

HOBART-LAWRENCE POLICE DEPARTMENT

2022

ANNUAL REPORT

COMMITMENT - INTEGRITY - DIGNITY - COMPASSION

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.

Values

COMMITMENT

INTEGRITY

DIGNITY

COMPASSION

TABLE OF CONTENTS

| | |
|----------------------------|----|
| CHIEF'S WELCOME | 3 |
| Organizational Structure - | 4 |
| 2022 Goals & Objectives - | 6 |
| 2022 Goals & Objectives - | 6 |
| New Staff & Promotions - | 9 |
| Officer of the Year - | 10 |
| Police Operations - | 11 |
| Use of Force - | 15 |
| Community Outreach - | 16 |
| Conclusion - | 17 |



HLPD DEPARTMENT



Message From the Chief

On behalf of the dedicated members of the Hobart-Lawrence Police Department, I am pleased to have the opportunity to present our first ever Annual Report. This offers a look not only at the statistics that tell our story of community safety, but at the faces behind the badges that make up our dedicated team. I hope this report will inform you how we worked in 2022 to keep our communities safe while enhancing the quality of life for our residents and visitors.

Recently, I was privileged to be sworn in as the Chief of Police. By accepting this honor, I hope to bring changes which focus on community-oriented policing that provide the best possible law enforcement services while continuing to improve relationships within our communities.

We are excited for 2023, and will bring new efforts to connect with our communities, as well as seek opportunities to use new technology to improve public safety.

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.

I would also like to recognize Chief Randy Bani for his dedicated service. He faithfully served the citizens of Hobart and Lawrence for 20 years. We all wish him well in his much deserved retirement.

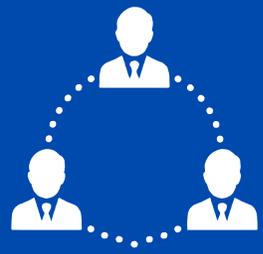
Finally, I wish to thank the citizens of Hobart and Lawrence for the opportunity to serve. Again, I hope this report gives you some insights into how we worked to keep you and your family safe.

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.

In 2022, the Hobart-Lawrence Police Department had an authorized staffing level of 14 fulltime police officers, one part time training coordinator, and one part time 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.

The support services section is comprised of a part-time training coordinator and part-time 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 training coordinator 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.

The 2022 Hobart-Lawrence Police Department was staffed by:

Chief of Police:
Randy Bani

Captain:
Michael Renkas

Patrol:

- Two (2) Patrol Sergeants
- Eight (8) Patrol Officers
- One (1) K9

Investigative & Support Services:

- One (1) Investigator
- One (1) School Resource Ofc.
- One (1) PT Assistant/ Records
- One (1) PT Training Ofc.

Department Overview



The Hobart-Lawrence Police Department is provides full-time municipal law enforcement services that are staffed 24/7/365. Our motto is Connecting and Serving Our Communities. We serve both the Village of Hobart and the Town of Lawrence. Combined, these municipalities have a population of 17,210 as of January 2022. The combined jurisdiction of the police department spans nearly 50 square miles.

The primary function of the organization is to provide quality police services to the citizens and visitors of both communities. This includes responding to various calls for service and conducting proactive law enforcement activities. In 2022, the department handled 9,607 calls for service, which averages to approximately 26 incidents per day.

As stated, and shown above, our agency is authorized 14 full-time, sworn officer positions. Per capita (sworn full-time officers) our agency has .81 per 1000 population. A study was conducted utilizing available 2020 data, which looked at police agencies that had a population of 15,000 to 26,000. The average officers per capita was 1.68. Although there is no official benchmark for determining the optimum number of officers needed to provide exceptional police services - we sought out another avenue to identify per officer workload and compared to these agencies through objective measures. We found that our measurable workload was 31.42, which was the fourth highest of the agencies surveyed - the average was 20.45.

We have a vehicle fleet of 10 vehicles. The patrol vehicles average about 30,000 to 35,000 miles per year.

FLEET Patrol Section

6

**FOUR MARKED PATROL
SQUADS / ONE DEDICATED
K9 SQUAD / ONE
SUPERVISOR SQUAD**

Investigative Section

2

**ONE INVESTIGATOR SEDAN
/ ONE MARKED SRO SQUAD**

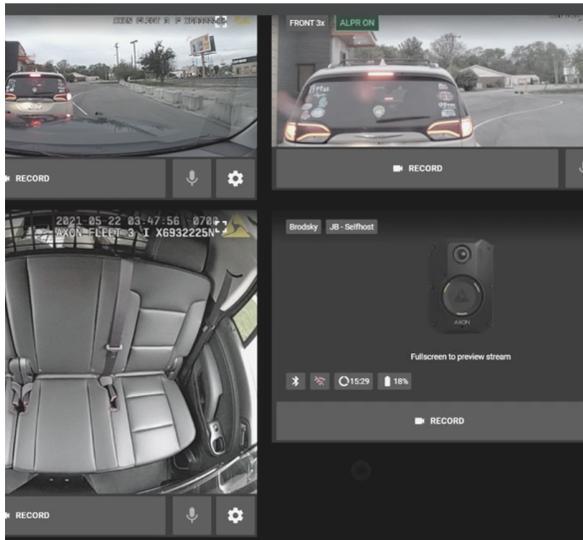
Administrative Section

2

**ONE CHIEF SEDAN /
ONE CAPTAIN SUV**

22

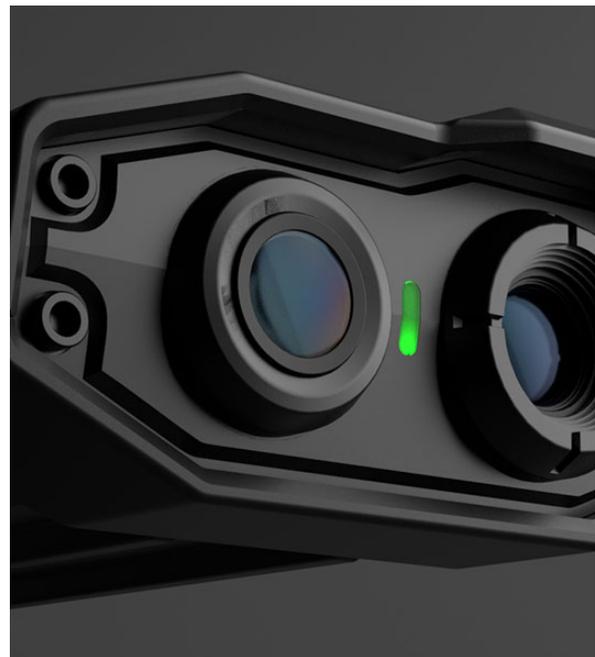
Goals & Objectives



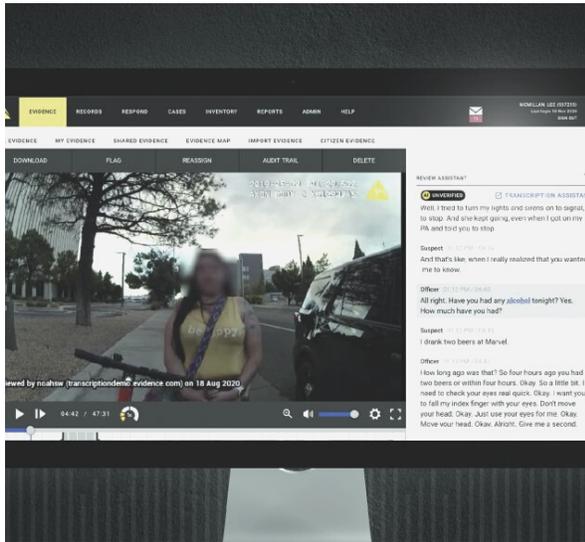
Goal 1: Install Axon Fleet 3 in-car cameras into all Marked Patrol Squads, K9 Squad, Supervisor Squad, and School Resource Officer Squad. This camera system integrates with our body cameras - allowing seamless syncing of videos taken with both cameras. In addition, these cameras will activate using automatic triggers, such as removing a handgun from its holster or activating a Taser. The in-car cameras have integrated ALPR functions. Finally, videos are stored in a cloud, providing a more efficient means of satisfying criminal discovery requests.

"A GOOD SYSTEM SHORTENS THE ROAD TO THE GOAL"

Goal 1 Outcome: The installation of in-car Axon Fleet 3 was completed in 2022. This goal provides a number of operational benefits to the organization, including increased efficiency for our officers, supervisors, and evidence personnel. The expansion of our recording capabilities underscores our commitment to transparency and commitment to excellence in public service.



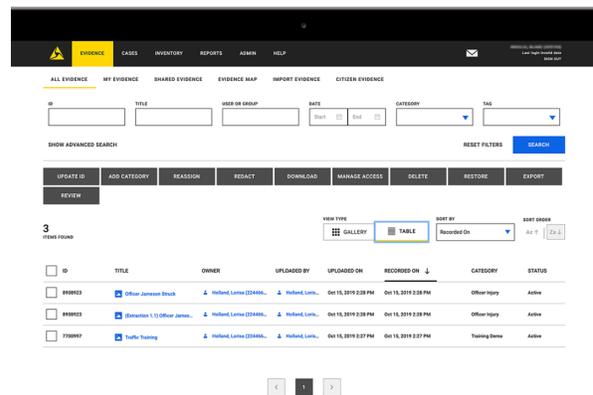
22 Goals & Objectives



Goal 2: Implement cost saving procedures through a semi-paperless system in the Records Section. Digital storage is completed quickly, and retrieval only involves a simple search. This will result in reduction in employee work hours spent on menial tasks. Paperless data also represents more security in our department as well. By doing so in our shared space with other Village staff, there is less ability for others to see sensitive information. Data is also able to be restricted based on user permissions.

"THE ONLY WAY TO ACHIEVE THE IMPOSSIBLE IS TO BELIEVE IT IS POSSIBLE"

Goal 2 Outcome: This goal was actualized to a high degree in 2022 - It is estimated that we have reduced paper usage by approximately 75%. Some processes include electronically transferring criminal referrals to the District Attorney's Office. There are no printing or filing citations, accidents, or incidents reports - retaining electronic format only. Forms have been digitalized and are no longer handwritten. Other documents provided are scanned and retained electronically. As a result processes have been substantially streamlined, saving the agency countless hours of staff time in satisfying our public records obligations.



22 Goals & Objectives



Goal 3: Supervision - Proper Span of Control and Division of Labor

"GOOD ORDER IS THE FOUNDATION OF ALL THINGS"

Goal 3 Outcome: This goal was actualized during 2022. It began with hiring the first ever Hobart-Lawrence Captain. After that process concluded the organization conducted a search for a Sergeant, which is a first-line supervisor for the agency. This additional position ensured a day shift sergeant and a night shift sergeant that are able to effectively monitor and evaluate the officers as well as be a resource allocator for patrol during times of high call volume or high-risk incidents.



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 2022, we were authorized to make additions to the organization in our leadership. We were authorized the ability to add a captain and a sergeant position.

In 2022, we welcomed Michael Renkas as the new Captain and ultimately Chief of Police (starting in 2023); we internally promoted Randy Radloff to sergeant; and as a result of that process we welcomed Mark Stary as our newest patrol officer.

Captain Renkas came to us from Grand Chute, where he served as a Lieutenant. Ofc. Stary came to us from the Manitowoc County Jail, where he served as a Sergeant in the Jail.

Officer of the Year



"EXCELLENCE IS NOT A SKILL, IT'S AN ATTITUDE."

Officer Kola was honored at the 2022 Green Bay Preble Optimist Respect for Law Banquet. Officer Kola is a 16-year law enforcement veteran, working at Hobart-Lawrence for the past ten years. Officer Kola has been a constant professional, helping move our organization forward in numerous ways.

Police Operations

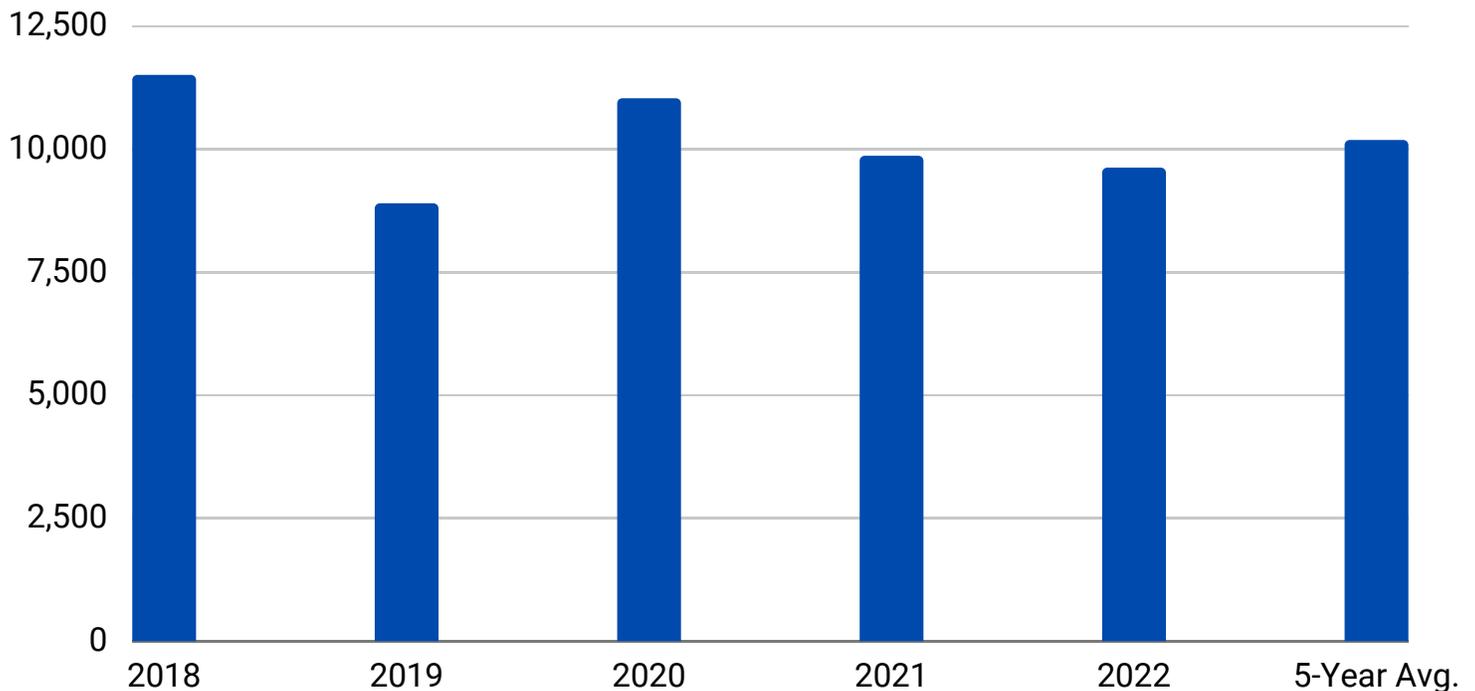


CHART: NUMBER OF CALLS FOR SERVICE

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.

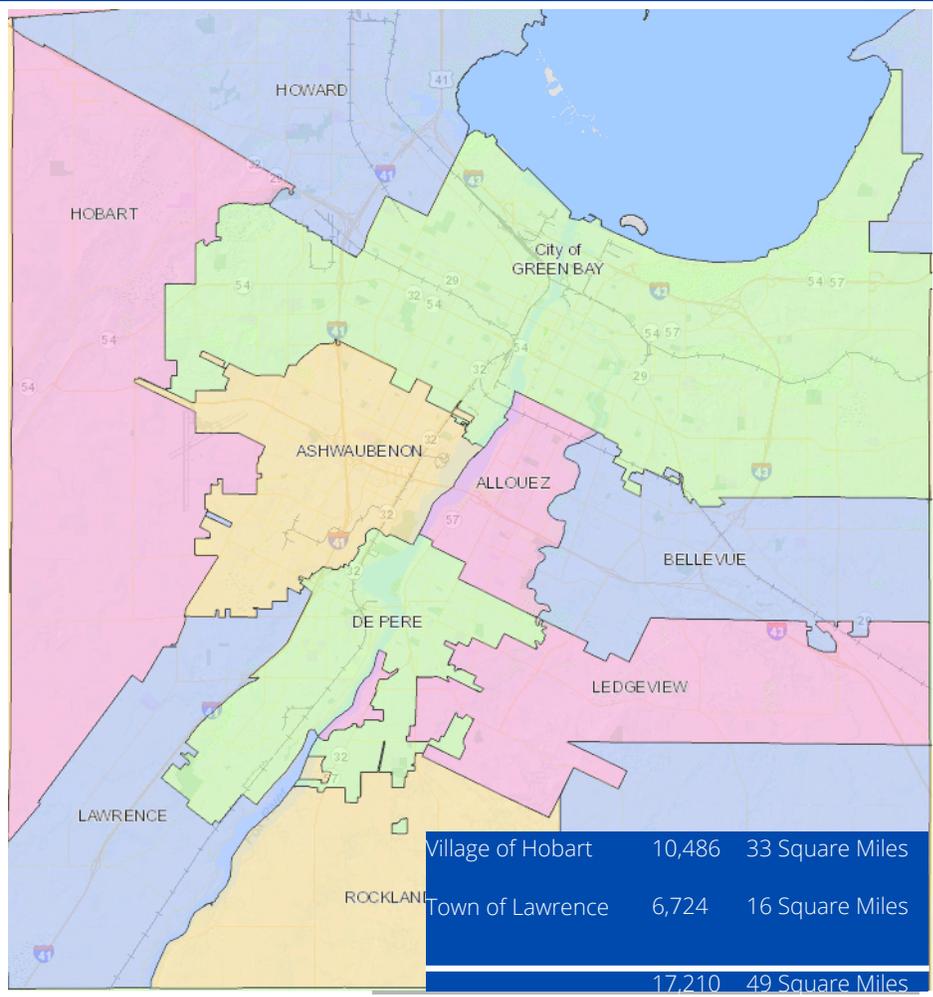
Calls for service can be initiated by an officer by a variety of means to include, but not limited to, officer observed, being dispatch by 911, approached in person, email correspondence, and/or

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 2022, HLPD responded to 9607 calls for service, a 2% decrease from 2021.

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

2022 Call for Service Type & Location

- Accident
 - Hobart = 154
 - Lawrence = 192
- Auto Theft
 - Hobart = 7
 - Lawrence = 10
- Burglary
 - Hobart = 13
 - Lawrence = 7
- Disturbance
 - Hobart = 83
 - Lawrence = 30
- Fraud / Theft
 - Hobart = 65
 - Lawrence = 41





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.

| | 2021 | 2022 | % Change |
|---|-------------|-------------|-------------|
| Traffic Accidents | 268 | 270 | 1% |
| Warrant Arrests | 29 | 28 | -3% |
| Adult Criminal Arrests | 204 | 301 | 48% |
| Juvenile Criminal Referrals | 2 | 4 | 100% |
| Municipal Ordinance Violations | 156 | 97 | -38% |
| Traffic Citations | 1459 | 1488 | 2% |
| Citizen Contact / Warnings | 962 | 941 | -2% |
| Parking Citations | 196 | 146 | -26% |
| Emergency Mental Health Detentions | 12 | 13 | 8% |
| Emergency Alcohol Detentions | 0 | 1 | 100% |
| Animal Bites | 15 | 9 | -40% |
| Citizen Request For Service | 962 | 941 | -2% |
| Officer Initiated | 6146 | 6118 | 0% |
| Total # of Incidents | 9848 | 9607 | -2% |



National Incident Based Reporting System (NIBRS)

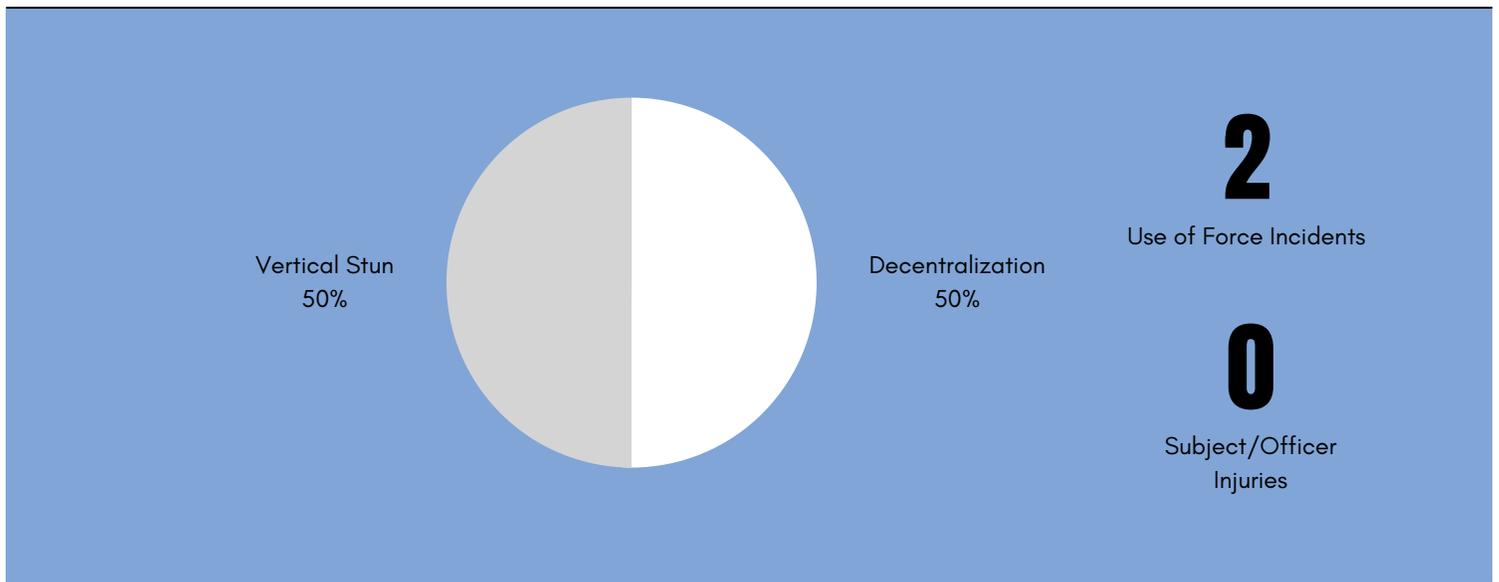
The FBI tracks national crime trends as part of the Uniform Crime Reporting system, or UCR, using the National Incident Based Reporting system, or NIBRS. NIBRS became the sole method used by the FBI for tracking crime data on January 01, 2021. The vision for NIBRS is to become the law enforcement community's 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 five years.

The chart below reveals Hobart-Lawrence NIBRS data for 2017 to 2021.

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

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 no data for comparison with other years. This measure was 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 9607 calls for service in 2022. Of this total, 2 incidents resulted in a use of force. The frequency of the use of force in 2022 was .02%.

An analysis identified that 100% of the use of force incidents occurred when an arrest was made in connection with the incident.

Of the 301 criminal arrests effected by the Hobart-Lawrence Police Department officers in 2022, two of the arrests involved the use of force. The frequency of the use of force during an arrest in 2022 was .66%.

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

0.02% of police contacts resulted in a use of force in 2022.

Community Outreach

"Everyone has a stake in the story of policing"

While considerable attention is focused on crime and the impact it has on our community, not all our efforts are directed at criminal investigations and traffic enforcement. We also participate in many community activities designed to strengthen citizen involvement in crime prevention and enhance our relationship with our community partners.

YEAR IN REVIEW



- Birthday party surprise to show children our squad and equipment
- Participated in the CP Telethon answering phones for donation collection
- K9 demonstrations for numerous clubs and organizations in the area
- 1st Annual Hobart Fire Rescue and Police Golf Outing
- Attended the Exceptional Equestrians Community Event
- Attended the Lawrence Food Truck Rally
- Numerous officers participated in the Lawrence Blood Drive
- Dunk Tank at the Emerald Bay Retirement Community & Memory Care Community Event
- Attended the Hobart Summer Celebration Food Truck Rally
- Coordinated and Attended Neighborhood Watch Group Events
- Assisted with Hemlock Creek Elementary Fun Run
- Coordinated Drug Take Back Events
- Stuff the Squad Event with Oneida Police Department
- Shop with a Cop



CONCLUSION

CHIEF BANI

ENJOY YOUR RETIREMENT

**WE LOOK FORWARD TO
SERVING YOU IN 2023 AND
BEYOND!**

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.

