

SHOREWOOD POLICE DEPARTMENT



2023

Village of Shorewood 2023 Semi-Annual Report

VILLAGE OF SHOREWOOD DEPARTMENT / COMMITTEE SEMI-ANNUAL REPORT

Instructions: To help inform the Village Board on the annual operations, services and activities being performed by all areas of the Village, the Village Manager is asking each department and citizen committee to complete the following report. Please contact the Village Manager's Office if you have any questions about the report.

Name of Department / Committee: Police Department

Name of Department Head / Committee Chair: Chief Heather Wurth

Other Department Managers / Committee Members:

Captain Fernando Santiago – Administration
Captain Mark Wroblewski – Patrol Operations

Identify your most significant department / committee services and activities performed in the past year.

Police Department 2023 Semi-Annual Report (January to June 2023):

Contributors to the semi-annual report: Chief Wurth, Captain Santiago, and Captain Wroblewski

Topics:

Mission Statement and Core Values

Year 1 Accomplishments (May 2022 to May 2023) and Year 2 Goals (2023)

Bi-Annual Report

Village of Shorewood 2023 Semi-Annual Report

Mission Statement (TO BE REVISED Q4 2023): *The Shorewood Police Department recognizes that a pro-active approach to crime prevention and crime reduction is the highest priority. To obtain this the Shorewood Police Department will partner with the community to preserve peace, reduce fear, and make Shorewood a safe place to live, work, shop and play. The Shorewood Police Department is committed to working with the community to solve problems and achieve positive outcomes.*

Core Values (TO BE REVISED Q4 2023 or Q1 2024):

- *Leadership: We are committed in leading the law enforcement profession by setting a mark of excellence in everything that we do, providing world-class service and providing the leadership to make the Shorewood the place where all want to live, work, shop and play.*
- *Integrity: Committing ourselves to elevated standards of trust, responsibility and honesty while promoting justice in a fair and impartial manner.*
- *Pride: We pride ourselves on our commitment to maintaining the public trust and respect through a commitment to the highest standards of professional ethics and standards. We are committed to respecting the rights and human dignity of all and the value of all members of the community and department.*
- *Professionalism: We are proud of our profession and will ensure that our staff is dedicated, highly trained and capable of handling the daily demands of the law enforcement profession.*
- *Accountability: To promote public trust by upholding our obligations to the Community and Department*
- *Vigilance: To be alert to issues and problems impacting our community .*
- *Service: We strive to provide a positive and exceptional response to the law enforcement needs of our community.*
- *Teamwork: We foster collaboration with our employees and the community in order to achieve shared goals and objectives.*
- *Honesty: We are truthful and open in our interactions with each other and with members of our community.*
- *Dedication: We are dedicated to provide the highest quality of service in a consistent manner that emphasizes effectiveness, efficiency and innovation. We are dedicated to empower our employees to take risks, expand horizons, and always pursue excellence.*

Year 1 Accomplishments (May 2022 to May 2023)

Team Development

Q1 1:1 Employee Check-Ins and Reflection

- Chief Wurth conducted Q1 check-ins with all personnel.
 - Formal employee check-ins will become biannual

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Weiss Study

- Chief Wurth prepared several documents published on the Police Department website, linked [here](#).
- Chief Wurth remains committed to completing the three (3) outstanding Weiss recommendations.
 - Q2 Public Safety Meeting – June 5, 2023:
 - Consider strategy for using computer inquiry to justify a traffic stop.
 - To be considered at a date to be determined
 - Consider complaint forms available to those with vision impairments.
 - Approved
 - Q1 or Q2 (2024) – Date to be determined:
 - A town hall type meeting should be held to discuss the effect of race on traffic stops and arrests.

Training

Chief Wurth and the Police Department are committed to training.

- Public Messaging | Public Information Officer Training
 - In January 2023, Chief Wurth attended FBI-LEEDA (FBI Law Enforcement Executive Development Association) Media and Public Relations training course.
 - Topics covered during this five-day training included: Image, branding, and perception; media relations; crisis communication; social media; and several case studies and simulated exercises.
 - In February 2023, SPD hosted a Public Messaging training by Anne Schwartz, which SPD Supervisors, elected officials, and North Shore police agencies attended.
 - The training session focused on:
 - How Police can best tell their story, whether it is to build positive messaging about the agency's work on an ongoing basis;
 - How to message during a crisis, or to provide the community with information during the continuity of operations following an incident
- Mental Illness Awareness and Homelessness Training
 - In September 2022, SPD also hosted Crisis Intervention Training (CIT) conducted by the National Alliance for Mental Illness (NAMI).
 - In November 2022, SPD collaborated with Milwaukee County Housing Division to host and present information and resources for homelessness.
- De-escalation Training:
 - In May 2022, two officers attended the Force Science Realistic De-Escalation Instructor Course.
 - This course thoroughly dissects the complex concept of "de-escalation" and the many elements in determining its feasibility or effectiveness in various encounter types.

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- In February 2023, a sergeant attended the Integrating Communications, Assessment, and Tactics (ICAT) train-the-trainer, developed by the Police Executive Research Forum.
 - ICAT is a training program that provides first-responding police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents.
 - ICAT is designed especially for situations involving persons who are unarmed or are armed with weapons other than firearms and who may be experiencing a mental health or other crisis.
- Other Training:
 - January through April 2023, Captain Fernando Santiago attended the Northwestern School of Staff and Command Leadership Development.
 - Other officers attended training sessions in Fair and Impartial Policing, Field Force Operations (Crowd Control Tactics), Investigation and Interview Techniques, CPR, Tactical Emergency Casualty Care, Instructor Development, and mandated Firearms and Vehicle Operations courses, among others.
- Future Training:
 - Additional de-escalation and CIT training opportunities
 - Instructor Training for Wisconsin Law Enforcement Standards Board Unified Tactics (Defense and Arrest Tactics, Firearms, Vehicle Contacts, Professional Communications, Emergency Vehicle Operations)
 - Supervisory training opportunities for sergeant professional development
 - Investigative development and technique training
 - In September 2023, SPD will host a Wisconsin Department of Justice led training course in Dynamics of Officer and Citizen Encounters
 - In April 2023, Chief Wurth attended the National Association of Women Law Enforcement Executives (NAWLEE) training conference in Houston, TX.

Communications

- The Police Department is crafting an internal communications plan for the purpose:
 - Providing PD staff clear directions when responding to media requests
 - Outlining how and when Village Stakeholders receive relevant information.
 - Creating a more useful and robust social media platform on Facebook
 - Presented to Public Safety on August 7, 2023

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Community Engagement: A policing strategy that promotes collaborative partnerships, positive community interactions, and builds trust between community and police. Officers are expected to communicate with participants and be visible to provide information, while also ensuring a sense of safety and security.

- June 4, 2022 – First Ride / Bike Rodeo
- June 4 and 5, 2022 – St. Roberts Festival
- June 24, 2022 – Criterium Bike Race
- July 4, 2022 – Parade and Fireworks
- July 28, 2022 – Summer Celebration at Library
- July 31, 2022 – Booth at Shorewood Farmer’s Market
- August 2, 2022 – National Night Out
- September 10, 2022 – Shorewood Feast
- September 17, 2022 – School of Rock Street Party
- September 18, 2022 – Lunch at Kingo Lutheran Church
- November 25, 2022 – Three Lions World Cup Viewing Event
- December 18, 2022 – Three Lions World Cup Viewing Event
- February 1, 2023 - Coffee with a Cop at Corner Bakery
- February 4, 2023 – Shorewood Chill Event at Lake Bluff
- March 11, 2023 – Shorewood Shenanigans
- May 15-May 21, 2023 - National Police Week (Law Enforcement Memorial Day)
 - Open House at the Police Department
- June 18, 2023 – First Ride / Bike Rodeo
- June 23, 2023 – Criterium Bike Race
- August 2, 2023 – North Shore National Night Out
- Future Coffee with a Cop Events
- Block Parties
 - Residential Block Party: An event on a public way that does not involve any commercial sales or vendors, intended as a social gathering for adjoining property owners and/or neighbors.
 - 59 Block Party Permits Approved
 - Officers did not attend every block party.
 - By request or invite (12)
- High School Sporting Events
 - High School provided schedule for sport activities.
 - Time permitting, officers stopped by
 - Attend 4 events by request.

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- Bike Patrol
 - 2019: 138 hours rode
 - 2020: 189.5 hours rode
 - 2021 69.5 hours rode
 - 2022: 167.75 hours rode
 - 2023: 66.5 hours rode
- Business Checks (Includes Vacation Checks, Community Engagement, Crime Prevention, and Park Checks) – In 2023, calls for service were refined to reflect activity more appropriately (BUSCHK- Business check, PARCHK- Park check (includes Atwater Beach and nature preserve), SCHCHK- School check, VACCHK- Vacation check (home lookout)
 - For 2022: 1,275 vacation/business checks
 - For 2022: 280 community engagements
 - For 2023 (YTD): 526 business checks
 - For 2023 (YTD): 239 park checks

Collaboration

- SPD has met with Metro Market business leaders to refine safety and call for service protocols.
- SPD receives crime summaries from the Milwaukee Police Department every day.
- Chief Wurth meets weekly with Chief Salazar from the University of Wisconsin-Milwaukee and a representative from District 1 to discuss recent events, crime trends, and other relevant information.
- Chief Wurth attends monthly meetings with the North Shore Police Chiefs and the Milwaukee County Law Enforcement Executives.

Process Improvements

- Chief Wurth learned personnel evaluations still needed to be consistently completed, and in 2022, all staff received evaluations.
 - In 2023, all staff will receive evaluations in accordance with the HR Manual – Implemented July 2023.
- During budget reviews, SPD command staff identified and implemented procedures to improve efficiencies in the use of overtime.
- Revised parking ordinances to allow for towing of vehicles under specific conditions.
- Successful negotiation of union contract.
- Review of Standard Operating Procedures is on-going.

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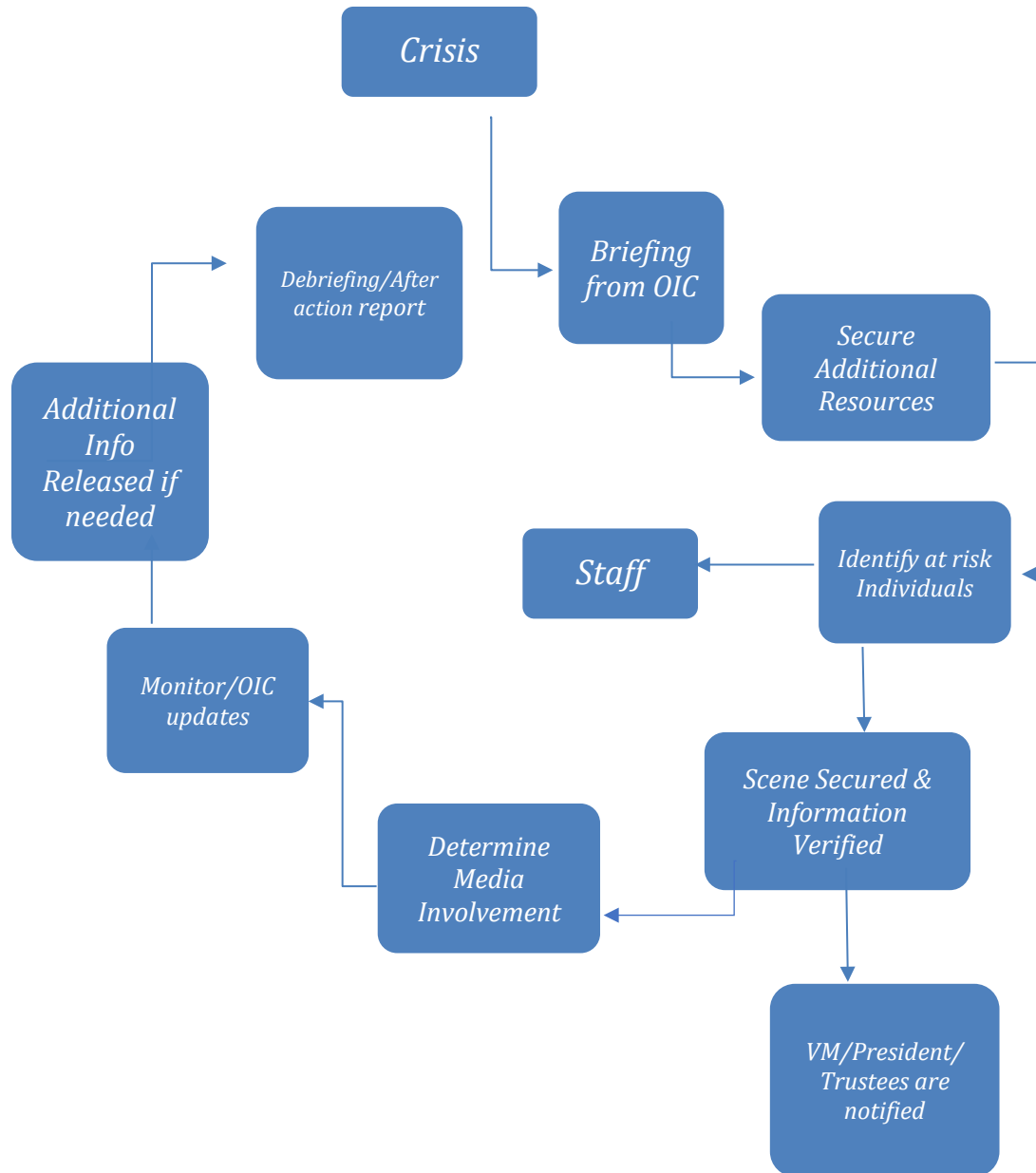
Promotions, Hiring, and Retention

- Updated Organizational Chart
- Maintain Two (2) Detectives Positions
- Promotion of Cody Smith to Sergeant
- Hiring of Mark Wroblewski to Captain of Police
- Hiring of Gabrielle Mauch to Police Officer
- Retirements of Detective Gary Lenda and Police Officer Mark Meyers
 - On-going Recruitment Efforts to fill Two (2) Vacancies

Year 1-3 Goals (2023):

- Completion of the Weiss Organizational Study (and continued implementation)
- Mental Health Services and focus on Officer Wellness
- Creation of Awards Standard Operating Procedure
- Case Management and Accountability Measures for Investigations
- Accountability Measures and Expectation Setting for Supervision
- Accountability Measures and Expectation Setting for Patrol Performance
- Review and refinement of position responsibilities
- SHPD as a Host Training Site
- Development and Implementation of Employee Death or Serious Injury Packets
- Enhanced Pedestrian and Bicycle Safety Efforts
- Continued Review and Revision of Standard Operating Procedures
- Exterior Beautification of SHPD
- Bicycle Patrol Operations
- Hiring and Retention
- Improvements in Inventory Procedures and Property Room

Shorewood Police Department Communications Guide



Living Document (Subject to Evolve and Change)

The Shorewood Police Department aims to protect the privacy rights of individuals, the public, and its officers while releasing non-confidential information regarding topics of public concern.

- Ensure accurate, consistent, and timely communication.
- Establish the organization as the official source of information.
- Eliminate or minimize confusion and rumor within and external to the department.
- Maintain credible relationships with the community, officials, and the media.

Information released is bound by applicable laws and Department policy.

The release of information shall be limited to the basic facts of the scene and some information is deemed confidential or restricted. Releasing the wrong information would negatively impact the trust and confidence of our citizens as it relates to the Police Department, can endanger the parties involved, and can jeopardize the success of the investigation.

During a major incident, it is the responsibility of the Department to prioritize scene safety and protect the integrity of the crime scene.

The PD understands the importance of transparency and will provide pertinent and timely information while balancing the rights of the individuals involved, operating within the guidelines provide by law, and for the purpose of a successful resolution to any events that occur within the Village of Shorewood.

Predominant social media outlet is Facebook.

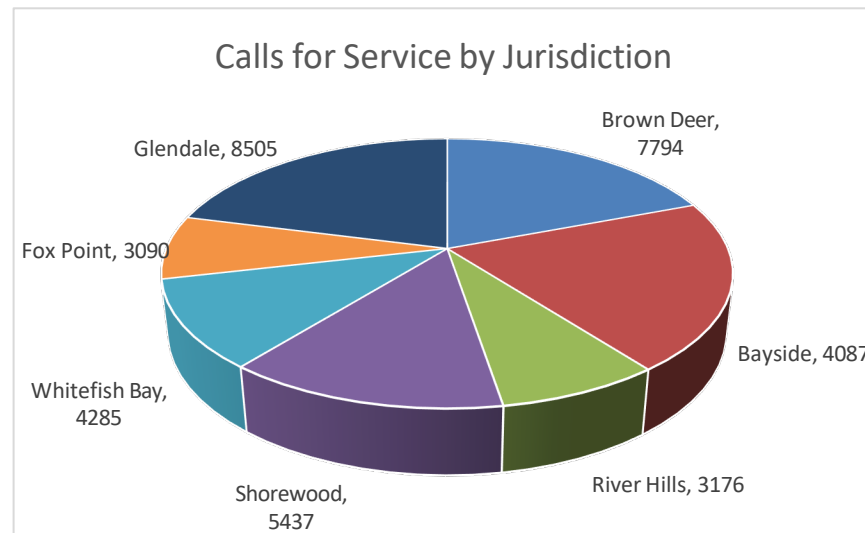
Attachment – Shorewood Police Department Bi-Annual Report (6 month compiled monthly report document):

Activity Report:

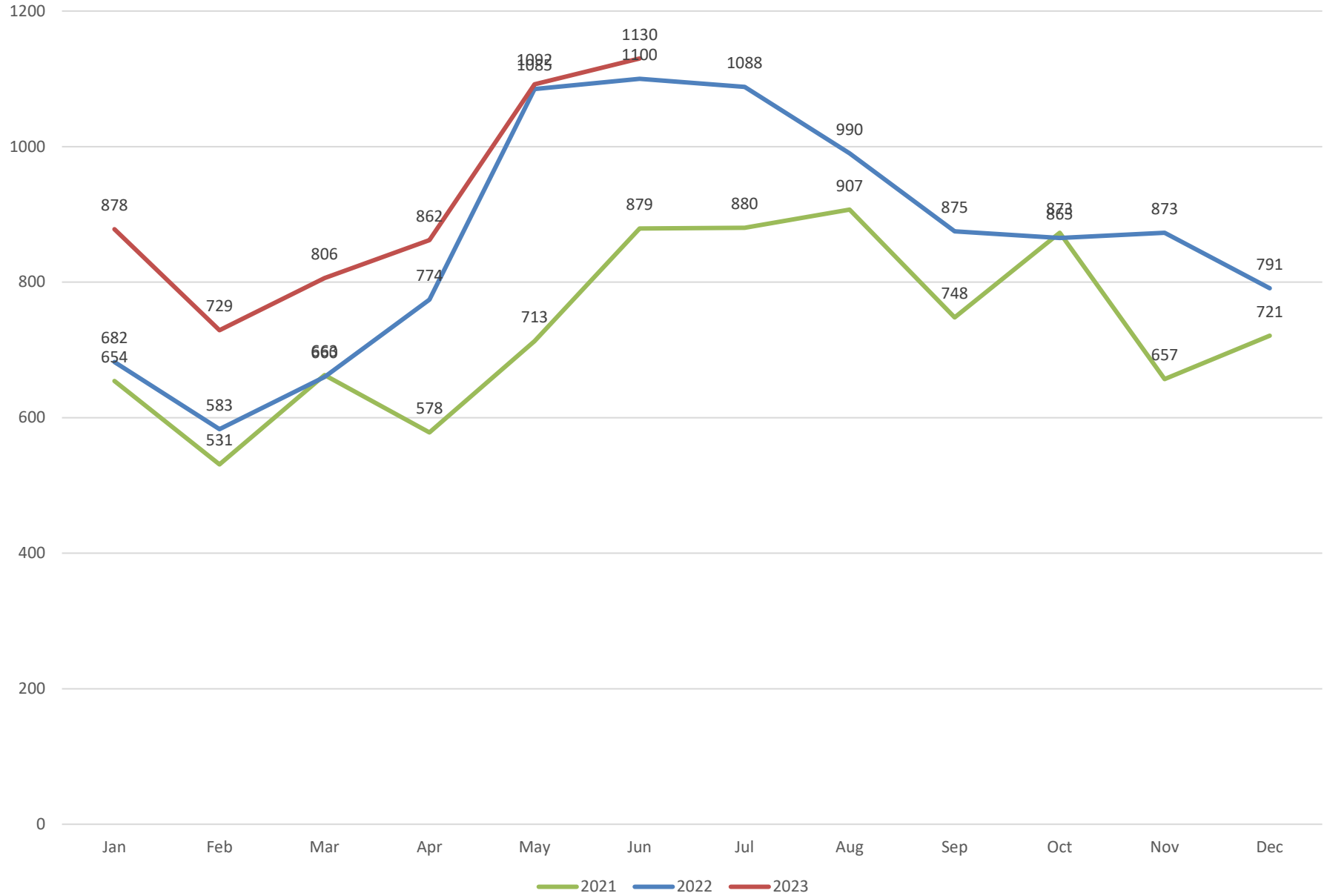
During the period from January through June 2023, the Shorewood Police Department responded to 5,437 calls for service, issued 8,525 parking citations, and issued 111 non-traffic related citations.

Notable Citations

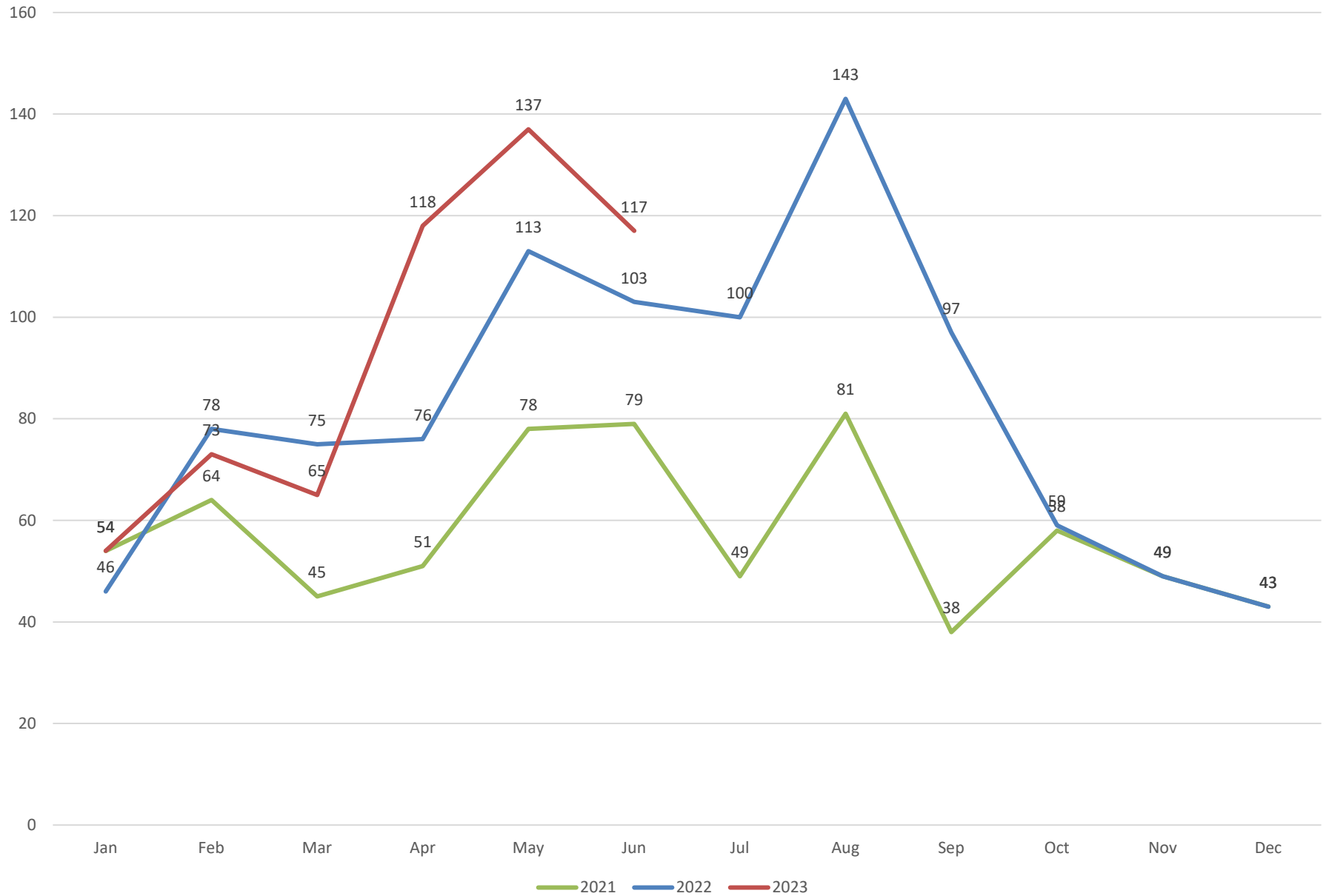
Possession of THC	24
Possession of Drug Paraphernalia	10
Theft/Retail Theft	22
Trespassing	15
Resisting/Obstructing an Officer	15
Disorderly Conduct	20
Property Damage	3



Year to Date Calls for Service



Municipal Ordinances & Traffic Citations YTD

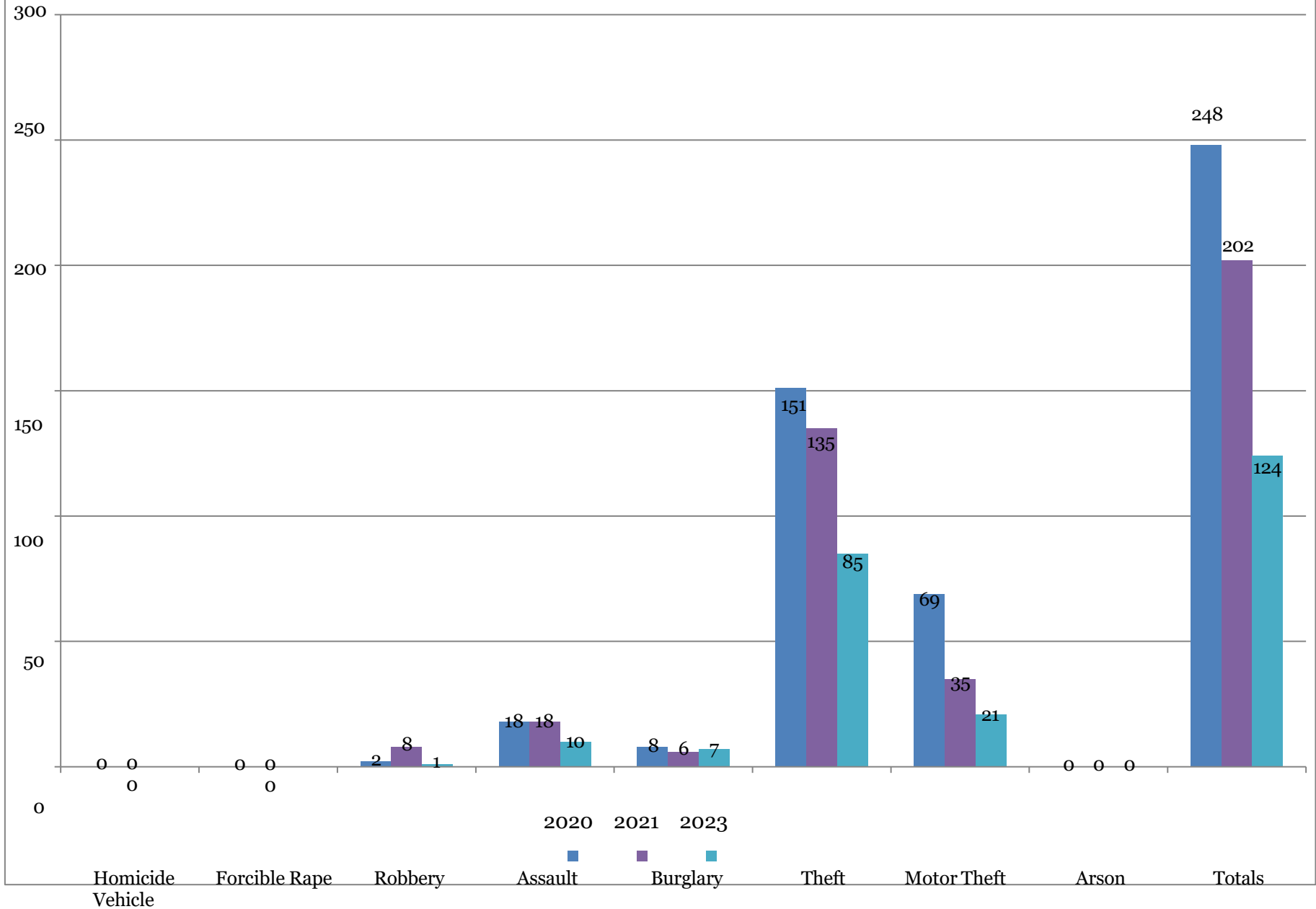


**Village of Shorewood Police
Department Crime Data 2023**

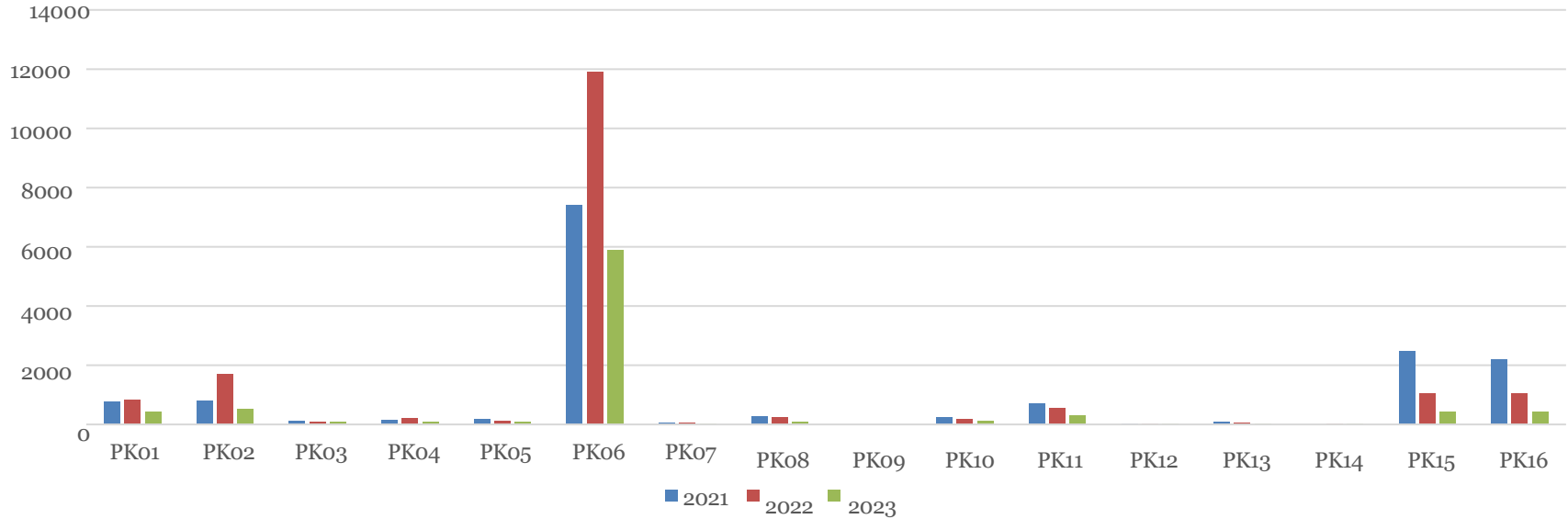
Crime 2023	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Homicide	0	0	0	0	0	0						
Forcible Rape	0	0	0	0	0	0						
Robbery	1	0	0	0	0	0						
Assault	3	3	1	0	1	2						
Burglary	1	1	1	0	3	1						
Theft	22	19	14	8	10	12						
Motor Vehicle Theft	3	9	3	0	4	2						
Arson	0	0	0	0	0	0						
Totals	30	32	19	8	18	17	0	0	0	0	0	0

2023 GUN RECOVERIES	January 1 – June 30	July 1 – August 10
During Traffic Stops	8	7
Evidence (Includes TS)	16	14
All Other	2	1
TOTAL	26	22

Crime Comparison by Year



Parking Citations Issued - 2021, 2022, 2023



		2021	2022	2023 YTD
PK01	Parking Where Prohibited by Official Sign	773	818	434
PK02	Parking Past Posted Time Limits	801	1691	501
PK03	Parking on Posted Private Property	101	84	74
PK04	Parked Too Close to Crosswalk	137	199	93
PK05	Other Parking	160	119	94
PK06	Night Parking	7411	11893	5,894
PK07	Parked Too Close to Hydrant	57	38	28
PK08	Parked Too Close to Drive	259	248	95
PK09	Parked on Street During Snow Emergency	0	0	0
PK10	Winter Restrictions 12/1 Thru 2/28	229	174	116
PK11	Parking on Public Lot W/O Permit	703	539	294
PK12	Parked Left Wheels to Curb	12	16	8
PK13	Parked in Handicapped Space	70	44	16
PK14	Parked in Alley	0	14	7
PK15	Parked on Odd Side of the Street	2454	1058	425
PK16	Parked on Even Side of the Street	2180	1035	436

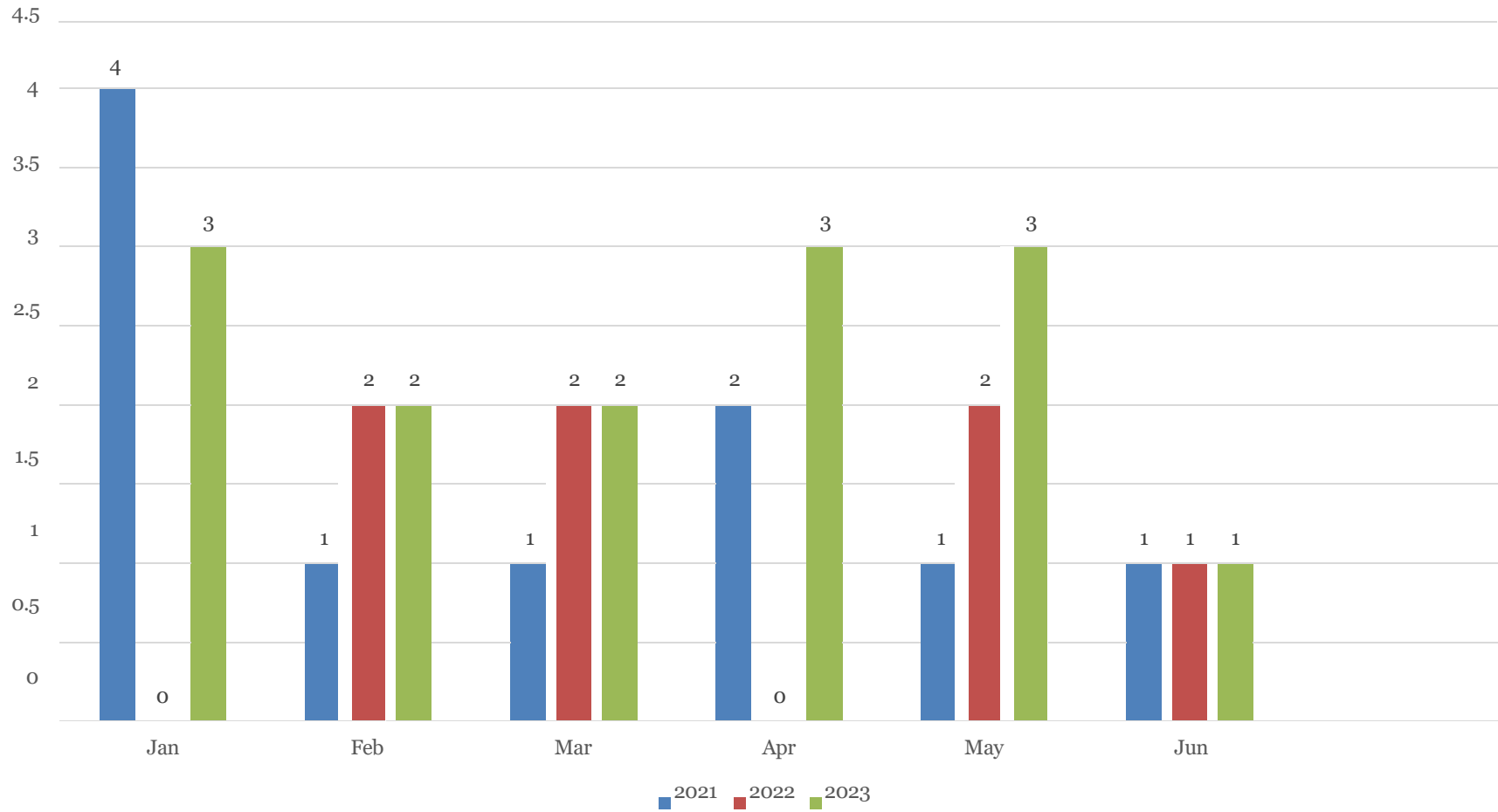
Use of Force Incidents

	2021	2022	2023
Jan	4	0	3
Feb	1	2	2
Mar	1	2	2
Apr	2	0	3
May	1	2	3
Jun	1	1	1
Jul	3	1	
Aug	2	3	
Sep	1	1	
Oct	1	0	
Nov	0	2	
Dec	2	1	
Total	19	15	14

	2021	2022	2023
Total Calls For Service	8804	10396	5437
Use of Force Incidents	19	15	14
Percentage of Calls That Resulted in a Use of Force	0.22%	0.1%	0.26%

- 3 of 14 (21%) incidents are Shorewood residents – 2 white males and 1 African American (black) male.
- 8 of 14 (57%) incidents involve pointing and aiming a firearm (high risk/felony stops)
- 7 of 14 (50%) incidents involve black male non-residents (5 of those 7 (71%) involve pointing and aiming a firearm (high risk/felony stops)
- 1 of 14 (7%) incidents involve a black male resident
- 2 of 14 (14%) incidents involve white male residents
- 3 of 14 incidents (21%) involve black female non-residents

Use of Force 2021/2022/2023

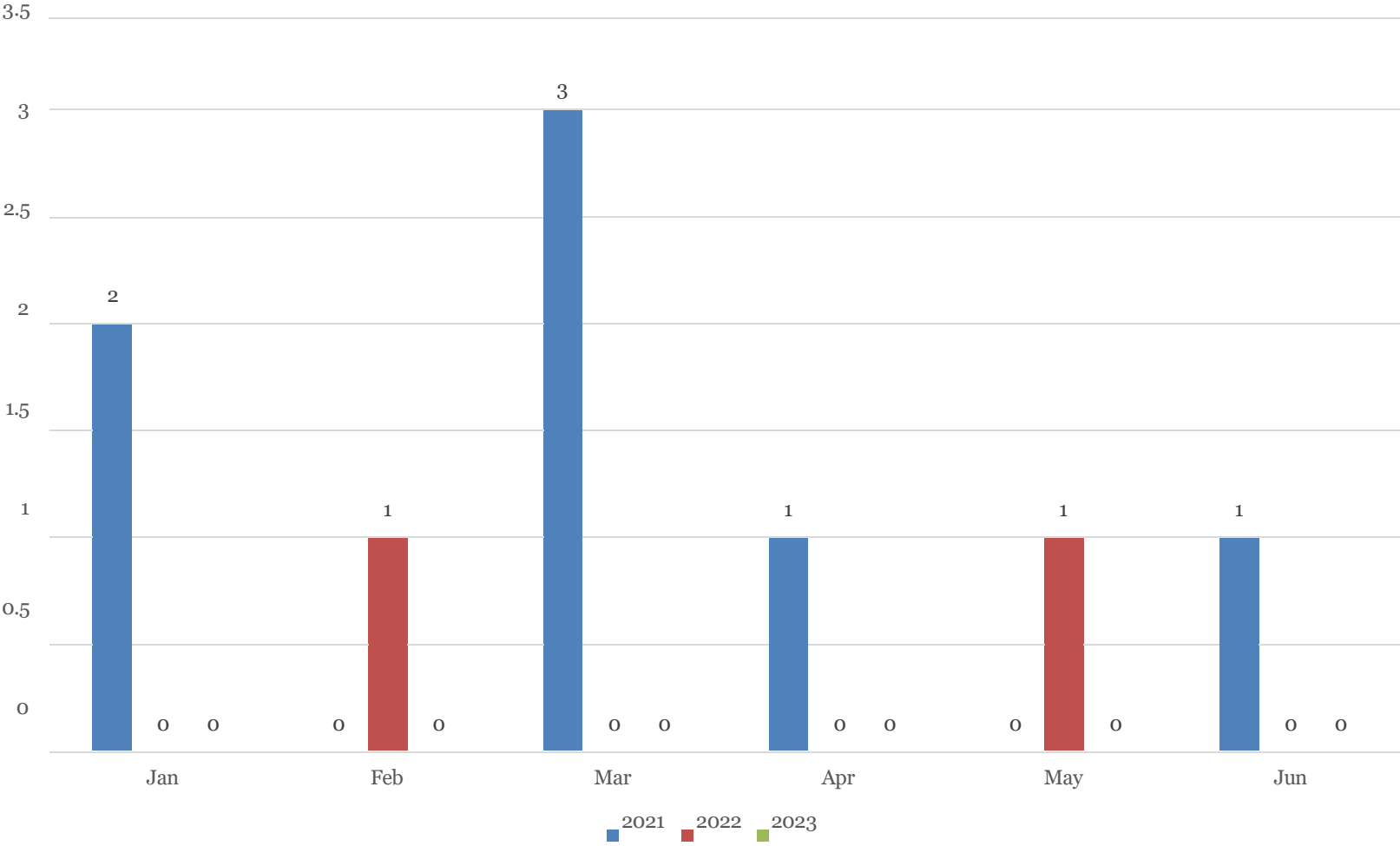


Complaints Received

	2021	2022	2023
Jan	2	0	0
Feb	0	1	0
Mar	3	0	0
Apr	1	0	0
May	0	1	0
Jun	1	0	0
Jul	4	0	
Aug	2	1	
Sep	2	0	
Oct	2	2	
Nov	0	0	
Dec	0	1	
Total	17	6	0

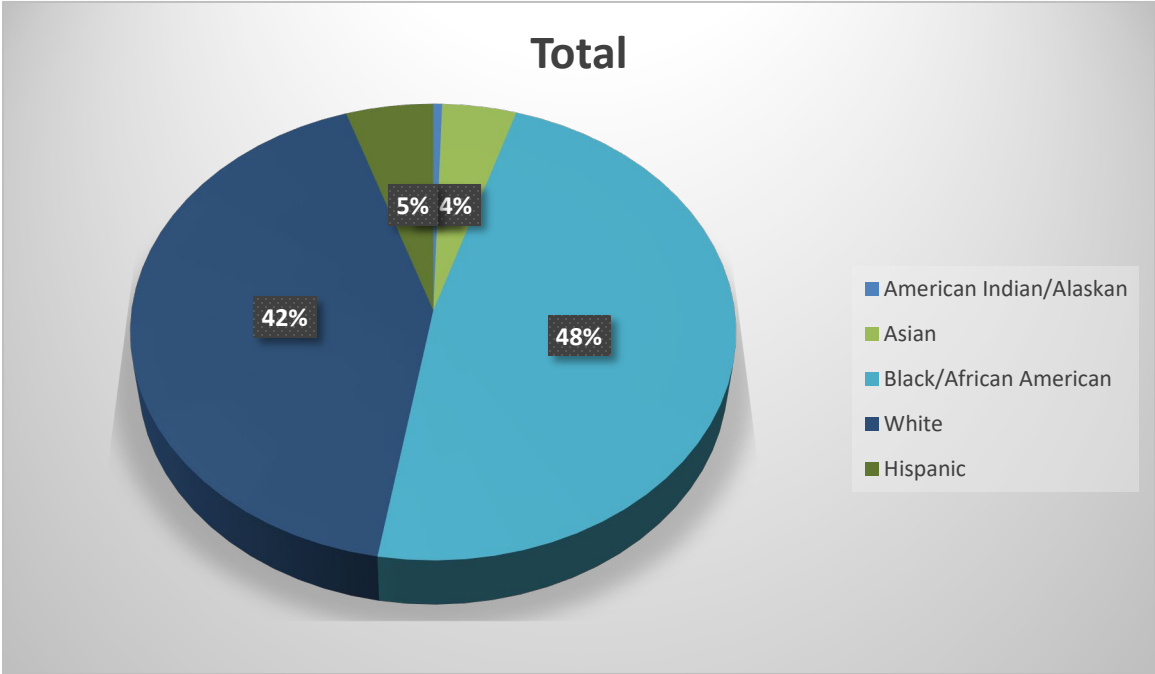
	2021	2022	2023
Total Calls For Service	8804	10396	6537
Citizen Complaints	17	6	0
Percentage of Calls That Resulted in a Citizen Complaint	0.2%	0.06%	0.00%

Complaints Received

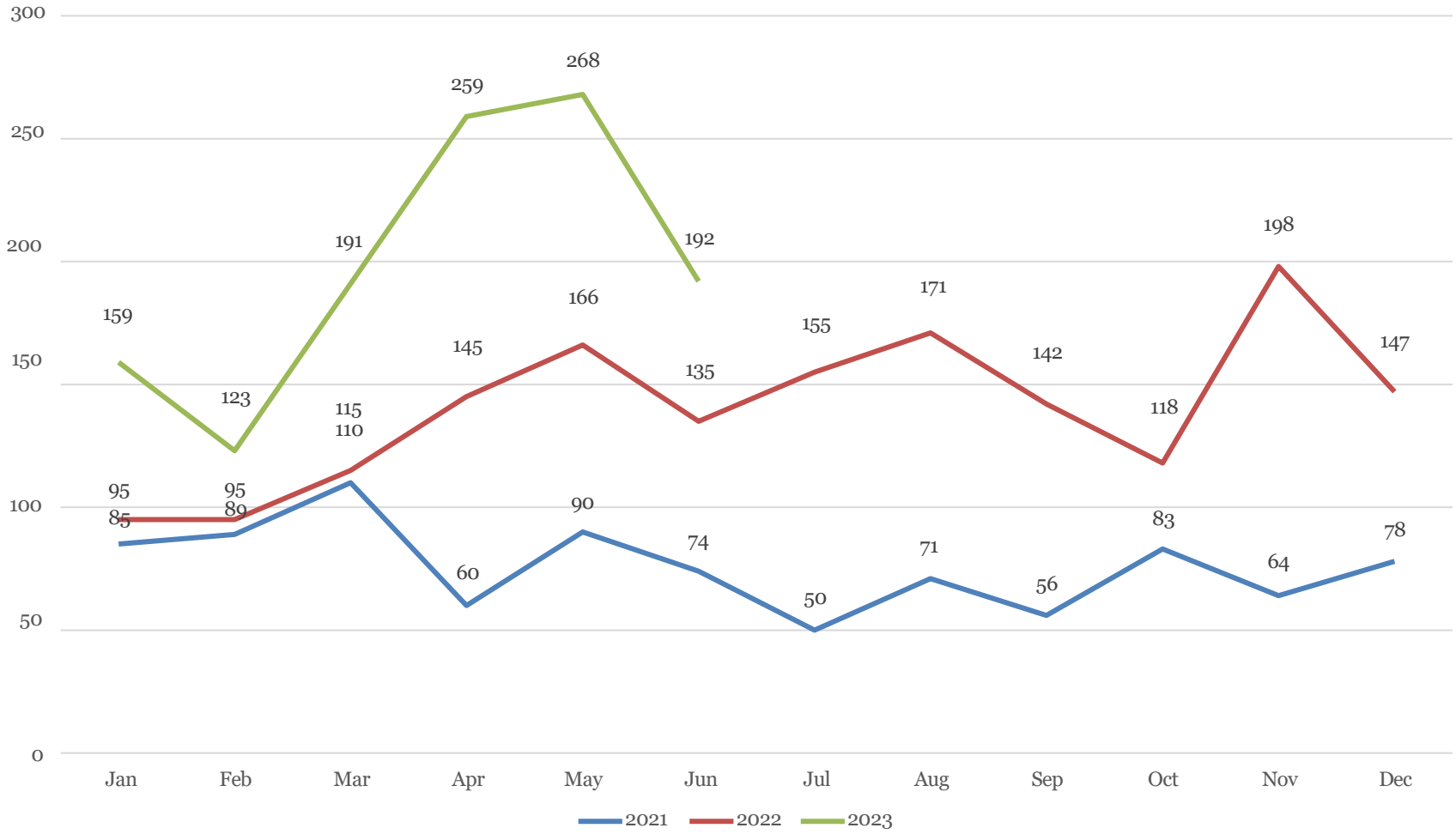


2023 YTD Traffic Stop Data

2023	Cited	Warned	TOTAL
American Indian/Alaskan Native	3	3	6
Asian	13	38	51
Black/African American	168	394	562
White	110	386	496
Hispanic/Latino Origin	16	44	60
TOTAL	310	865	1175



Year to Date Traffic Stops



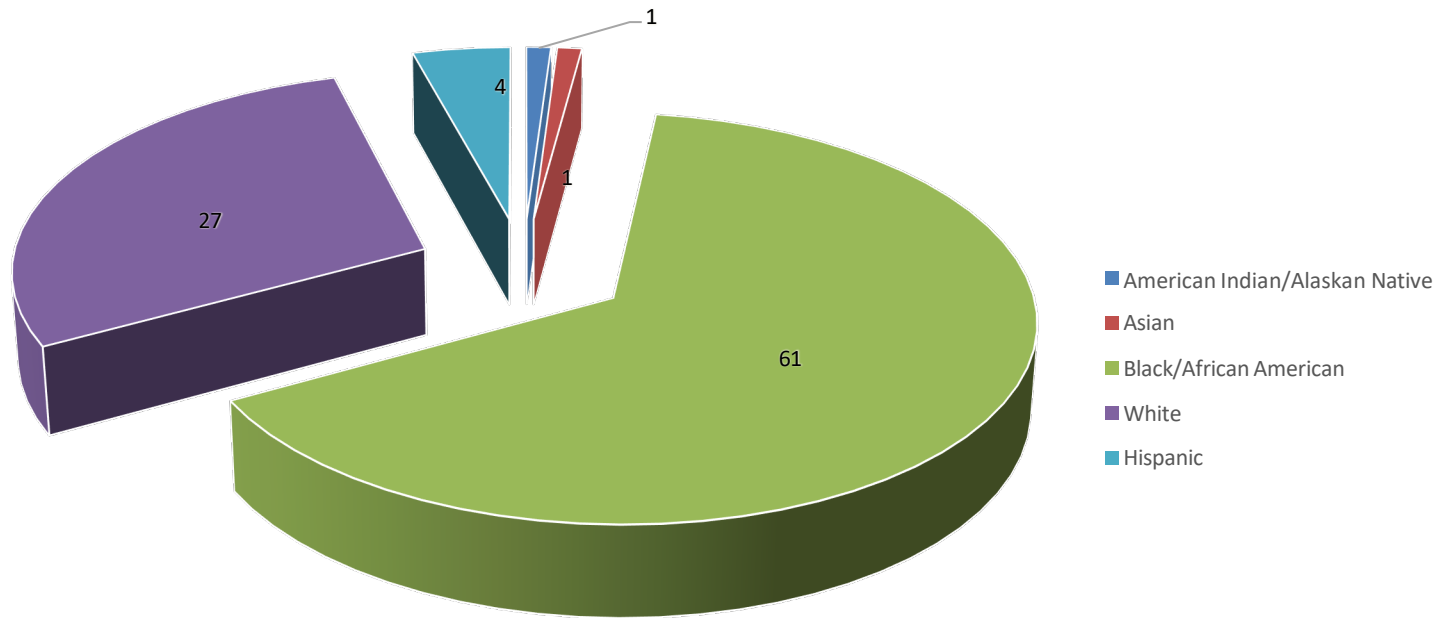
Summary Arrests/Physical Custody	
American Indian/Alaskan Native	1
Asian	1
Black/African American	61
White	27
Hispanic	4
Total	94

Warrants	
American Indian/Alaskan Native	0
Asian	0
Black/African American	18
White	3
Hispanic	1
Total	22

Common Charges by Race		Amer.Ind/Alaskan	Asian	Black	White
Carrying a Concealed Weapon	15	0	0	13	2
Drug Possession/Distribution	42	0	1	27	15
Resisting/Obstructing an Officer	25	1	0	19	5
Trespassing	16	0	0	15	1
Operating while Intoxicated	26	0	4	6	16
Retail Theft/Theft	28	1	0	21	6
Total	152				

- Shorewood does not issue municipal warrants for violations of Village Code
 - Shorewood does not receive information on outstanding municipal warrants from the City of Milwaukee
- A warrant is an order issued by a judge or court commissioner based on probable cause commanding arrest of a person (misdemeanor or felony offenses) – non discretionary

Summary Arrests/Physical Custody by Race



END DOCUMENT

Notes and Additional Statistical Analysis

**Traffic Stops
Disposition
2023 (YTD)**

Count of RACE	Column Labels				% By Race (Black)	% By Race (White)	% Within Race (Black)	% Within Race (White)	Grand Total
Row Labels	American Indian/Alaskan Native	Asian	Black/African American	White					
Citation Issued	3	13	168	110	57.14%	37.41%	27.86%	21.83%	294
Finish (No Action Taken)			4	1	80.00%	20.00%	0.66%	0.20%	5
Incident Report		1	37	7	82.22%	15.56%	6.14%	1.39%	45
Verbal Warning Issued	2	22	199	200	47.04%	47.28%	33.00%	39.68%	423
Written Warning Issued	1	16	195	186	48.99%	46.73%	32.34%	36.90%	398
Grand Total	6	52	603	504	51%	43%			1165

- Total traffic stops (YTD – December 1 to June 30): 1192
- 23 traffic stops did not include race
- Number above (1165) does not include Hispanics
- Approximately 3,650,000 vehicles travel through Shorewood in a 6-month period
 - Based on 1165 traffic stops = .03% of vehicles traveling through Shorewood are stopped
 - .014% White
 - 0.16 Black

2023 (January 1-June 30) Data:

January						
21-Jan	3:30pm	1700 E Capitol	B/M - Non Resident	Pointing and Aiming	Traffic Violation	Training Opportunity - ProComm
26-Jan	9:30pm	1100 E Capitol	B/M - Non Resident	Pointing and Aiming	Fleeing - High Risk Stop	
28-Jan	8:31am	2200 E Capitol	B/M - Resident	Taser	Emotionally Disturbed - Armed with Knife	
February						
16-Feb	6:07pm	3920 Murray	W/M - Resident	Pointing and Aiming	DV Suspect	
20-Feb	5:30pm	700 E Capitol	B/M - Non Resident	Pointing and Aiming	Fleeing - High Risk Stop	
March						
2-Mar	8:17pm	700 Capitol	B/F - Non Resident	Pointing and Aiming	Stolen Vehicle - High Risk Stop	
24-Mar	1:09am	3900 Oakland	B/M - Non Resident	Decentralization	RES (Driving), POCS Fentanyl, OWI	
April						
13-Apr	12:38am	4042 Oakland	W/M - Resident	Wall Stun	Intoxicated Trespasser / Resisting	
19-Apr	8:10pm	Metro Market	B/F - Non Resident	OC Spray	Large Fight / Multiple Combatants	
27-Apr	1:10am	1600 Lake Bluff	B/M - Non Resident	Pointing and Aiming	Stolen Vehicle - High Risk Stop	
May						
11-May	11:58pm	3500 Oakland	B/M - Non Resident	Pointing and Aiming	Armed Robbery Suspect - Armed Gun	
16-May	12:39am	1700 Providence	W/M Non Resident	Pointing and Aiming	Stolen Vehicle/OWI - High Risk Stop	
25-May	11:46pm	3900 Oakland	B/M - Non Resident	OC Spray	Intoxicated Trespasser / Resisting	
June						
9-Jun	1:19am	3955 Farwell	B/F - Non Resident	Wall Stun	Emotionally Disturbed Trespasser (Struck PO with Elbow)	
21%		3 of 14 Incidents are Shorewood Residents (2 white males - 1 black male)				
57%		8 of 14 Incidents Involve Pointing and Aiming - High Risk Vehicle Stops				
50%		7 of 14 Incidents Involve B/M Non-Residents				
		71% 5 of 7 Involve Pointing and Aiming - High Risk Stops				
7%		1 of 14 Incident Involve B/M Resident				
14%		2 of 14 Incidents Involve W/M Residents				
21%		3 of 14 Incidents Involve B/F Non Residents				