

Hobart-Lawrence
Police Department

2023

Annual **REPORT**



COMMITMENT ★ INTEGRITY ★ DIGNITY ★ COMPASSION



www.hobart-wi.org/police-department

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OUR MISSION

By consistent commitment to excellence, we respect and protect the rights of all people, and through innovative partnerships, with our stakeholders, we reduce crime and the fear of crime within our communities.

OUR VISION

To be a model police department.



VALUES
COMMITMENT
INTEGRITY
DIGNITY
COMPASSION

Message From the Chief

On behalf of the dedicated members of the Hobart-Lawrence Police Department, thank you for your interest in our police department and our municipalities (the Village of Hobart and the Town of Lawrence). This report offers a look into our statistics, but also at the faces behind the badges that make up our dedicated team and their story of this past years efforts towards keeping our communities safe. I hope this report will inform you how we worked in 2023 in doing so.

The police departments total number of incidents remained very similar from 2022 to 2023. In 2023 we had a total of 9640 incidents and in 2022 we had 9608 incidents. This is a 0% increase.

The Hobart-Lawrence Police Department is made up of talented and creative officers. I am proud to lead the team, but recognize that it is their collective efforts that allow our communities to be great places to live and work. Without them we would not be able to achieve and meet our organization's goals and objectives.

Finally, I wish to thank the citizens of Hobart and Lawrence for the opportunity to serve. Again, I hope this report gives you some insights into how we worked to keep you and your family safe.

Michael Renkas

Michael Renkas
Chief of Police



Organizational Structure



An organizational structure defines how activities such as task allocation, coordination and supervision are directed toward the achievement of organizational aims.

At the conclusion of 2023, the Hobart-Lawrence Police Department had an authorized staffing level of 15 fulltime police officers, two part time officers, and one fulltime administrative assistant.

Under the overall direction of the Chief of Police, the police department is divided into three functional sections; patrol, investigative, and support services. Both patrol and the investigative sections were commanded by the police captain.

The patrol division is responsible for delivering front line police services 24 hours a day, seven days a week, and represent the highest visible, uniformed police presence in the community. The uniformed police officers provide preventive patrol, respond to calls for service, perform crime prevention activities, complete criminal and traffic accident investigations, and conduct traffic enforcement.

The investigative services section provides specialized investigative and administrative support to the organization. It is comprised of one investigator and a school resource officer.

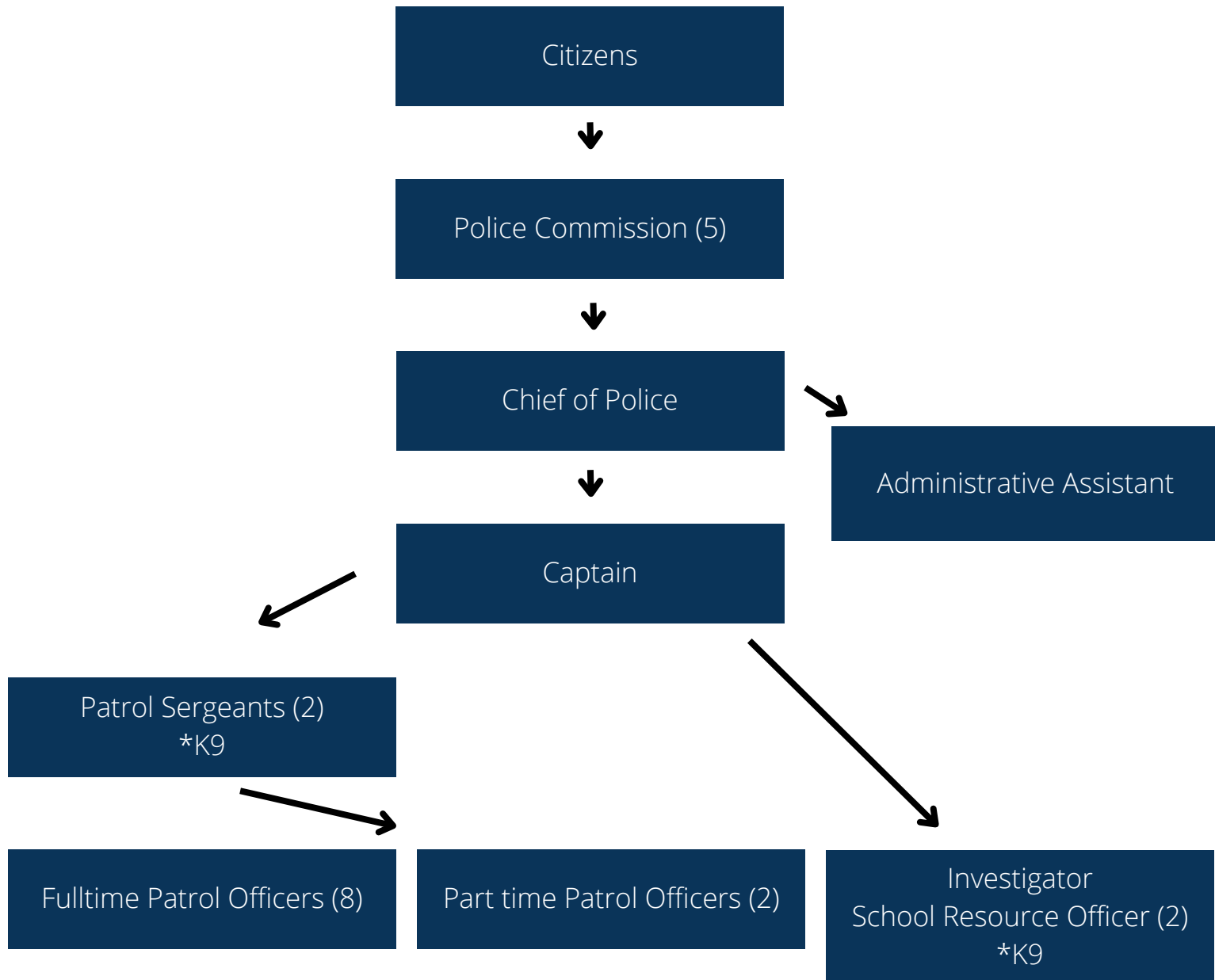
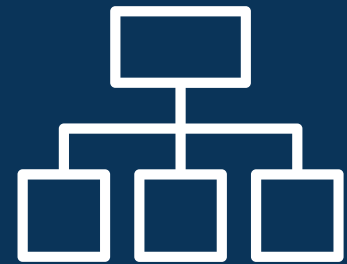
The investigator performs complex criminal investigations and is responsible for our property and evidence - responsible for collection, processing, storage, and disposal of recovered property and evidence. The school resource officer provides a highly visible presence in Hemlock Creek Elementary School for the purpose of preventing crime and serving as a role model for children. In addition, in 2023 the department was able to secure a new K9 to train over the course of the year to become a Therapy Canine. The handler is the SRO.

At the end of 2023, the department entered into an agreement with the Pulaski Community School District to provide services at Hillcrest and Lannoye Elementary Schools - this was achieved with a part time officer - until 2024 when a fulltime officer will take over the role.

The support services section is comprised of fulltime administrative assistant. Part of the administrative assistants duties include the responsibility for processing all reports generated by the department, responding to public records request, and providing walk-in and non-emergency telephone service.

The Captain is also the training coordinator who is responsible for entering training hours into ACADIS, which is a comprehensive public safety training solution utilized by the Wisconsin Training and Standards Bureau to ensure accurate, complete and accessible lifelong employment and training records for officers. The training coordinator is also responsible for developing the training calendar for the organization as well as lesson plans.

Organizational Chart



Joint Board of Police Commissioners



Wisconsin Statute 62.13 (1) Identifies the roles and responsibilities of a Police Commissioner.

The Police Commission is a civilian board appointed by each respective municipalities President/ Town Chair; however, they work independent of those branches of government. By Wisconsin Statute, the Police Commission's primary role is to staff the police department. This includes appointing the Chief of Police, reviewing and approving all promotions, and making final hiring decisions for all new officers. In addition, they also hold responsibility for disciplinary actions against subordinates, dismissals, and reemployment. The Police Commission meets as needed throughout the year.

2023 Police Commission

John Shimek - President (Lawrence)

Gary Pieschek - Vice President (Hobart)

Melissa Tanke - Secretary (Hobart)

Ron Jaeger - Member (Lawrence)

Don Hedrick - Member (Hobart)

New Staff & Promotions



As we seek to enhance our organization to improve the quality of police service we provide, one of the most exciting ways is by hiring and developing talented, dedicated officers. In 2023, we hired a new Captain, a new fulltime officer (in anticipation for the new C/SRO agreement with the Pulaski Community School District - starting in 2024), and added another part time officer position to the department.

Brent Olson, was hired as our Captain. He came to us from a lengthy career at the City of Wausau where he was a Lieutenant.

Brock Peters our newest fulltime officer also came to us from another agency. He had previously served with the Sheboygan County Sheriff Department for five years.

Ryan Peterson our newest part time officer has a great deal of experience as well. He is a full time instructor at NWTC for Law Enforcement, and previously was a Lieutenant at the City of Appleton.

All three of these individuals are incredible assets to our team, and will help us in achieving our mission.

2023 Goals & Objectives

Goal 1: Develop, through research, committee discussions, and policy, a department wellness program for the police department.

Goal 2: Improve the overall investigative function of the organization - from the Investigative Section to all Patrol Officers. This includes enhancement and consistency of officer report writing.

Goal 3: Implement a data-driven approach to crime and traffic safety, which will allow us to allocate resources to reduce crime and enhance traffic safety. This goal will be accomplished through an analysis of incident maps generated through our commuter-aided dispatch system and the WisTransPortal.

Goal 4: Develop/renew community partnership programs.

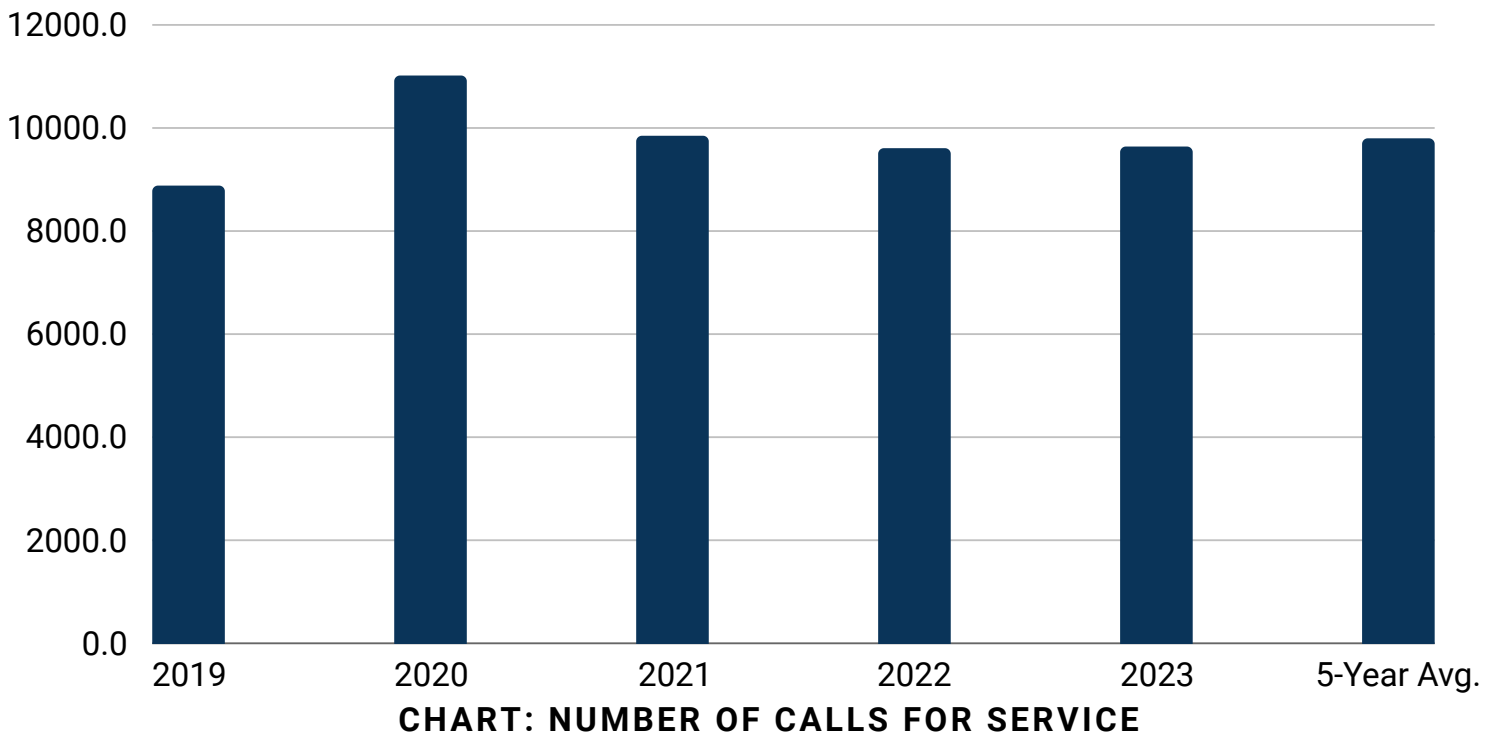
Goal 1 Outcome: Committee was established. Utilizing funds from an awarded law enforcement grant - the department established a mandatory one-on-one session with a trained care provider. This was well received by the staff and will continue into 2024.

Goal 2 Outcome: Standard report templates and checklists were created and provided to officers on an online platform that can be accessed via their MDC's. In checking with an independent source (DA's Office) they advised that reports are much improved.

Goal 3 Outcome: Information on traffic crash locations are shared through the monthly reporting. In 2022, there were 270 reportable crashes. In 2023, there were 276 reportable crashes. This goal is continuous and specific details and assignments will be provided to officers in an effort to achieve this goal.

Goal 4 Outcome: Several programs were developed, which include Coffee with a Cop and National Night Out. These events and others will be continued as they received positive feedback by participants.

Police Operations



To ensure the department has the proper resources necessary for the delivery of high quality police services to the residents of Hobart and Lawrence, we carefully analyze a variety of workload factors for planning purposes. This includes tracking the total number of police incidents handled over the course of a year.

Calls for service can be initiated by a variety of means to include, but not limited to, officer observed, being dispatch by 911, approached in person, email correspondence, and/or

social media notifications. Calls for service can vary in nature, severity, and level of resources needed to address the issue.

These calls encompass a wide variety of police functions to include, but not limited to, response to crimes in progress, traffic accident investigations, domestic disturbances, security checks, alarms, and other officer-initiated activity.

In 2023, HLPD responded to 9640 calls for service, a 0% increase from 2022.

Police Operations - Continued

Additionally, since certain police incidents have a greater impact on our resources than others, we also extract specific data from the total number of incidents handled by the department for the purpose of tracking change on an annual basis. The following chart depicts those workload factors.

	2022	2023	% Change
Traffic Accidents	270	276	2%
Warrant Arrests	28	30	7%
Adult Criminal Arrests	301	240	-20%
Juvenile Criminal Referrals	4	2	-50%
Municipal Ordinance Violations	97	59	-39%
Traffic Citations	1488	1428	-4%
Citizen Contact / Warnings	941	859	-9%
Parking Citations	146	131	-10%
Emergency Mental Health Detentions	13	9	-31%
Emergency Alcohol Detentions	1	0	-100%
Animal Bites	9	16	78%
Citizen Request For Service	3489	3486	0%
Officer Initiated	6118	6154	1%
Total # of Incidents	9608	9640	0%

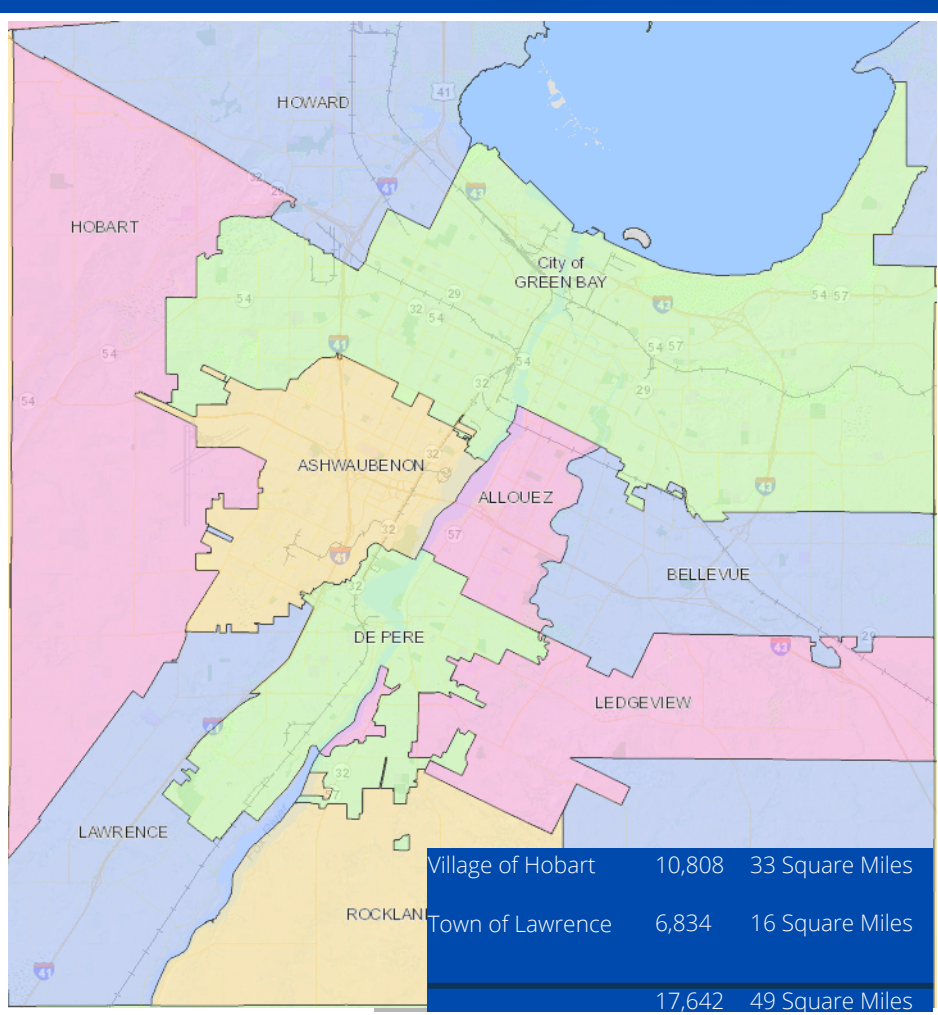
National Incident Based Reporting System (NIBRS)

The FBI tracks national crime trends as part of the Uniform Crime Reporting system, or UCR, using the National Incident Based Reporting system, or NIBRS. NIBRS became the sole method used by the FBI for tracking crime data on January 01, 2021. The vision for NIBRS is to become the law enforcement community's standard for quantifying crime, which will help law enforcement and communities around the country use resources more strategically and effectively. As of June 2022- 66% of the U.S. Law Enforcement Agencies are reporting. In Wisconsin, 93% of law enforcement agencies are reporting. The Hobart-Lawrence Police Department has been reporting to NIBRS for over six years.

The chart below reveals Hobart-Lawrence NIBRS data for 2017 to 2022.

	2017	2018	2019	2020	2021	2022
Homicide	0	0	0	0	0	0
Rape	2	4	2	2	3	1
Robbery	1	1	0	0	0	0
Aggravated Assault	4	2	6	7	0	0
Simple Assault	3	10	18	15	6	1
Burglary	7	31	8	63	80	7
Larceny Theft	43	36	35	41	39	17
Motor Vehicle Theft	3	2	1	1	3	1
Arson	0	1	0	0	0	0
Human Trafficking	0	0	0	0	0	0

Connecting and Serving Our Communities



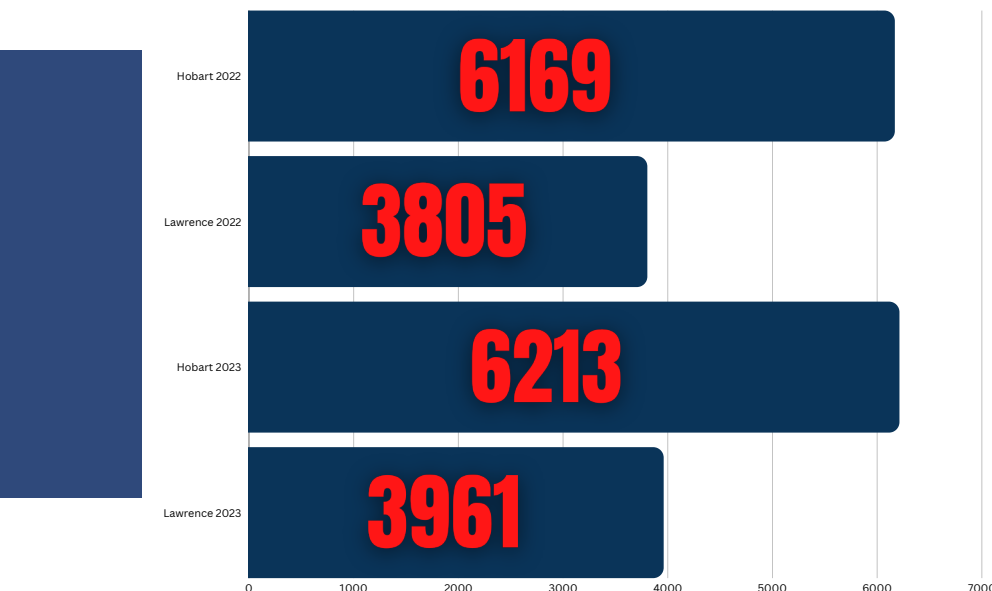
The Village and Town share in the operational cost of the department. Combining our police services is more efficient and cost-effective, and is the way of the future - something we have done from the onset. This is a responsible model that works well for both communities.

Driving forces for consolidation are the following:

- Economies of Scale
- Duplication of Efforts or Services
- Effectiveness
- Efficiency
- Accountability
- Harmony
- Unified Command Structure

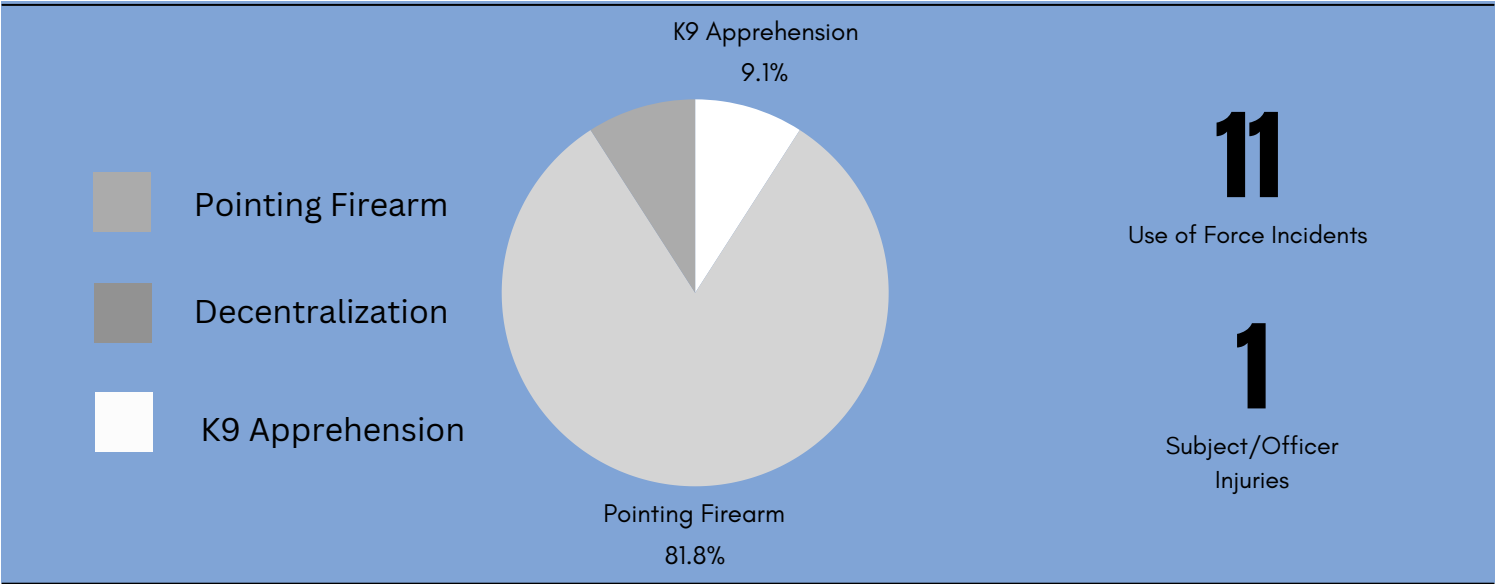
2023 Call for Service Type & Location

- Accident
 - Hobart = 156
 - Lawrence = 194
- Auto Theft
 - Hobart = 6
 - Lawrence = 2
- Burglary
 - Hobart = 8
 - Lawrence = 6
- Disturbance
 - Hobart = 79
 - Lawrence = 43
- Fraud / Theft
 - Hobart = 71
 - Lawrence = 42



Use of Force

Hobart-Lawrence Police Department policy requires officers to document the use of force on every occasion that a control alternative or greater (excluding escort holds) is used, and each use of force is reviewed by supervisory staff to ensure the officers actions were within policy and procedure. This accountability measure was new to HLPD in 2022 - therefore there is limited data for comparison with other years. Additionally, in 2023 - pointing a firearm at another was added as a mandatory use of force reporting incident for the agency. These measures were enacted to ensure transparency with the community, identify trends, and/or training opportunities for the organization.



As noted previously, officers of the Hobart-Lawrence Police Department handled 9640 calls for service in 2023. Of this total, 11 incidents resulted in a use of force. The frequency of the use of force in 2023 was .114%.

A total of seven (7) incidents involved the use of force. The following incidents resulted in a use of force:

- Weapon Call/ Disturbance/ Pursuit - Three (3) officers pointed firearms at suspect. HLPD Arrest.
- Sexual Assault - One officer point his firearm at suspect while searching a resident during a search warrant. HLPD Arrest.
- Weapon Call/ Disturbance - One officer pointed his firearm at a suspect. HLPD Arrest.
- Assist Other Jurisdiction / Traffic Stop/ Fleeing - K9 Apprehension. De Pere Police Arrested Suspect.
- Pursuit - One officer pointed his firearm at suspect, after he fled on foot from a traffic stop. HLPD Arrest.
- Stolen Vehicle - Two (2) officers pointed their firearms at subjects. OPD Arrest.
- Assist Other Jurisdiction/ Disturbance - One officer decentralized a subject with an OPD officer on a subject resisting arrest.

The department had a total of 240 criminal arrests/referrals to the DA's office. That equates to 2.1% of arrests/referral incidents resulted in a use of force (not including the two incidents in which we assisting another agency).

All use of force incidents were found to be reasonable and necessary to accomplish a legitimate law enforcement objective.

0.114%

of police contacts resulted in a use of force in 2023.

Department Training

Total Training Hours = 1,917 Hours

Average Hours Per Employee = 106.5 Hours

Some of the Training Topics are the following:

- Less-Lethal Devices
- Crisis Intervention Team Training
- Marcy's Law
- Autism Awareness
- Purple Angel Training
- Annual DOJ Firearms Qualification
- Biennial Vehicle Pursuit Training
- Animal Cruelty Investigations
- School Resource Officer Trainings
- Force Science De-Escalation Course
- Investigative Courses and Conferences
- Drug Recognition Instructor Recertification
- 2024 Leadership Green Bay
- Tint Meter Enforcement
- Emergency Medical Responder Certification
- SHRM Human Resources Certification
- Tactical Leadership and Decision Making



Total Training Hours = 1,917

COMMUNITY OUTREACH

2023 was a great year to create and renew community partnerships! We developed a couple new programs and put effort into the creation of new programs to HLPD for 2024. We participated in the following:

- Coffee with a Cop
- Police Lights of Christmas
- Shop with a Cop
- Neighborhood Watch
- National Night Out
- Hobart Summer Celebration
- Lawrence Food Truck Rally
- Public Safety Golf Outing
- Much, Much More!



WHAT'S NEXT?

2024 will host HLPD's first ever Citizen's Police Academy!

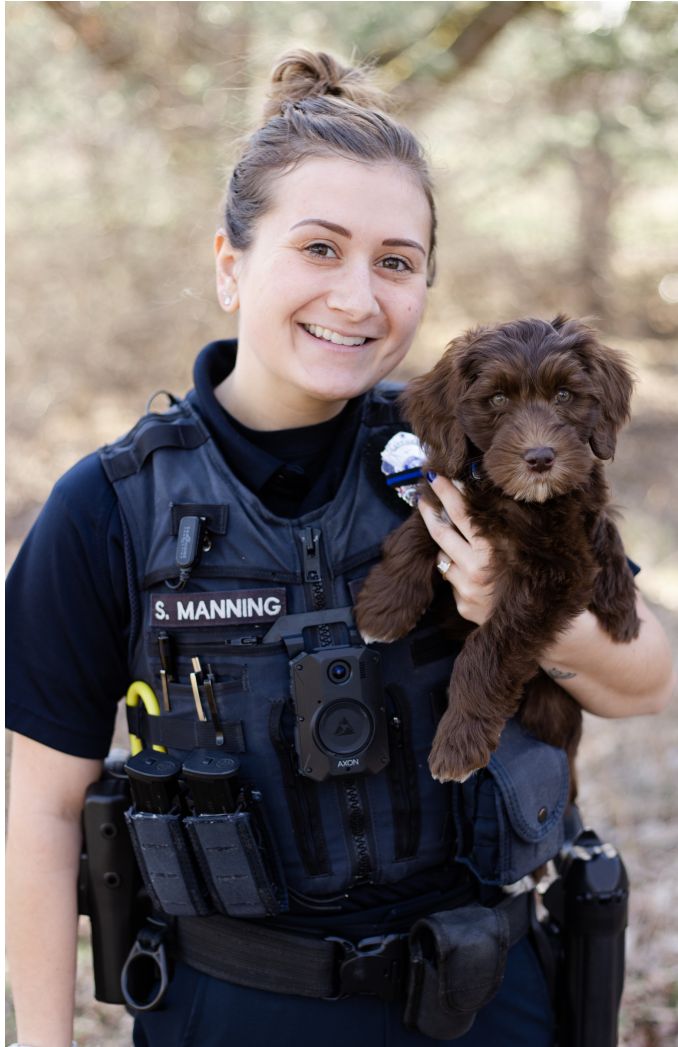
In addition, we are seeking ways to create innovative partnerships with all residents and business owners.

KEEP IN TOUCH WITH OUR TEAM

- Ofc. Sarah Manning
- Ofc. Zach Cambray

- smanning@hlpdwi.org
- zcambray@hlpdwi.org

CONCLUSION



WE LOOK FORWARD TO SERVING YOU IN 2024 AND BEYOND!

2023 was a very exciting year that allowed the department to grow and expand in a responsible manner.

One of the most exciting additions to the department was our first Therapy Canine Team. Community School Resource Officer Manning was selected as the new handler. Arlo is already an exceptional member of our team! All expenses concerning Arlo were and will continue to be funded through donations.

Additionally, we welcomed another K9 (Jax) to our team. Jax replaced Bax who is enjoying a well earned retirement. Sgt. Tremel is continuing his role as our K9 handler for Jax.

With the new agreement with the Pulaski Community School District, Ofc. Zach Cambray was selected to be our next Community School Resource Officer for Hillcrest and Lannoye Elementary School, he will begin in January 2024.

In April, we also launched a new Autism Awareness effort for the community and staff. This program allows officers to get to know individuals living in our community and provide resources to ensure that every interaction is positive!

The Hobart-Lawrence Police Department is committed to providing high quality, professional police services to the residents, business owners, and visitors to both the Village of Hobart and the Town of Lawrence. Hopefully, the information contained in this report demonstrates we are achieving that goal. Should this report generate any questions or concerns, we would be happy to answer them. Additionally, the department releases a monthly police report with more information as well.