

VILLAGE OF GERMANTOWN
N112 W17001 MEQUON ROAD
GERMANTOWN, WI 53022

MEETING: **PUBLIC SAFETY COMMITTEE**

DATE AND TIME: **MONDAY, October 2, 2017** **5:30 p.m.**

LOCATION: **VILLAGE HALL BOARD ROOM**
N112 W17001 MEQUON ROAD

- 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 Warren, Campbell 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:** September 18, 2017 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: None
 - 2. Fire Department: None
- VI. **UNFINISHED BUSINESS:**
- VII. **NEW BUSINESS:**
- A. NEW "Class B" Fermented Malt Beverage and Intoxicating Liquor License Application for Marko's Pizza II Inc, W156 N9664 Pilgrim Rd, Ken Ubert, Agent, 3943 Rosie Ct., Colgate WI 53017. (Currently has a Class "B" Fermented Malt Beverage License)
 - B. NEW Class "B" Fermented Malt Beverage and "Class C" Wine License Application for ST1X Golf Entertainment, W164 N11271 Squire Dr., Daniel Hughes and Ryan Hughes, N108 W6905 Berkshire St., Cedarburg WI 53912
 - C. Request to replace officer position-Police Department

VIII. **NEXT MEETING:** Set November 2017 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
SEPTEMBER 18, 2017
GERMANTOWN VILLAGE HALL BOARD ROOM

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

ROLL CALL: Acting Chairman Warren, Trustees Campbell and Myers. Chairman Hughes was absent and excused.

Also present were Police Chief Hoell, Fire Chief Weiss, and Deputy Fire Chief Delain.

PUBLIC COMMENT: No discussion.

APPROVAL OF MINUTES: a motion was made by Campbell, seconded by Myers, to approve the minutes of the August 7, 2017 Public Safety Committee Meeting. Motion carried unanimously.

POLICE DEPARTMENT MONTHLY REPORT: Chief Hoell reported on the following:

- Recent fundraisers – Robert's Custard raised \$750 for the Honor Guard; Citizen's K9 Committee raised \$660 for the K9 Unit with a brat fry at Pick n Save
- The village and surrounding communities have seen an increase in thefts of vehicles and thefts from vehicles, residents need to secure their vehicles and the department will be taking some proactive measures especially on 3rd shift
- Investigation of a recent burglary complaint which turned up a marijuana grow in the basement
- Officer Borden will be retiring on September 29th

FIRE DEPARTMENT MONTHLY REPORT: Chief Weiss reported on the following:

- Department responded to 161 calls for the month, they have met their response time goals and are doing very well in their times
- Programs the department is conducting, such as Stop the Bleed and Hands Only CPR
- October 7 is the annual Fire Safety Fair from 10:00 a.m. – 3:00 p.m. at Fire Station 2. Weiss advised there would be vendors present, demonstrations, Flight for Life, participation in Bells Across America and a memorial service to honor fallen firefighters. He invited all to attend.

OVERTIME REPORTS:

Police Department – Hoell stated overtime was tracking better than anticipated and should decrease when the new officers have completed training.

Fire Department – Weiss stated that overtime numbers are tracking lower than last year and said this is partially due to closer monitoring of overtime and other controls that have been implemented in the last couple years.

POLICY UPDATES: none.

UNFINISHED BUSINESS: none.

UTILIZING FUNDS FROM SALE OF TENDER 91 TO PURCHASE THERMAL IMAGING CAMERAS – FIRE DEPARTMENT: Weiss stated the department had put Tender 91 on the Wisconsin Surplus On-Line Auction site and received \$4300 for the sale of the vehicle. He requested that the department be allowed to purchase a thermal imaging camera with these funds from Darley Fire

Equipment for a cost of approximately \$3700. Weiss added that this camera would replace their oldest camera which is failing.

A motion was made by Myers, seconded by Campbell, to forward this purchase request to Village Board with a recommendation of approval for the purchase of one (1) thermal imaging camera from Darley Fire Equipment for a cost of approximately \$3700, using funds from the sale of Tender 91. Motion carried unanimously.

HIRE PART TIME ADMINISTRATIVE ASSISTANT – FIRE DEPARTMENT: Weiss stated that he had met with Finance Director Rath and was advised there was enough money in the budget to hire a part time administrative assistant for 20 hours/week at \$13.50/hour. Weiss stated the department needs this position to assist with payroll, invoices, files, permits, correspondence and assisting the public with their questions. He added this position would not include benefits and his goal is to have the person working this position for 4 hours/day, 5 days/week.

A motion was made by Myers, seconded by Campbell, to forward this request to Village Board with a recommendation of approval for the hiring of an administrative assistant for the fire department for 20 hours/week at \$13.50/hour. Motion carried unanimously.

NEW CLASS A FERMENTED MALT BEVERAGE AND INTOXICATING LIQUOR LICENSE FOR WALMART STORES EAST, LP, W190 N9855 APPLETON AVE., GERMANTOWN: Myers questioned whether there were any concerns from the police department and fire department regarding this license application. Hoell and Weiss responded they had no objection to the application.

A motion was made by Myers, seconded by Campbell, to forward this license application to Village Board with a positive recommendation for the Class A Fermented Malt Beverage and Intoxicating Liquor License for Walmart Stores East, LP, W190 N9855 Appleton Avenue, Germantown. Motion carried unanimously.

NEXT MEETING: Warren advised next month's Public Safety Meeting would be held on Monday, October 2, 2017 at 5:30 p.m. in the Village Hall Boardroom.

ADJOURNMENT: There being no further business, the meeting was adjourned at 5:52 p.m.

Recorded by,

Julie L. Barth
Secretary

Overtime Report for Police & Fire Departments

2017 Year to date through:

24-Sep-17

2017						2016			
Empl #	Employee Name	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	45.00	67.50	8.00	88.50	96.50	459.48
93	Bartelt, Adam	6.75	271.96	5.00	7.50	0.00	0.00	0.00	0.00
92	Bloch, Ryan	117.50	6,436.65	13.00	19.50	158.25	48.00	206.25	8,172.82
141	Borden, Ray	8.75	492.06	52.50	78.75	74.50	96.00	170.50	3,954.83
115	Case, Robert	166.25	9,107.18	35.25	52.88	0.00	0.00	0.00	0.00
94	Dieringer, Brandon	0.00	0.00	24.25	36.38	0.00	0.00	0.00	0.00
113	Gilbert-Roeder	6.00	241.74	14.50	21.75	0.00	0.00	0.00	0.00
107	Heaney, Troy	117.50	5,046.04	8.75	13.13	0.00	0.00	0.00	0.00
153	Jones, Matthew	149.75	6,431.01	12.50	18.75	0.00	0.00	0.00	0.00
101	Jones, Shawn	45.25	2,757.08	14.00	21.00	90.50	0.00	90.50	4,673.87
88	Laux, Kevin	36.00	1,972.08	56.00	84.00	58.50	55.88	114.38	3,021.23
142	Marten, Shawn	0.00	0.00	102.75	154.13	164.00	55.88	219.88	8,469.78
102	Mikulec, Dan	26.00	1,424.28	96.00	144.00	84.00	118.50	202.50	3,972.78
86	Moschea, Daniel	17.50	958.65	17.50	26.25	4.50	156.00	160.50	232.40
138	Olson, Toni	100.50	5,651.62	23.50	35.25	154.50	104.25	258.75	8,201.63
137	Pesch, Justin	92.50	3,972.41	17.00	25.50	240.25	14.25	254.50	9,124.70
133	Pierce, Catherine	9.25	397.24	61.75	92.63	31.50	161.63	193.13	1,196.37
96	Pierzchalski, David	17.50	958.65	159.50	239.25	323.75	45.00	368.75	16,720.07
98	Rechlicz, Justin	94.25	5,163.02	64.50	96.75	53.00	180.00	233.00	2,737.19
121	Schubert, Matthew	0.00	0.00	22.75	34.13	90.00	9.75	99.75	4,648.05
89	Schulz, Zachary	113.50	4,440.12	12.50	18.75	47.75	41.25	89.00	0.00
97	Spreiter, Jared	199.50	8,567.53	55.50	83.25	129.25	46.50	175.75	0.00
128	Stieve, Jeffrey	0.00	0.00	5.75	8.63	88.42	96.75	185.17	4,566.28
99	von Bereghy, Darren	138.50	7,587.03	98.25	147.38	186.50	92.25	278.75	8,820.52
95	Whealon, Shawn	17.25	695.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Police			72,571.34					*	88,972.00
Annual Budget			95,000.00						95,000.00

State Aid Reimbursement 3,634.04 8.22.17
Hunting/Concealed Carry Permit 0.00 8.22.17

Total year end actual = \$1: \$ 168,155.29
* (difference from report due to personnel changes)
2016 State Aid Reimb \$11,802.75
2016 'Hunting/Concealed Carry Permit 0.00

Note: Overtime hours to comp are reflected in regular wages

Fire Dept - Full Time									
*	563 Rossman, Craig	165.00	5,539.05	21.25	31.88	345.00	11,240.10	43.25	64.88
*	593 Smith, Steve	118.25	3,969.65	11.00	16.50	112.75	3,673.40	7.50	11.25
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	0.00	0.00	11.38	301.17	34.5	608.58	48.75	1,289.93
**	617 Hass, Thomas	0.00	0.00	56.65	1,498.95	89	1,569.96	76.75	2,030.82
**	605 Rodriguez	33.00	582.12	183.27	4,849.33	1173.25	19,663.67	807.60	20,303.17
**	653 Asmondy	26.75	471.87	188.29	4,395.71	1199	20,095.24	982.98	24,154.90
					11,045.16				

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

Hrs over 53 2017 Cost 2016 Hours 2016 Cost

*** 672 Krieg, Caitlin 18.00 564.26

FIRE DEPT only through 09.10.2017

total POC overtime 18.00 564.26 0.00 0.00
* Full time, hours are over and above the 20 normal overtime hours reflected in their base wages
** Part time hours worked over and above 53 normal hours in one week, which are paid at 1.5 times

True OT Cost thru:
24-Sep-17 36,267.73

Last year's true OT Cost
129,824.98

Budget — included within general wages
Total Fire Dept - OT wages paid through 12.31.16 103,222.05
Total Fire Dept - OT wages paid through 12.31.15 129,824.98
Total Fire Dept - OT wages paid through 12.31.14 207,125.76

PUBLIC SAFETY COMMITTEE

GERMANTOWN, WI

MEETING DATE: October 2, 2017
AGENDA ITEM: New Business
ITEM TITLE: Replacement of Police Officer
SUBMITTED BY: Chief Peter Hoell 

SUMMARY EXPLANATION: On September 29, 2017, P.O. Ray Borden will retire from the Germantown Police Department after 22 years of service in law enforcement.

Attached you will find a staff study completed by Jackson PD in 2016, and the Employee Vacancy Justification Worksheet. You will also find a 2012 Law Enforcement Agency comparable chart for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 5 years old and has not been updated. The numbers are still close to current numbers. 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.

2017 starting pay of an officer is \$55,873.79. P.O. Borden's patrol officer salary was \$75,969.50. In 2018, that will be a \$20,095.71 savings in wages. For 2017 at full patrol officer staffing, there will be 6 officers assigned to each shift.

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 2016 final November 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 is that 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, the Organizational Chart (effective July 1, 2015) and job description for officers.

ATTACHMENT: ORDINANCE _____ RESOLUTION _____ OTHER x

RECOMMENDATION:

For the Public Safety Committee to approve filling 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: \$55,873.79**

How long were the previous personnel in position: **1 Year**

Deferred for a period of time? Yes ☐ No ☒

Why: After approximately 22 years of distinguished service, PO Ray Borden will be retiring from the Germantown Police Department on September 29th 2017.

Attached you will find a staff study completed by Jackson PD in 2016. You will also find a 2012 Law Enforcement Agency comparable charts for Washington, Ozaukee, Milwaukee and Waukesha counties. This document is 5 years old and has not been updated. The numbers are still close to current numbers. 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.

Transferred or shared with existing staff: Yes ☐ No ☒

Why: **Same as above.**

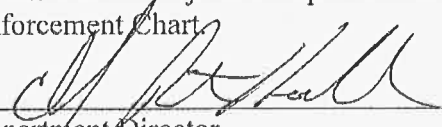
Consolidated with another position? Yes ☐ No ☒

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
Signature/approval

9-26-17
Date

Lawrence Kataygab
Village Administrator
Signature/Approval

9/21/2017
Date

Chief Peter Hoell

From: Chief Jed Dolnick <chief@jacksonpolice.org>
Sent: Tuesday, July 26, 2016 1:04 PM
To: 'Dean Schmidt'; 'Chief David Groves'; 'Chief Ken Meuler'; Chief Peter Hoell; 'Chief Tom Bishop'; 'Village of Saukville - Jeffrey Goetz'
Subject: RE: Staffing

2016 Law Enforcement Staffing per 1,000 Residents

Saukville	2.4	
Slinger	2.1	
Kewaskum	1.9	
West Bend	1.7	
Hartford	1.7	
Jackson	1.6	
Germantown	1.5	1.6 2017

JOB TITLE Officer Assigned to Patrol

ORGANIZATIONAL UNIT Patrol Officer

ORGANIZATIONAL RELATIONSHIP

Reports to Shift Commander

SPECIFIC DUTIES AND RESPONSIBILITIES

An officer assigned as Patrol Member shall have the following duties and responsibilities:

1. Deter or detect unlawful activity by effective patrol of assigned areas, either on foot or in an automobile.
2. Investigate assigned incidents, completing formal police reports to document facts and to provide an official record of the incident.
3. Provide assistance to victims (eg., crime, accident, fire, etc.) to safeguard their health and well-being.
4. Maintain physical fitness to enable self to perform strenuous activity as required.
5. Check the premises of businesses, industries, and/or residences in patrol area for signs of break-in or other irregularities in order to protect persons and property.
6. Respond to citizen requests for information promptly and courteously, maintaining good public relations.
7. Enforce state statutes and village ordinances.
8. Enforce traffic laws and ordinances by stopping/citing violators to ensure compliance with traffic laws and to promote safe driving habits.
9. Promptly answer radio calls from the radio dispatch center and respond as quickly and safely as possible. Such assignments will include but are not limited to the following:
 - a. Traffic accident investigation.
 - b. Criminal incidents/investigations.
 - c. Miscellaneous service calls.

- d. Collection and preservation of evidence at any crime or accident scene.
- 10. utilize non-assigned service time for criminal and traffic preventive patrol.
- 11. Maintain equipment and uniform in a neat orderly fashion and maintain a groomed appearance in compliance with applicable Standard Operating Procedures.
- 12. Inspect the assigned police vehicle for required equipment and any unreported damage prior to leaving the police compound.
- 13. Execute arrest and search warrants, issue warning notices and parking and traffic citations.
- 14. As required, appear in court to give sworn testimony, knowledge and/or observations.
- 15. Be alert for conditions affecting the safe and expeditious use of the roadways within the assigned beat. Take remedial measures when these conditions are adverse.
- 16. Participate in Department-sponsored inservice training in order to maintain and enhance professional skills and knowledge.
- 17. Prepare criminal complaints, fingerprint cards, reports and photographs in conjunction with arrests.
- 18. Maintain a working knowledge of all Police Department rules, regulations, Standard Operating Procedures and General Orders.
- 19. 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".

Ability to react quickly and effectively to problem situations.

Appendix D-4

Ability to exhibit initiative, problem solving capacity, effective judgement, and imagination in coping with complex situations.

Ability to demonstrate mature judgement in deciding to make an arrest, give a warning, or use force.

Ability to tolerate stress in a multitude of forms.

Ability to maintain a balanced perspective in the face of constant exposure to the worst side of human nature.

Desire to maintain and improve the welfare of the community through law enforcement and preventing crime.

Ability to establish and maintain good democratic relationships with the public.

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