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POLICE DEPARTMENT

March 14, 2018

Dear Beloiters:

It continues to be a great honor serving the Beloit community and leading the dedicated men and women of our Department. It also continues to be a very busy and challenging time, as the Beloit Police Department continues to grow in a positive fashion by strengthening leadership, enhancing community relationships, and incorporating modern-day policing practices. Today we provide a snapshot of our accomplishments in 2017 and goals for 2018.

### **Enhancing Leadership**

In 2017 the Department continued its robust reorganization of our personnel and operations with the goal of creating a “sustainable” organization—one in which we are constantly mentoring, guiding, and developing future leaders around our Vision, Mission, and Core Values, emphasizing our role as “Guardians.” You can view these guiding principles on our Department website. Our goal is to build upon our existing team to enhance and sustain a character driven, competent, and diverse Beloit Police Department. An updated organizational chart is on our website under “To learn more about BPD” icon.

The Department command staff was solidified and each new leader was given specific programs and responsibilities that have greatly assisted our growth and success both internally and with our community.

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## Hiring/Promotion

This past year the Department hired 11 Patrol Officers, 2 Lieutenants, 2 Records Clerks and 1 Evidence Custodian. In addition, we have promoted 2 Sergeants and 2 Lieutenants. The diversity of our new hires and promotions is shown on the handout. Due to the hard work of our Assessment and Recruitment Team (ART) we are making significant positive progress.

## Training

The Department continues to enhance leadership skills through the International Association of Chiefs of Police (IACP) Leadership in Police Organizations (LPO) program. LPO is an internationally recognized program focused on law enforcement leadership development. We have graduated 23 members from this rigorous three-week course ranging from non-sworn civilian personnel to command staff. Captain Molland graduated from the Wisconsin Department of Justice Command College, a nine week executive training course.

In October 2017, all sworn staff were trained in the first phase of Integrating Communications, Assessment, and Tactics (ICAT), which provides agencies the tools to further train officers on de-escalation techniques when dealing with persons who suffer from mental health issues and are armed with edged weapons. The second phase of this new training platform will be provided in 2018 for all sworn personnel and is modeled after research by the Police Executive Research Forum (PERF), a national criminal justice think tank.

All sworn members received training in the new mental health flagging system, a partnership with Rock County Department of Health

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Services that provides officers greater insight into mental health issues suffered by some of our citizens and provides de-escalation recommendations to safely resolve the issue.

We identified gaps in our field training program (FTP), which led to a complete revamping of the program. A new FTP manual, process, and selection of trainers was implemented and the training time was increased to afford new personnel a more comprehensive training environment.

### **Strengthening Community Relationships**

We continue to see exponential growth in this very important goal over. The Department continued with its series coined “Conversations with the Community (CWC).” The CWC series expanded further, as we partnered with Beloit College and Black Lives Matter representatives. Three separate CWC sessions were held at Beloit College in 2017 addressing traffic stops, body-worn cameras, and a sustained dialog session. The impact of these sessions has been phenomenal and provided a bridge to future sessions and collaboration as we strive to grow community support, trust, and understanding.

In the fall we started a partnership with Culvers coined “Cone with a Cop,” which has been a great opportunity for our officers to meet with Beloit youth. In 2018, we will take “Cone with a Cop” on the road, going to neighborhood parks across Beloit.

In December we met with area high schools and advertised our new Police Explorer Program. This is a chance for youth to volunteer with our department members in a variety of ways, receive law enforcement training, and gain insight into law enforcement as a potential career. To date, we have 22 applicants and are developing

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a training and implementation plan. Thanks to great community generosity, Culvers presented our department with a check for \$1500, which will be used to fund Explorer functions.

Further, we have strengthened our relationship with the Stateline Boys & Girls Club and will be participating in several activities with local youth, to include Badges for Baseball, a national program sponsored by the Cal Ripken Sr. Foundation.

We are collecting data and evaluating our School Resource Officer Program to ensure efficiency and effectiveness while working closely with the Beloit School District to maintain school safety.

In November, utilizing a Beloit Memorial High School intern, our Special Operations Division started the Court Watch Program, in which we let our community know the outcomes of some of the great work being done by our personnel. Criminal justice does not stop at arrest, we need the active support and cooperation of our District Attorney's Office and Circuit Courts to bring folks to justice and prevent future victimization. Our Court Watch Program keeps our community apprised and informed of these outcomes. For example, Anthony Lowery who just a couple of weeks ago, while out on bail for an armed robbery, obtained a firearm and accidentally shot himself—our cops then saved his life. Lowery had been arrested by BPD several times for bail jumping and possession of a firearm and each time was allowed to bail out again. High risk persons like this are a danger to our community and we want to keep you informed.

In addition, we maintain a strong relationship with Beloit Crime Stoppers. Just last week a Crime Stopper tip led to the arrest of a dangerous child sex predator, Raynoldo Mendez.

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Our Department has partnered with our local state elected delegation to address gaps in the sex offender law that allows dangerous child sex offenders to reside next to our kids and/or gain an advantage through the plea bargain process. This will be an active legislative project in 2018.

### **Incorporating Modern-Day Policing Practices**

The Department continued its participation in the Police Data Initiative (PDI). The PDI is a tool to build community-police relationships through the use of data and technology to increase transparency and accountability. In January 2017, the Department launched phase one of this initiative by placing all reportable calls for service on our website. You will find this under the “Daily Media Reports” icon. This project was completed in December 2017 and we now have all Use of Force data on our website under the “PDI” icon. This data will be updated on a quarterly basis. Traffic stop data is in the works.

The Department is a pilot program partner in the conversion of crime data from the FBI’s Uniform Crime Reporting (UCR) model to the new Incident Based Reporting System (IBRS). This transition will be required for all law enforcement agencies by 2020, but we have volunteered to be ahead of the technology curve. IBRS is a more complete crime reporting database, accounting for all crimes versus the current UCR hierarchy system.

All sworn personnel below the rank of Lieutenant are now equipped with a body-worn camera. This completes a multi-year project in which the Department upgraded all audio/video systems into one comprehensive system that utilizes cloud storage. These important technology upgrades will create efficiencies and increase public trust in our operations.

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These are but a few of our successes over the last year. In addition, we have seen a positive change in both the **reduction of violent crime** and **increase in arrests** for those committing violent crime in our community.

### **Uniform Crime Report Highlights (see handout)**

#### **Violent crime highlights:**

- Violent crime is down 14% (25 fewer crimes)
- Shootings (persons shot) are down 29% and shots fired incidents are down 65%
- The national average violent crime clearance rate for cities our size is 47.5% (2016 FBI UCR)
- Beloit's violent crime clearance rate for 2017 is 70%
- **The Beloit Police Department cleared 22% more violent crime than comparable cities—this is outstanding!!**

Overall Beloit had fewer violent crime victims and more arrests, which prevents future victimization.

**The message is clear: do not commit violent crime in Beloit—you will be caught.**

### **2018 Goals**

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New 10 hour shift schedule

- Based on data and putting the most cops out when and where we need them
- Common training day
- Better off schedule for officers
- Enhances proactive enforcement and community engagement

Bicycle patrol & other opportunities

- DOJ Grant for beat patrol OT pending

Planning for a bona fide law enforcement facility

Retirement of current Patrol Commander—Risse (+30)  
New Patrol Division Commander—Stigler

Thanks to all of our dedicated staff & leadership team at the Beloit Police Department, who working in collaboration with our community have made magnificent strides towards the prosperity and future of Beloit!! I am extremely proud of all our collective efforts and look forward to continued success—believing in the prosperity of Beloit!

REMINDERS:

We invite community members to attend our school safety forum tonight @ 6pm at BMHS.

See our website & Facebook page for more information.