10	3.5
Oconto PD	4,490	8	0	8	1.8	0	1	1	0.2	9	2.0
County Total	37,468	42	1	43	1.1	17	20	37	1.0	80	2.1
Oneida County											
Minocqua PD	4,361	8	1	9	2.1	0	5	5	1.1	14	3.2
Oneida Co SO	19,520	32	6	38	1.9	16	33	49	2.5	87	4.5
Rhineland PD	7,756	14	3	17	2.2	0	3	3	0.4	20	2.6
Three Lakes PD	2,120	3	1	4	1.9	0	0	0	0.0	4	1.9
Woodruff PD	2,044	5	0	5	2.4	0	1	1	0.5	6	2.9
County Total	35,801	62	11	73	2.0	16	42	58	1.6	131	3.7
Outagamie County											
Appleton PD	73,243	95	13	108	1.5	0	25	25	0.3	133	1.8
Fox Valley Metro PD	20,372	27	3	30	1.5	0	4	4	0.2	34	1.7
Freedom Pd	5,877	2	0	2	0.3	0	0	0	0.0	2	0.3
Grand Chute PD	21,048	24	4	28	1.3	0	4	4	0.2	32	1.5
Hortonville PD	2,728	4	1	5	1.8	0	1	1	0.4	6	2.2
Kaukauna PD	15,561	23	1	24	1.5	0	1	1	0.1	25	1.6
Oneida Tribal PD	23,000	17	2	19	0.8	4	5	9	0.4	28	1.2
Outagamie Co SO	45,747	66	5	71	1.6	54	60	114	2.5	185	4.0
Seymour PD	3,472	5	0	5	1.4	0	0	0	0.0	5	1.4
Shiocton PD	927	0	1	1	1.1	0	0	0	0.0	1	1.1
County Total	211,975	263	30	293	1.4	58	100	158	0.7	451	2.1
Ozaukee County											
Cedarburg PD	11,436	19	0	19	1.7	8	5	13	1.1	32	2.8
Grafton PD	11,481	21	0	21	1.8	0	7	7	0.6	28	2.4
Mequon PD	23,178	31	5	36	1.6	2	6	8	0.3	44	1.9
Ozaukee Co SO	21,411	62	12	74	3.5	10	11	21	1.0	95	4.4
Port Washington PD	11,272	18	1	19	1.7	0	5	5	0.4	24	2.1
Saukville PD	4,459	10	1	11	2.5	0	2	2	0.4	13	2.9
Thiensville PD	3,242	7	0	7	2.2	0	0	0	0.0	7	2.2
County Total	86,479	168	19	187	2.2	20	36	56	0.6	243	2.8
Pepin County											
Pepin Co SO	4,663	7	0	7	1.5	5	5	10	2.1	17	3.6
Pepin PD	831	1	0	1	1.2	0	0	0	0.0	1	1.2
County Total	5,494	8	0	8	1.5	5	5	10	1.8	18	3.3

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	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Walworth County											
Bloomfield PD	6,301	6	1	7	1.1	0	0	0	0.0	7	1.1
Darien Village PD	1,585	3	0	3	1.9	0	1	1	0.6	4	2.5
Delavan PD	8,492	17	1	18	2.1	2	3	5	0.6	23	2.7
Delavan Town PD	5,305	9	2	11	2.1	0	1	1	0.2	12	2.3
East Troy PD	4,297	5	2	7	1.6	0	0	0	0.0	7	1.6
East Troy Town PD	4,036	6	0	6	1.5	6	0	6	1.5	12	3.0
Elkhorn PD	10,118	13	2	15	1.5	0	3	3	0.3	18	1.8
Fontana PD	1,678	6	0	6	3.6	0	1	1	0.6	7	4.2
Geneva Town PD	5,011	6	0	6	1.2	0	1	1	0.2	7	1.4
Genoa City PD	3,052	5	0	5	1.6	1	1	2	0.7	7	2.3
Lake Geneva PD	7,679	19	3	22	2.9	0	8	8	1.0	30	3.9
UW-Whitewater	0	10	3	13	0.0	0	2	2	0.0	15	0.0
Walworth Co SO	28,358	76	5	81	2.9	56	61	117	4.1	198	7.0
Walworth PD	2,826	6	0	6	2.1	0	1	1	0.4	7	2.5
Whitewater PD	14,769	19	5	24	1.6	0	10	10	0.7	34	2.3
Williams Bay PD	2,573	6	1	7	2.7	0	1	1	0.4	8	3.1
County Total	106,080	212	25	237	2.2	65	94	159	1.5	396	3.7
Washburn County											
Spooner PD	2,681	7	0	7	2.6	0	1	1	0.4	8	3.0
Washburn Co SO	13,231	13	1	14	1.1	7	10	17	1.3	31	2.3
County Total	15,912	20	1	21	1.3	7	11	18	1.1	39	2.5
Washington County											
Germantown PD	19,823	29	2	31	1.6	2	8	10	0.5	41	2.1
Hartford PD	14,277	24	1	25	1.8	0	4	4	0.3	29	2.0
Jackson PD	6,779	9	2	11	1.6	0	1	1	0.1	12	1.8
Kewaskum PD	4,020	7	0	7	1.7	0	1	1	0.2	8	2.0
Slinger PD	5,088	8	1	9	1.8	0	1	1	0.2	10	2.0
Washington Co SO	51,204	70	2	72	1.4	46	53	99	1.9	171	3.3
West Bend PD	31,195	53	1	54	1.7	2	16	18	0.6	72	2.3
County Total	132,386	200	9	209	1.6	50	84	134	1.0	343	2.6

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Big Bend PD	1,293	2	1	3	2.3	0	0	0	0.0	3	2.3
Brookfield PD	38,001	56	8	64	1.7	1	16	17	0.4	81	2.1
Brookfield Town PD	6,129	12	0	12	2.0	0	1	1	0.2	13	2.1
Butler PD	1,846	7	0	7	3.8	0	1	1	0.5	8	4.3
Chenequa PD	591	8	0	8	13.5	0	1	1	1.7	9	15.2
Delafield PD	7,100	11	3	14	2.0	0	2	2	0.3	16	2.3
Eagle PD	0	2	1	3	0.0	0	0	0	0.0	3	0.0
Elm Grove PD	5,947	15	2	17	2.9	0	6	6	1.0	23	3.9
Hartland PD	9,136	14	2	16	1.8	0	2	2	0.2	18	2.0
Menomonee Falls PD	35,704	51	7	58	1.6	5	10	15	0.4	73	2.0
Mukwonago PD	7,370	14	0	14	1.9	0	7	7	0.9	21	2.8
Mukwonago Town PD	7,976	6	0	6	0.8	0	0	0	0.0	6	0.8
Muskego PD	24,187	33	5	38	1.6	0	7	7	0.3	45	1.9
New Berlin PD	39,669	61	5	66	1.7	0	11	11	0.3	77	1.9
North Prairie	2,145	0	0	0	0.0	0	0	0	0.0	0	0.0
Oconomowoc PD	15,792	21	1	22	1.4	0	6	6	0.4	28	1.8
Oconomowoc Town PD	8,427	9	1	10	1.2	0	2	2	0.2	12	1.4
Pewaukee PD	8,183	17	1	18	2.2	0	2	2	0.2	20	2.4
Summit PD	4,684	10	0	10	2.1	0	0	0	0.0	10	2.1
Waukesha Co SO	95,784	140	22	162	1.7	97	76	173	1.8	335	3.5
Waukesha PD	70,867	102	14	116	1.6	7	25	32	0.5	148	2.1
County Total	390,831	591	73	664	1.7	110	175	285	0.7	949	2.4
Waupaca County											
Clintonville PD	4,582	11	0	11	2.4	0	4	4	0.9	15	3.3
Manawa PD	1,377	2	1	3	2.2	0	0	0	0.0	3	2.2
Marion PD	1,267	3	0	3	2.4	0	0	0	0.0	3	2.4
New London PD	7,335	16	1	17	2.3	0	2	2	0.3	19	2.6
Waupaca Co SO	33,668	33	4	37	1.1	28	32	60	1.8	97	2.9
Waupaca PD	6,099	11	3	14	2.3	0	1	1	0.2	15	2.5
County Total	54,328	76	9	85	1.6	28	39	67	1.2	152	2.8
Waushara County											
Plainfield Pd	865	2	0	2	2.3	0	0	0	0.0	2	2.3
Waushara Co SO	21,401	22	2	24	1.1	12	16	28	1.3	52	2.4
Wautoma PD	2,221	5	0	5	2.3	0	1	1	0.5	6	2.7
County Total	24,487	29	2	31	1.3	12	17	29	1.2	60	2.5

Table 1: Full-Time Law Enforcement Employees by County, 2012

Agency	Population	Full-Time Sworn Employees				Full-Time Civilian Employees				Total Full-Time	
	2011	Male	Female	Total	Rate/ 1,000	Male	Female	Total	Rate/ 1,000	Total	Rate/ 1,000
Marquette County											
Endeavor PD	470	0	0	0	0.0	0	0	0	0.0	0	0.0
Marquette Co SO	11,172	30	6	36	3.2	0	2	2	0.2	38	3.4
MontelloPD	1,498	2	0	2	1.3	0	1	1	0.7	3	2.0
Oxford PD	608	0	0	0	0.0	0	0	0	0.0	0	0.0
Westfield PD	1,256	3	0	3	2.4	0	0	0	0.0	3	2.4
County Total	15,004	35	6	41	2.7	0	3	3	0.2	44	2.9
Menominee County											
Menominee Co SO	0	7	2	9	0.0	0	8	8	0.0	17	0.0
Menominee Tribal PD	4,348	22	2	24	5.5	10	8	18	4.1	42	9.7
County Total	4,348	29	4	33	7.6	10	16	26	6.0	59	13.6
Milwaukee County											
Bayside PD	4,411	12	2	14	3.2	5	15	20	4.5	34	7.7
Brown Deer PD	12,061	24	7	31	2.6	1	2	3	0.2	34	2.8
Cudahy PD	18,359	30	1	31	1.7	2	9	11	0.6	42	2.3
Fox Point PD	6,734	14	3	17	2.5	0	1	1	0.1	18	2.7
Franklin PD	35,620	48	10	58	1.6	2	14	16	0.4	74	2.1
Glendale PD	12,935	37	5	42	3.2	2	3	5	0.4	47	3.6
Greendale PD	14,117	27	2	29	2.1	2	6	8	0.6	37	2.6
Greenfield PD	36,903	49	5	54	1.5	4	16	20	0.5	74	2.0
Hales Corners PD	7,730	16	0	16	2.1	0	3	3	0.4	19	2.5
Milwaukee Co SO	0	251	71	322	0.0	383	351	734	0.0	1,056	0.0
Milwaukee PD	597,867	1,572	334	1,906	3.2	241	430	671	1.1	2,577	4.3
Oak Creek PD	34,626	49	9	58	1.7	3	17	20	0.6	78	2.3
River Hills PD	1,604	11	1	12	7.5	0	0	0	0.0	12	7.5
Saint Francis PD	9,411	20	1	21	2.2	1	4	5	0.5	26	2.8
Shorewood PD	13,228	21	4	25	1.9	0	5	5	0.4	30	2.3
South Milwaukee PD	21,262	28	4	32	1.5	2	4	6	0.3	38	1.8
UW-Milwaukee	0	34	10	44	0.0	11	0	11	0.0	55	0.0
Wauwatosa PD	46,629	79	10	89	1.9	3	20	23	0.5	112	2.4
West Allis PD	60,714	115	19	134	2.2	7	19	26	0.4	160	2.6
West Milwaukee PD	4,228	16	3	19	4.5	2	3	5	1.2	24	5.7
Whitefish Bay PD	14,182	22	2	24	1.7	0	3	3	0.2	27	1.9
County Total	952,621	2,475	503	2,978	3.1	671	925	1,596	1.7	4,574	4.8
Monroe County											
Cashton PD	1,111	2	0	2	1.8	2	0	2	1.8	4	3.6
Monroe Co SO	24,692	21	2	23	0.9	7	7	14	0.6	37	1.5
Sparta PD	9,602	15	2	17	1.8	0	2	2	0.2	19	2.0
Tomah PD	9,169	17	3	20	2.2	0	2	2	0.2	22	2.4
County Total	44,574	55	7	62	1.4	9	11	20	0.4	82	1.8

Germantown Police Department

Organizational Chart

