

SHOREWOOD POLICE DEPARTMENT



SEMI-ANNUAL REPORT

January – June, 2024

**VILLAGE OF SHOREWOOD
DEPARTMENT / COMMITTEE SEMI-ANNUAL 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 2024 Semi-Annual Report (January to June 2024):

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

Topics:

Mission Statement and Core Values

Year 2 Accomplishments

Goals and Initiatives

Bi-Annual Report

MISSION STATEMENT AND CORE VALUES

Mission Statement: To protect and serve our community.

Vision Statement: To be recognized as the standard of excellence in law enforcement.

Core Values:

- **Service:** *We strive for excellence, accountability, and effectiveness in our performance. We dedicate ourselves to continual knowledge building and training to guarantee our practices and procedures meet and exceed the community's evolving needs.*
- **Honesty:** *Honesty and truthfulness are fundamental elements of integrity. Our behavior, words, and deeds shall earn and sustain the confidence of our community.*
- **Professionalism:** *We discharge our duties with composure and determination. We put the needs of the community and the goals of our department first. We mentor, promote, train, and improve standards through advice and guidance. We assume responsibility to treat each other considerately and support their professional development.*
- **Duty:** *We render service to the community promptly and efficiently. We empower our employees to be leaders, take responsible risks, pursue excellence, and make a difference in the Village of Shorewood. We accept our moral responsibility to act against injustice and wrongdoing.*
- **Collaboration:** *We strive to work with other agencies, organizations, and the community to achieve shared goals. We focus on building relationships, improving communication, and understanding community perspectives.*
- **Objectivity:** *We exercise discretion worthy of public trust and remain balanced and unbiased when making decisions. We are committed to sensitivity and impartiality in our interactions with the people we serve.*
- **Pride:** *We are all responsible for the department's performance, reputation, and morale. We hold honor in the nobility of law enforcement and will guard against behavior that discredits our profession, department, and ourselves.*

A goal for 2023 Q4 – 2024 Q1 was to refine the Shorewood Police Department's mission, vision, and core values. During the 1:1 employee check-in, Police Department staff were asked to provide input on those values meaningful to them and the agency, and those values of which they would be proud. Chief Wurth compiled the feedback and conducted research to create the revised mission, vision, and core values. The acronym for our values is SHPDCOP. The values are designed to embody our beliefs and drive our actions as individuals and as law enforcement officers, specifically as a "cop" in Shorewood.

YEAR 2 ACCOMPLISHMENTS

Year 2 Accomplishments (May 2023 to May 2024)

Team Development

Q1 1:1 Employee Check-Ins and Reflection

- Chief Wurth continued check-ins with all personnel.

Weiss Study

- Chief Wurth prepared several documents published on the Police Department website.
- Chief Wurth completing the three (3) outstanding Weiss recommendations.
- Chief Wurth met with members of Shorewood Moving Forward / Police Accountability Task Force on two (2) separate occasions (July 26 and September 26, 2023) to discuss “Racial Justice in the Street,” particularly addressing pretextual stops (traffic stops).

Training

Chief Wurth and the Police Department are committed to training.

- Chief Wurth:
 - October 2023 – Attended the International Association of Chiefs of Police Conference in San Diego, CA and presented (as part of a Chief panel), Leadership in Police Organizations.
 - In April 2024, Chief Wurth attended the National Association of Women Law Enforcement Executives (NAWLEE) training conference in Las Vegas, NV.
- Specialty Training Attended (by Department Members):
 - Autism Awareness and Law Enforcement Response
 - Open Records Law
 - Field Force Operations (Crowd Control)
 - Supervisory / Leadership Development
 - Dynamics of Officer and Citizen Encounters
 - Computer Forensics
 - Tactical Emergency Medic Training
 - Female Enforcers / Women in Law Enforcement
- De-escalation Training:
 - Critical Communication and Decision Making for the Patrol Officer
- Other Training:
 - January 2024, Captain Fernando Santiago attended the Wisconsin Law Enforcement Executive Development Conference
 - Other officers attended training sessions in Instructor Development, Master Taser Instruction, New Detective

Development, and mandated Firearms and Vehicle Operations courses, among others.

Communications

- The Police Department created 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
 - In March 2024, the Police Department launched a phone app which includes the following features:
 - Ability to receive public alerts during critical incidents.
 - Submit anonymous tips, complaints, or praise for officers.
 - Request vacation or zone checks.
 - View police and victim resources.
 - Get connected to other Village services.
 - Review crime trends

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.

- March 4, 2024 – Citizen’s Academy Begins
 - Graduation – May 9, 2024
- June 1 and 2, 2024 – St. Roberts Festival
- June 8, 2024 – Shorewood Men’s Club Annual BBQ
- June 15, 2024 – First Ride / Bike Rodeo
- June 21, 2024 – Criterium Bike Race
- July 4, 2022 – Parade and Fireworks
- 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.
 - Officers attended 3 block parties.
- Bike Patrol
 - 2023: 76.75 hours
 - 2024 (YTD): 52.5 hours
- 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 2024 (YTD): 1289 vacation/business checks
- For 2024 (YTD): 203 school checks
- For 2024 (YTD): 209 park checks

GOALS AND INITIATIVES

Collaboration

- SPD receives crime summaries from the Milwaukee Police Department every day.
- Chief Wurth attends monthly meetings with the North Shore Police Chiefs and the Milwaukee County Law Enforcement Executives.

Process Improvements

- Evaluation document revised to reflect job responsibilities and roles more accurately.
 - Employees receive biannual evaluations and 2 supervisory check-ins to gauge performance.
- Police Department command staff identified and implemented procedures to improve efficiency in the use of overtime.
 - Quarterly reviews are conducted for overtime and budgetary assessments.
- Reviewed and revised position responsibilities for the following positions:
 - Administrative Manager
 - Public Safety Clerk
 - Community Service Officer
 - Police Officer
 - Detective
 - Sergeant
 - Captain
- Court process reviews with Judge
- Addition of Automated License Plate Reader System
 - 01/28/24: Stolen Vehicle Hit (Recovered)
 - 2/20/24: Stolen Vehicle Hit (Recovered)
 - 02/24/24: Stolen Plate Hit (Recovered)
 - 03/01/24: Stolen Vehicle Hit (Recovered)
 - 03/04/24: Stolen Vehicle Hit (Vehicle Fled – Unable to Locate)
 - 06/30/24: Stolen Vehicle Hit (Recovered)
- Review and revision of Standard Operating Procedures is on-going.
 - 45 policies updated

Promotions, Hiring, and Retention

- Hiring of Robert Browne to Police Officer

- Hiring of Greg Geniesse to Police Officer
- Fully Staffed
- Consider Salary Survey for Market Competitiveness

Year 2-4 Goals:

- Continued impletion of the Weiss Organizational Study
- Voluntary Physical Fitness Program with a focus on Officer Wellness ✓
 - Physical Fitness test conducted on Saturday, June 29 with Village-wide staff participation
 - Creation of SHPD Workout Room
- Creation of Standard Operating Procedure for Awards (Internal Recognition)
- 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 (On-Going) ✓
- Continued Review and Revision of Standard Operating Procedures
- Exterior Beautification of SHPD (Pending – Possible Consideration for Donation of Design, Labor, and Materials)
- Bicycle Patrol Operations
- Retention Efforts
 - As noted above and to understand pay compression issues
- Improvements in Inventory Procedures and Property Room
- Consider staffing study to determine appropriate staffing levels

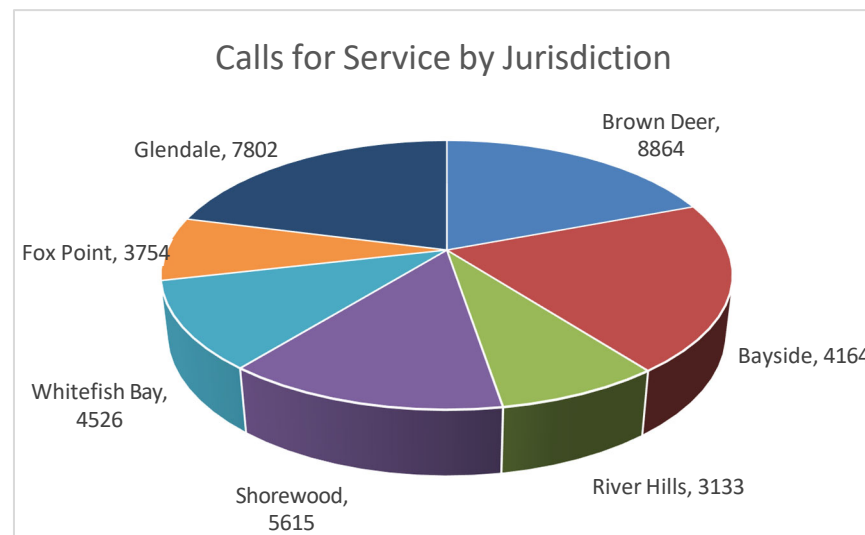
Attachment – Shorewood Police Department Bi-Annual Report (6 month compiled monthly report document):

Activity Report:

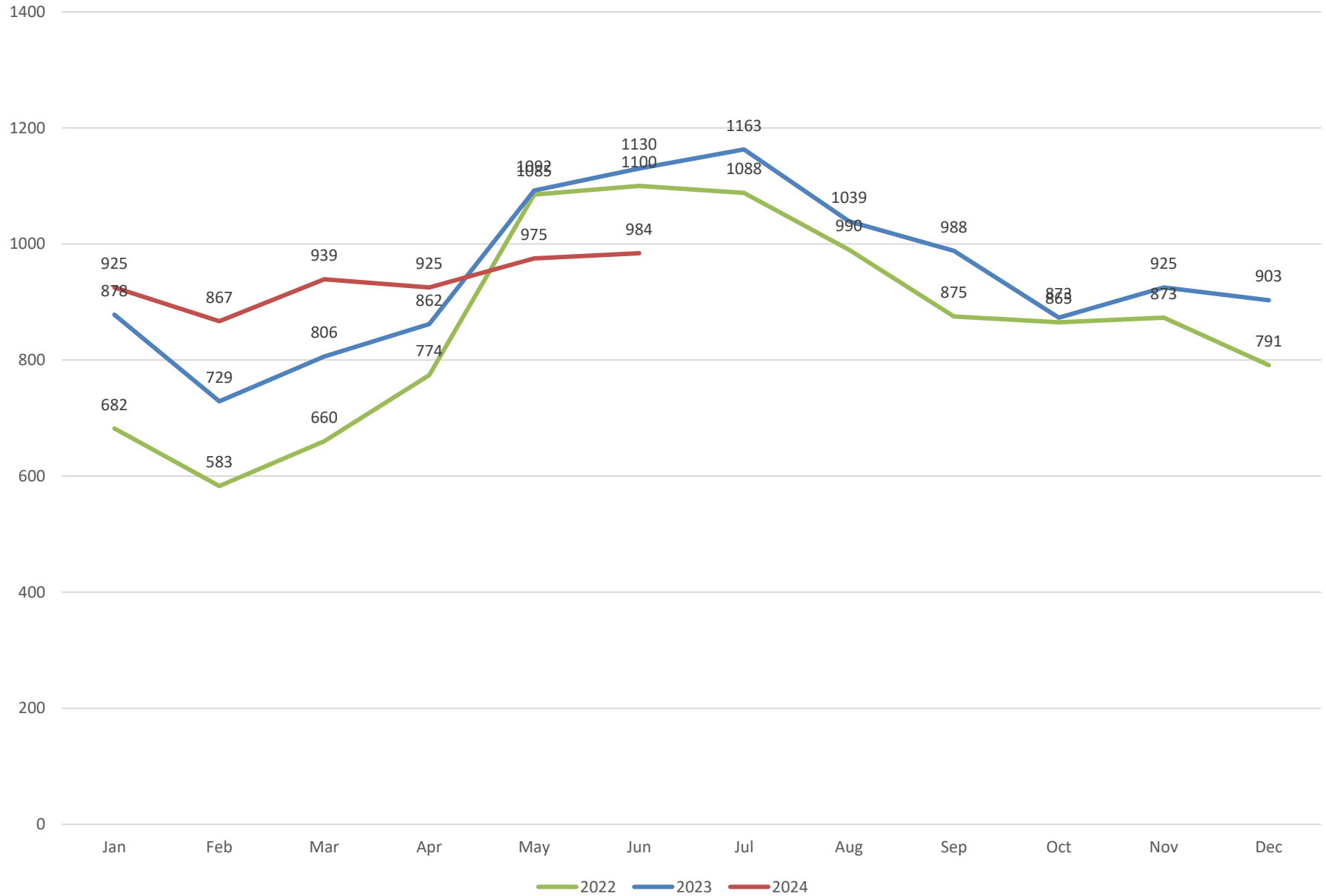
During the period from January through June 2024, the Shorewood Police Department responded to 5,615 calls for service, issued 8,268 parking citations, and issued 121 non-traffic related citations.

Notable Citations

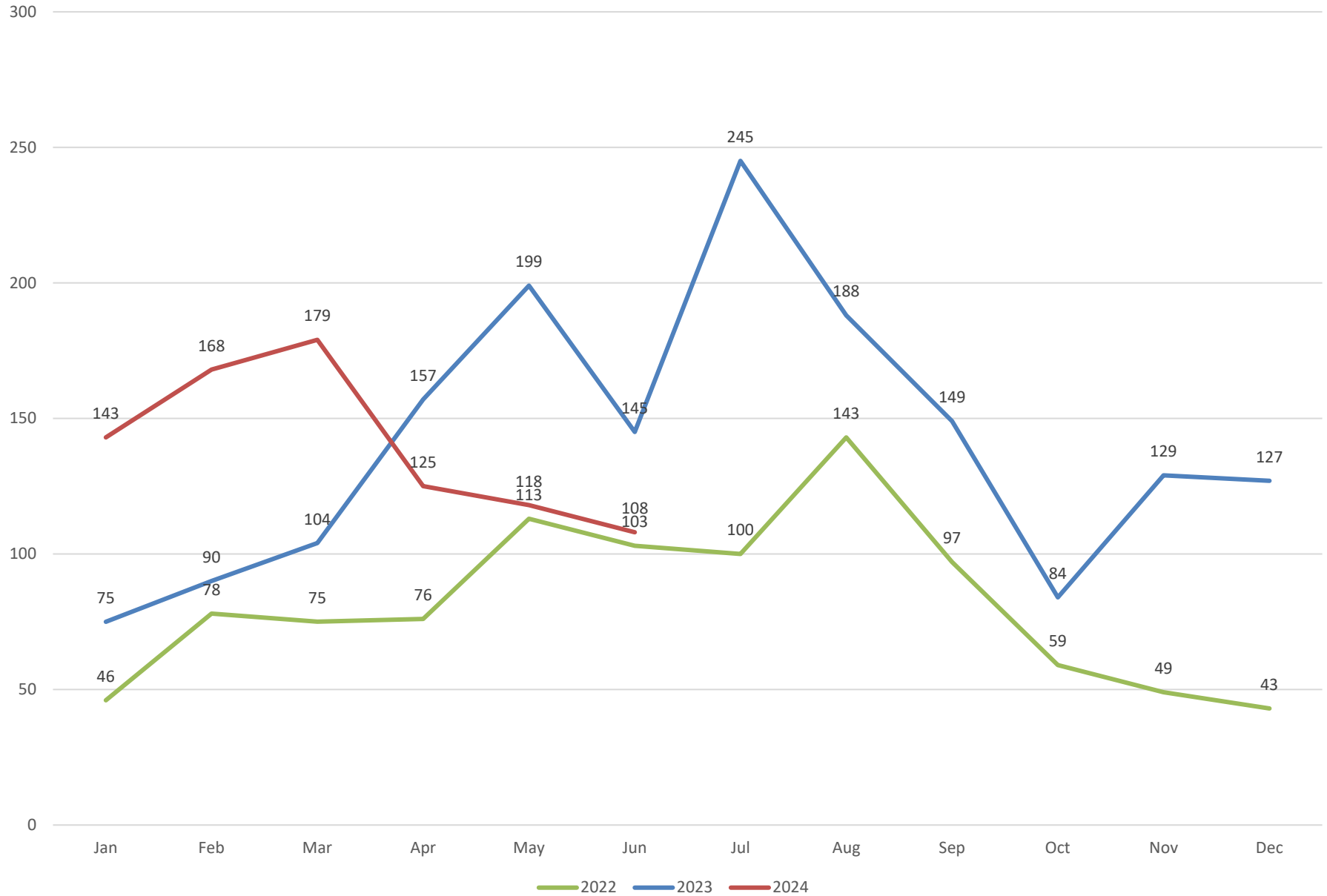
Possession of THC	11
Possession of Drug Paraphernalia	10
Theft/Retail Theft	47
Trespassing	15
Resisting/Obstructing an Officer	15
Disorderly Conduct	9
Property Damage	2



Year to Date Calls for Service



Municipal Ordinances & Traffic Citations YTD

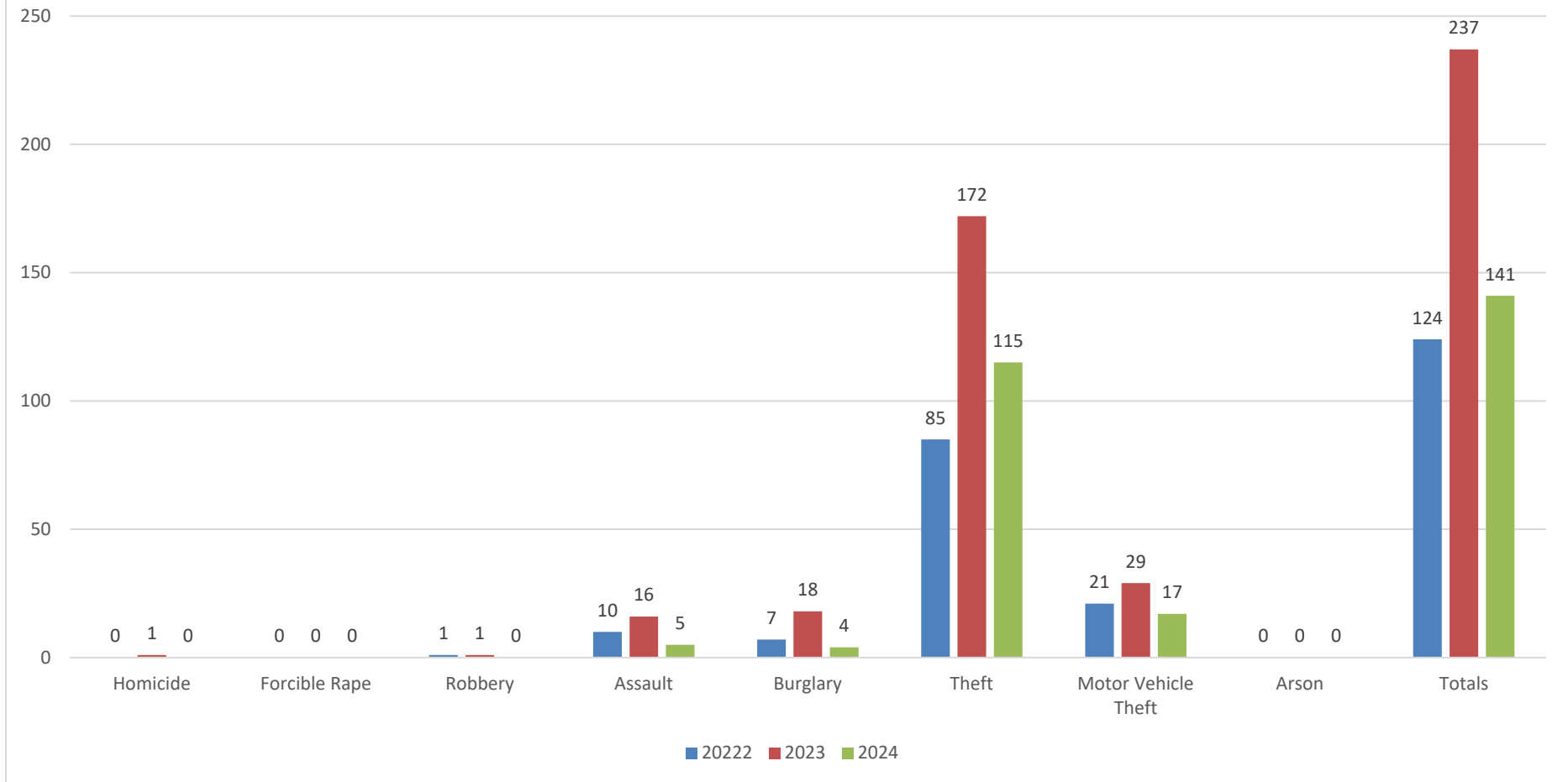


**Village of Shorewood Police
Department Crime Data 2024**

Crime 2024	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	0	0	0	0	0	0						
Assault	0	0	0	1	1	3						
Burglary	1	1	0	0	1	1						
Theft	15	12	24	11	26	27						
Motor Vehicle Theft	2	0	2	8	1	4						
Arson	0	0	0	0	0	0						
Totals	18	13	26	20	29	35	0	0	0	0	0	0

2024 GUN RECOVERIES		January 1 – June 30	
During Traffic Stops		5	
Evidence (Includes TS)		9	
All Other			
TOTAL		12	

CRIME COMPARISON BY YEAR



Note: Data for 2024 reflects the reporting period of January 1, 2024, through June 30, 2024. If current trends continue it will result in a 25 % increase in thefts and a 15% increase in crime totals from 2023.

PARKING CITATION ISSUED BY VIOLATION TYPE

		2022	2023	2024 YTD
PK01	Parking Where Prohibited by Official Sign	818	832	450
PK02	Parking Past Posted Time Limits	1691	1061	525
PK03	Parking on Posted Private Property	84	123	50
PK04	Parked Too Close to Crosswalk	199	93	100
PK05	Other Parking	119	115	78
PK06	Night Parking	11893	12038	7228
PK07	Parked Too Close to Hydrant	38	59	33
PK08	Parked Too Close to Drive	248	199	99
PK09	Parked on Street During Snow Emergency	0	0	0
PK10	Winter Restrictions 12/1 Thru 2/28	174	280	100
PK11	Parking on Public Lot W/O Permit	539	619	360
PK12	Parked Left Wheels to Curb	16	17	9
PK13	Parked in Handicapped Space	44	25	17
PK14	Parked in Alley	14	7	2
PK15	Parked on Odd Side of the Street	1058	805	449
PK16	Parked on Even Side of the Street	1035	857	566

Use of Force Incidents

	2022	2023	2024
Jan	0	3	2
Feb	2	2	0
Mar	2	2	0
Apr	0	3	1
May	2	3	1
Jun	1	2	1
Jul	1	0	
Aug	3	3	
Sep	1	0	
Oct	0	0	
Nov	2	0	
Dec	1	2	
Total	15	20	5

	2022	2023	2024
Total Calls For Service	10396	11289	5615
Use of Force Incidents	15	20	5
Percentage of Calls That Resulted in a Use of Force	0.1%	0.2%	0.09%

- 3 of 5 (60%) incidents are Shorewood residents – 2 white males and 1 white female.
- 4 of 5 (80%) incidents involved pointing and aiming a firearm (high risk/felony stops)
- 1 of 5 (20%) incidents involved a black male non-resident
- 1 of 5 (20%) incidents involved a white male non-resident
- 2 of 5 (40%) incidents involved white male residents
- 1 of 5 (20%) incidents involved a white female resident

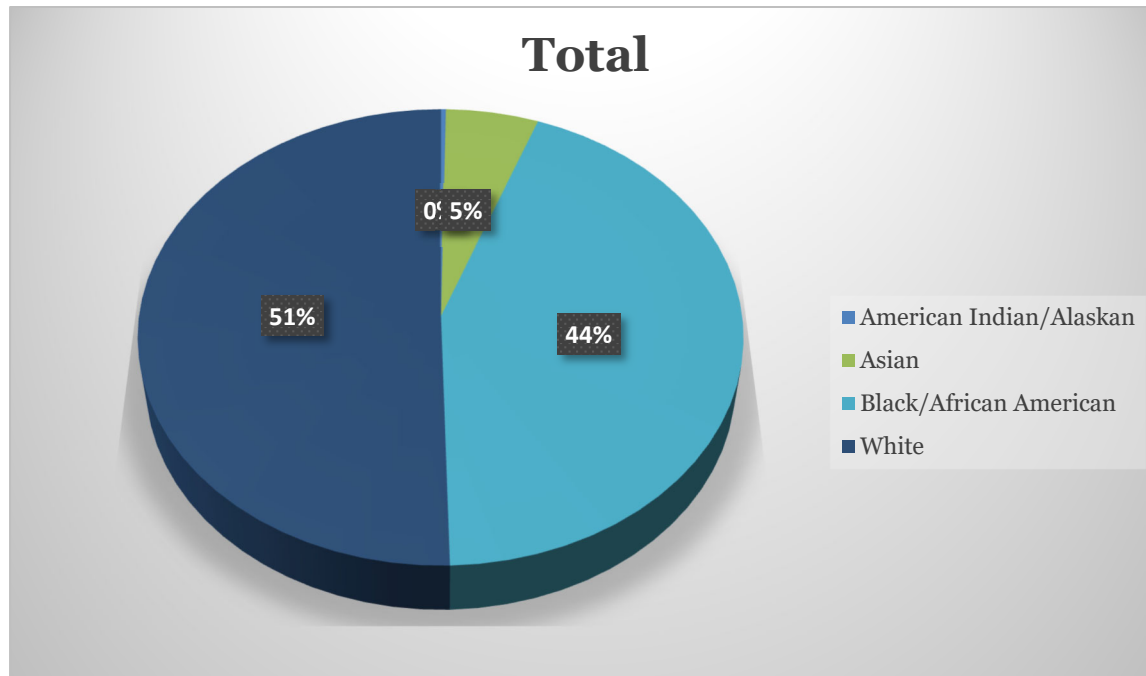
Complaints Received

	2022	2023	2024
Jan	0	0	0
Feb	1	1	0
Mar	0	0	0
Apr	0	0	1
May	1	1	0
Jun	0	0	0
Jul	0	0	
Aug	1	0	
Sep	0	0	
Oct	2	0	
Nov	0	0	
Dec	1	0	
Total	6	2	1

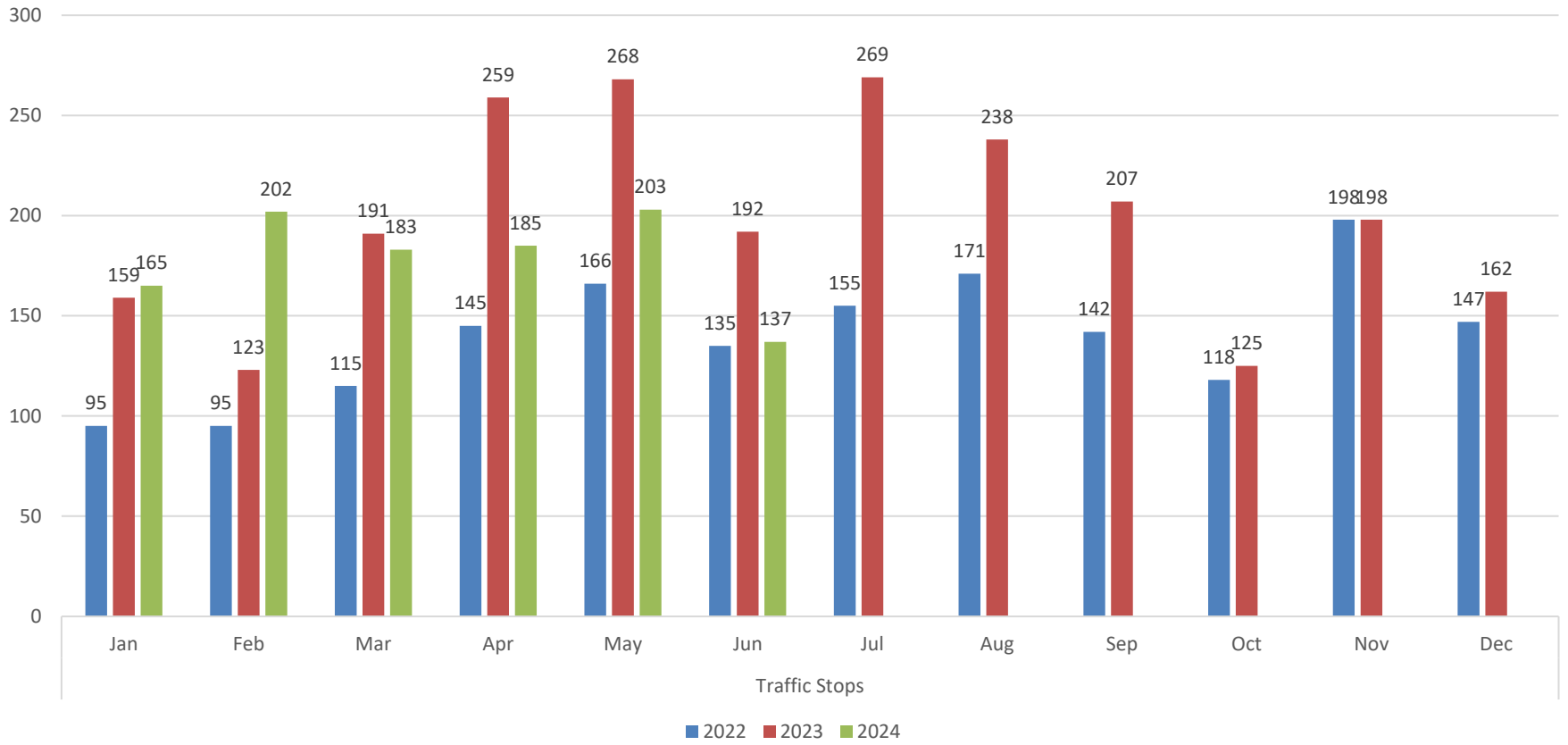
	2022	2023	2024
Total Calls For Service	10396	11289	5615
Citizen Complaints	6	2	1
Percentage of Calls That Resulted in a Citizen Complaint	0.06%	0.02%	0.02%

2024 YTD Traffic Stop Data

2024	Cited	Warned	TOTAL
American Indian/Alaskan Native	1	1	2
Asian	10	28	38
Black/African American	92	216	308
White	78	276	354
TOTAL	181	521	702



TRAFFIC STOPS YEARLY COMPARISON



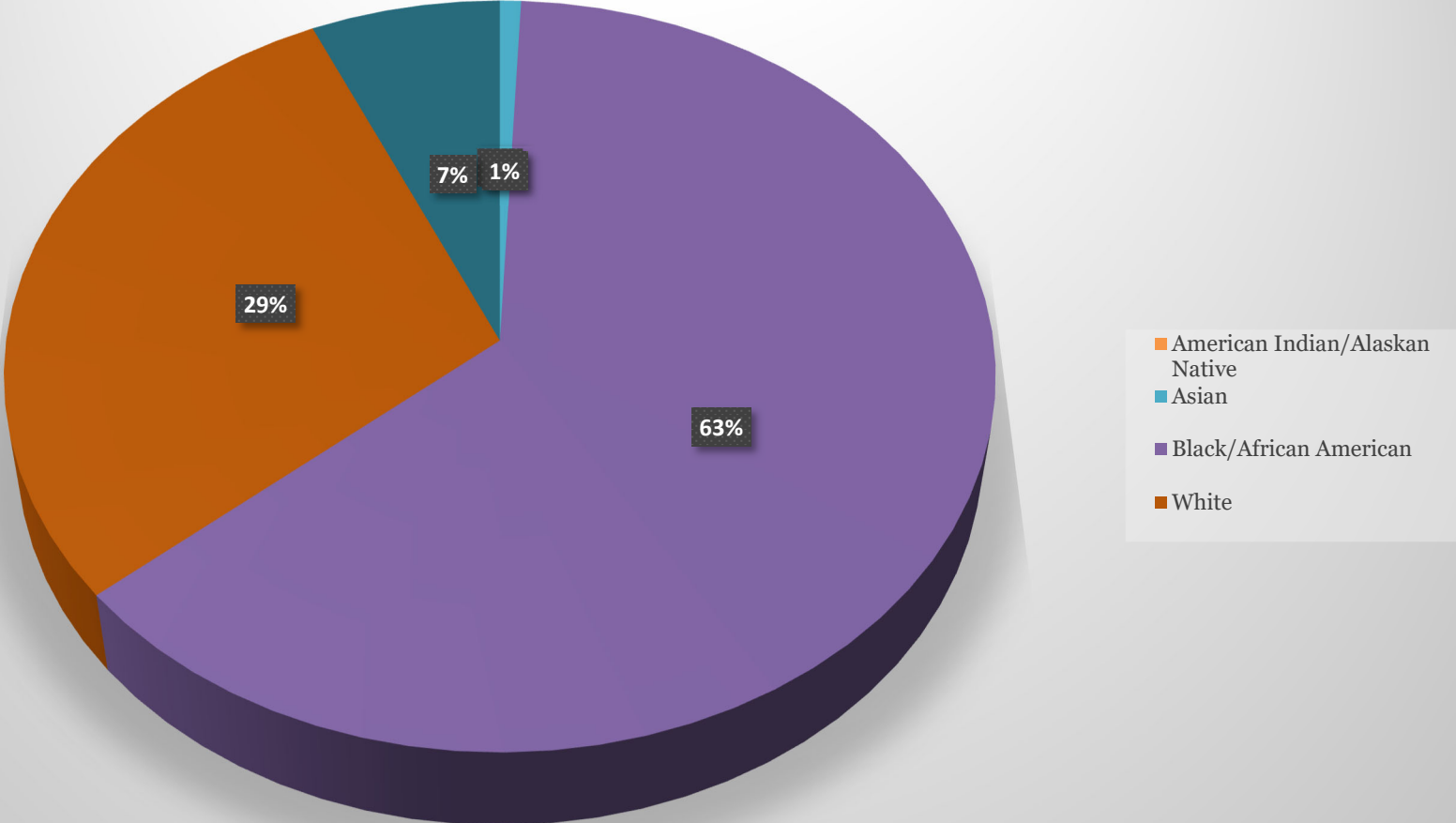
Summary Arrests/Physical Custody	
American Indian/Alaskan Native	0
Asian	1
Black/African American	84
White	39
Hispanic	9
Total	133

Warrants	
American Indian/Alaskan Native	0
Asian	0
Black/African American	6
White	3
Hispanic	1
Total	10

Common Charges by Race		Amer.Ind/Alaskan	Asian	Black	White
Carrying a Concealed Weapon	4	0	0	3	1
Drug Possession/Distribution	23	0	0	19	4
Resisting/Obstructing an Officer	17	0	0	14	3
Trespassing	14	0	0	10	4
Operating while Intoxicated	28	0	0	13	15
Retail Theft/Theft	47	1	0	44	3
Total	133				

- 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) – nondiscretionary

2024 YTD Summary Arrests/Physical Custody by Race



Traffic Stop Disposition 2024 YTD

Race	Written Warning	Verbal Warning	No Action	Citation Issued	Arrested	Totals
American Indian/Alaskan Native	1			1		2
Asian	12	16		10		38
Black/African American	65	151		92	11	319
Unknown	1	10		1		12
White	88	188	3	78	3	360
Grand Total	167	365	3	182	14	731

Percentages by Disposition	Written Warning	Verbal Warning	No Action	Citation Issued	Arrested
American Indian/Alaskan Native	1%	0	0	1%	0%
Asian	7%	4%	0	5%	0%
Black/African American	39%	41%	0	51%	79%
Unknown	0%	3%	0	1%	0%
White	53%	52%	100%	43%	21%

END DOCUMENT