



PEG LAUTENSCHLAGER
ATTORNEY GENERAL

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BULLETIN

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STATE OF WISCONSIN - DEPARTMENT OF JUSTICE
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MESSAGE FROM THE ATTORNEY GENERAL

Dear Law Enforcement Official:

As Wisconsin's senior population ages, potential vulnerability of older adults to elder abuse increases. While the term "elder abuse" often suggests physical abuse, financial elder abuse is often overlooked. Historically, law enforcement has focused successfully on itinerant travelers who prey upon some of our most vulnerable citizens through a variety of home improvement scams. Yet other more prevalent types of financial elder abuse are on the increase, and also require our attention and action.

Those who commit elder financial abuses are often close to their victims, and escape suspicion. Perhaps the largest group of abusers are family members and friends who obtain access to a senior's assets through schemes that include forgery, unlawful use of credit cards, fraudulent home refinancing schemes, and abuse of financial power of attorney status. Professional caretakers who gain access to an elder's assets through caretaking responsibilities constitute another class of offenders. Finally, persons in position of trust including lawyers, accountants, insurance agents, or real estate agents may abuse a position of trust to access an elder's assets. The consequences of elder financial abuse range far beyond the theft itself. A victim's standard of living may decline resulting in stress and loss of trust in family, leading to neglect, abandonment, depression and physical problems. In addition, physical abuse often accompanies the elder financial abuse.

In an effort to address elder financial abuse issues, the Department of Justice has formed an innovative new working group, to study the problem and recommend actions from which we can all benefit. The group includes representatives from public, nonprofit, and private organizations, including the Elder Financial Exploitations Project of the Coalition of Wisconsin Aging Groups; University of Wisconsin Law School Elder Law Clinic; Center on Age and Community at the University of Wisconsin Milwaukee; the Department of Health and Family Services; and members of the financial services industry and community groups from throughout Wisconsin.

The Department of Justice is working with these groups to raise awareness of elder financial abuse. Initiatives include training for law enforcement officers, social services workers, victim witness coordinators, prosecutors, and others who may encounter elder financial abuse. In addition, this effort will also lead to the development of legislation and policy to combat elder financial abuse.

To this end, the Department of Justice is sponsoring an elder financial abuse workshop on June 30, 2005 in Green Bay, Wisconsin. The purpose of the workshop is to guide first responders, including law enforcement officers, in identifying and investigating potential financial elder abuse. This training will also highlight the kinds of community and state resources available for investigating elder financial abuse cases.

Wisconsin's seniors have contributed much to the richness and strength of this state. As law enforcement officials, we are in a vital position to help protect them from the vulnerability of financial abuse. Please let me know whenever the Wisconsin Department of Justice can be of assistance to you and your colleagues as we move forward with this critical effort.

Very truly yours,

A handwritten signature in black ink, appearing to read "Peg L." followed by a stylized flourish.

*Peg Lautenschlager
Attorney General*

PROTECTING WISCONSIN'S CHILDREN

2005 Attorney General's Law Enforcement Conference

May 26-27, 2005
Marriott
Racine, Wisconsin



The 2005 Attorney General's Law Enforcement Conference will focus on developing a law enforcement strategy to protect Wisconsin's children. The event begins at 8:30 a.m. on Thursday, May 26th and runs through noon on Friday, May 27th, 2005.

Peter Banks and Dave Peery, nationally known experts from the National Center for Missing and Exploited Children will be the featured presenters, along with Department of Justice experts in the field of crimes against children. Attendees will have the option of attending a variety of breakout sessions including Cyber tips and the search and seizure of electronic equipment as well as community notifications presented by the Department of Corrections.

Tentative Agenda

Thursday, May 26

- 7:30 a.m. **Registration/Continental Breakfast**
- 8:30 a.m. **Welcome and Introductions**
MIKE ROBERTS, Administrator
Division of Law Enforcement Services
- 8:40 a.m. **Keynote Address:**
PEG LAUTENSCHLAGER
Attorney General, State of Wisconsin
- 9:00 a.m. **Resources for Law Enforcement**
PETER BANKS, Director of Training
Nat'l Center for Missing & Exploited Children
- 10:15 a.m. **Break**
- 10:30 a.m. **Family Abductions: Prevention/Response**
DAVE PEERY
Nat'l Center for Missing & Exploited Children
- 12:00 Noon **Luncheon**
Awards and Recognition Program
PEG LAUTENSCHLAGER
- 1:45 to 4:30 p.m. **Breakout Sessions**
(Attendees will have the opportunity to attend two sessions)
- 5:00 to 7:00 p.m. **Reception**

Friday, May 27

- 6:30 a.m. **Buffet Breakfast**
- 9:00 a.m. **Drug Endangered Children/DOJ Programs**
JAMES WARREN, Administrator
Division of Criminal Investigation
- 10:00 a.m. **Break**
- 10:15 a.m. **Wisconsin Clearinghouse Resources/Services**
Amber Alert Update
SUSAN WHITEHORSE
Division of Criminal Investigation
- 10:45 a.m. **Legal Update**
DAVID H. PERLMAN, AAG
Training and Standards Bureau
- 12 noon **Conference Closing**

Breakout Sessions

- Racine Community Leadership Programs
- Cyber Tips/
Search & Seizure of Electronic Evidence
- RMAC – LE follow-up/investigations
- DOC – Community Notifications

Register Online at WWW.WILENET.ORG

From the Conference Calendar, follow the link [Attorney General's Law Enforcement Conference](#).

Questions about the on-line registration form should be directed to Sharon Miemietz, WILENET Manager, at wilenet@doj.state.wi.us or 608/266-7380.

MAIL REGISTRATION

(Please Print or Type) Last Name		First Name	
Title		Agency	
Mailing Address		City, State, Zip	
Phone		E-mail	
Payment Type	<input type="checkbox"/> Check	<input type="checkbox"/> Voucher	<input type="checkbox"/> Purchase Order No. _____
<p>The registration fee is \$100</p> <p>After Friday, May 13th, fees are transferable but non-refundable.</p> <p>A check made payable to the Wisconsin Department of Justice or a signed "Approval for Payment of Training Expenses" voucher must accompany this registration form. Please submit the completed registration form and payment to:</p> <p style="text-align: center;">Diana Davison 2005 AG's Conference P.O. Box 7857 Madison, WI 53707-7857 Phone: 608/266-5710 Fax: 608/266-1656</p>			

AFTER FRIDAY, MAY 13th, FEES ARE TRANSFERABLE BUT NON-REFUNDABLE

Checks made payable to the Wisconsin Department of Justice should be mailed with the registration form. The \$100 fee can also be paid directly by the Training and Standards Bureau. To authorize direct payment, a signed "Approval for Payment of Training Expenses" voucher should be enclosed with the completed registration form. T&S will pay the fee and deduct it from your department's 24-hour recertification training allotment.

The registration fee includes all presentations and conference materials, continental breakfast and lunch on Thursday, hors d'oeuvres reception on Thursday evening, and a buffet breakfast on Friday. The registration area will be staffed on Thursday, May 26th at 7:30 a.m. The program begins at 8:30 a.m. on Thursday morning and ends at noon on Friday, May 27th.

The Marriott Racine, 7111 Washington Avenue (Highway 20), Racine, 262/886-6100, will serve as the conference hotel. They are offering a conference rate of \$72 single or double. Make your reservations directly with the Marriott Racine. To qualify for the conference rates, please indicate that you are attending the Attorney General's Law Enforcement Conference. **There are a limited number of rooms blocked for the conference, so make your reservations early.**



LEGAL POINTS

If you have any comments regarding Legal Points, please contact Dave Perlman, Assistant Attorney General, P.O. Box 7070, Madison, WI 53707-7070, 608/266-1420, fax: 608/266-7869.

City of West Bend v. Wilkens **2005 WI App 36 (2005)**

Issue:

In this case the appellate court dealt with the issue of standard field sobriety tests prior to making an arrest for OWI. The court concluded that while the arresting officer did not use some of the more preferred tests, there was no problem admitting those tests and their results at trial. The court did reaffirm that the three tests most preferred by NHTSA are HGN, WAT, and OLS.

Facts:

An officer on duty observed a motorcycle exceeding the speed limit by twenty miles per hour. The officer stopped the motorcycle and approached. The officer made contact with the driver and noted several signs of intoxication. These signs included red glassy eyes, the odor of alcohol, slurred speech, and the defendant's admission that he had consumed a few beers at a local tavern.

The officer asked the defendant to perform standard field sobriety tests. The tests that were performed were, 1) the alphabet test, 2) the finger to nose test, and 3) the heel to toe walk. The defendant failed all three of these tests and then did the preliminary breath test resulting in a reading of a blood alcohol

concentration of .13 per cent. The defendant was cited for both the OWI and the PAC violations.

Defendant's position:

The defendant argued that the field sobriety evidence should be suppressed. The thrust of the defendant's argument was that the field sobriety tests performed were not scientifically reliable as NHTSA had rejected the finger to nose test and the alphabet test as unreliable.

The City's Position:

The city argued that the tests were admissible and that even though they may not be the tests most favored by NHTSA that issue goes to the weight of the evidence and not to its admissibility.

The Court's Holding:

The court agreed with the city and held that the trial court properly admitted the field sobriety test results into evidence. The court did note that any deviation from the tests NHTSA prefers could impact on the weight of the evidence but not on its admissibility.

Note: Even though the City prevailed in this case it is important to note that currently NHTSA favors three field sobriety tests over the others. The preferred tests are 1) HGN- horizontal gaze nystagmus, 2) WAT- walk and turn, and 3) OLS- the one leg stand. Consequently the path of least resistance is to use these three field sobriety tests although there might be times or circumstances where other types of field sobriety tests might make more sense.

2nd Note: The court also reaffirmed the established notion that field sobriety tests are not scientific tests and therefore do not require expert scientific testimony in order to be admitted into evidence.

Wisconsin's Violent Death Reporting System (WVDRS)— A Tool to Understanding and Reducing Violent Death in our State

Submitted by Wisconsin Department of Health and Family Services and Medical College of Wisconsin

Approximately 850 people die each year in Wisconsin from violence—homicide, suicide, unintentional firearm deaths, and deaths of an undetermined nature. And each year we are unable to capitalize on the valuable information being independently collected by

law enforcement, medical examiners and coroners, crime labs, vital records, and public safety and health agencies—all people who need this information to save lives in their communities.

(Cont . . .)

We know certain things about violence in our state. Suicides outnumber homicides 3 to 1 and appear to be increasing. Suicide is the tenth leading cause of death in our state and in the top five leading causes of death in our 15 to 44 year olds. (Wisconsin Bureau of Health Information and Policy {BHI} Wisconsin Interactive Statistics on Health {WISH}, 2003) Homicide is the fifth leading cause of death in 1-44 year olds in Wisconsin. (BHI, WISH, 2003) Yet we have been unable to answer such questions as to where youth obtain weapons used in acts of violence, what proportion of homicides are drug-related, or how often do murder-suicides occur.

Imagine having comprehensive and linked data that would provide answers to such questions as when, where and how is violence occurring in your communities and statewide—information that then may be used to develop, implement, and evaluate targeted prevention programs and areas riddled with violence. The time has come. The Centers for Disease Control and Prevention (CDC) has developed the National Violent Death Reporting System (NVDRS) and now is in the process of disseminating grant monies to states to develop violent death reporting systems in their states that will assist in identifying the missing pieces to this very complex puzzle. Wisconsin is one of those states currently receiving such funds for a system. The Wisconsin Department of Health and Family Services (DHFS) is working with the Medical College of Wisconsin (MCW) in developing the Wisconsin Violent Death Reporting System (WVDRS). The MCW has a decade of experience in this area and a working model system, the Violent Injury Reporting System (VIRS).

WVDRS collects and compiles data from at least four consistent sources: 1) Wisconsin Office of Vital Records, 2) County Coroners and Medical Examiners, 3) Local Law Enforcement agencies (including the Supplemental Homicide Reports), and 4) Crime Labs. Information is first collected from the death certificates, which record all incidences of fatal injuries and provide person information on the victim and the manner of death. Coroners and Medical Examiners contribute such things as the time of injury and death, autopsy and drug/alcohol screening results. Law enforcement contributes suspect information, weapon details and circumstances surrounding the violent event. The crime labs further contribute to the weapon details. Linking these four sources of violent death information together provides all of us a better understanding of each violent death.

Once collected the WVDRS data are deidentified and shared with CDC. Not only do we have a better

understanding of violence in Wisconsin, but also we contribute to a national data system that provides a broader view of violence and its impact on the country and society as a whole.

We recognize that your time is valuable and have tried to minimize the workload to you and the other data sources. Data abstractors have been hired by the State to take on this task.

Upon receipt of the death certificates from the Office of Vital Records, which indicates the cause of death, a case is initiated. Subsequent pertinent violent death information is gathered from county coroner and medical examiners and local law enforcement by WVDRS data abstractors. If a firearm is involved, data from the crime labs are ascertained. Currently the majority of the violent data are available only for manual entry. Over the five-year grant period, the State's intent is to work towards the electronic transfer of this data. To date there is an electronic import for the death certificate information. CASEPOINT, a web based real time reporting system for the Coroners and Medical Examiners is being piloted in up to 17 counties. And work has begun with the Wisconsin Office of Justice Assistance to develop an import function for pertinent WIBRS data.

In return for sharing your data with WVDRS, we will provide you with comprehensive statistics for neighborhoods, counties, regions and the state to assist you in further understanding issues related to suicides and homicides and to better enforce and evaluate crime interventions.

To protect the privacy of the individuals involved with these violent cases, personally identifying information will not be released. The State submits information to CDC without any identifiers such as name, address, date of birth, and agency identifier.

WVDRS staff will continue to contact your agency on a regular basis and assist you in providing and reporting timely violent death information. The information gleaned can inform prevention programs, policy initiatives, evaluate interventions, and assist in academia and public health research as well as providing access to more timely and complete data that will assist Law Enforcement in preventing crimes in their communities and statewide. We see WVDRS as your partner in reducing violent deaths here in Wisconsin. We look forward to working with you.

If you have any questions, please call the Wisconsin Department of Health and Family Services at (608) 267-7174.

INFORMATION FOR LAW ENFORCEMENT AGENCIES



NEWADMINISTRATION SUSPENSION SYSTEM

On March 12, 2005, the Division of Motor Vehicles (DMV) plans to implement a new Administrative Suspension System. In the past, the alcohol or drug arrest associated with the administrative suspension was entered in the driver record system when the Intent to Suspend Notice was received and entered by the DMV. The new system will record the arrest based on the breath or chemical test results.

For the new system to work effectively, it will be increasingly important for the driver identity, the uniform traffic citation number, and the charging statute number to be captured correctly. The driver identity can be tracked using the driver license number (for Wisconsin residents) and /or the full name, date of birth, and gender of the driver.

If the DMV receives this data with the breath or chemical test results, it will be possible through the driver record to consistently track the offense from the arrest through the court disposition. In response to law enforcement requests, DMV is working to provide the alcohol/drug arrest information to law enforcement through the TIME System. The new system provides the information needed for that type of inquiry.

DMV is also working on software that will allow law enforcement officers to produce from a laptop all of the alcohol-related reports necessary for the Intent to Suspend process. Currently, officers complete many reports related to the alcohol/drug arrest. These reports will be able to be produced electronically along with the e-citation and e-crash and uploaded to DMV electronically.

UPDATE ONBAC ADMINISTRATIVE SUSPENSION FILES

The Department of Transportation receives and processes approximately 2,500 administrative suspension files each month. Most of these files are complete and are received in a timely manner. According to Administrative Rule Trans 113.03(3), a complete administrative suspension file includes:

- A copy of the Notice of Intent to Suspend (MV3519)
- The driver license, if available
- A copy of the Informing the Accused (SP4197)
- A copy of the arrest report (usually a narrative)
- A copy of the chemical test result that is the basis for suspension

The Division of Motor Vehicles (DMV) has requested that the Wisconsin State Hygiene Laboratory revise the form used for blood/urine analysis to include more specific information on drivers, uniform citation numbers and statute numbers. They have included fields that will provide more detail for matching test results with citation and administrative suspension information.

The DMV requests that you provide the driver's full name, date of birth and gender, along with the driver license number, full citation number, and specific statute number. With this information, it is possible to track an incident from the arrest through the court to the driver record.

Thank you for your help with this effort.

Many administrative suspension files received from law enforcement contain additional documents such as the Alcoholic Influence Report, copies of uniform traffic citations issued, accident reports, etc.

These documents are not required part of the administrative suspension file.

To reduce your costs and our costs in processing administrative suspension materials, we are asking all law enforcement agencies to discontinue sending us the extra documents. Please send only the documents that are required by the administrative rule. Because of this change, it is critical that the required documents contain complete and accurate information. We will no longer be including the additional documents in the file for our review examiners, or the defendant's attorneys.

If there are any questions about this information, please contact the Administrative Suspension Unit at 608/261-0127, or send an e-mail to AdminSuspensions.DMV@dot.state.wi.us.

(Cont . . .)

REQUESTS FOR PROPOSALS

The Wisconsin Department of Transportation has received a grant to provide funding to law enforcement agencies interested in implementing an e-citation, using TraCS.

(Check: <http://www.dot.wisconsin.gov/drivers/drivers/enforce/tracs/index.htm> for information on TraCS)

Under this grant, funding will be available to:

- a. purchase hardware, software, or peripheral equipment necessary to use the Wisconsin TraCS Suite (particularly the e-citation and e-crash forms) in law enforcement vehicles
- b. program the necessary interfaces between the Wisconsin TraCS Suite and a law enforcement agency's record management system program
- c. program the electronic interface between the law enforcement agency and the municipal court or the Consolidated Court Automation Project (CCAP)
- d. complete the programming necessary to electronically transfer files between the municipal court and the Division of Motor Vehicles

Who May Apply?

All applicants for funding are required to provide a statement indicating that the local law enforcement agency(ies) or sheriff's department(s) has made a commitment to implementing the Wisconsin TraCS Suite. No awards for materials or programming can be made to law enforcement agencies or municipal courts without the commitment to TraCS implementation.

Awards may be made to:

- Individual law enforcement agencies, including police and sheriff's department, or individual municipal courts
- A consortium of agencies working cooperatively on the production of electronic reports and the transfer of electronic data

If your agency is interested in receiving additional information about this funding possibility, please e-mail Anna Biermeier at anna.biermeier@dot.state.wi.us for proposals.

WHAT IS THE LAW ENFORCEMENT TORCH RUN® FOR SPECIAL OLYMPICS?

The Law Enforcement Torch Run® (LETR) for Special Olympics is the largest grassroots fundraiser and public awareness vehicle for Special Olympics. At its most basic level, the Torch Run is an event in which officers and athletes run the "Flame of Hope" to the Opening Ceremonies of local Special Olympics competitions, state/provincial Games, and International Summer or Winter Games.

The Law Enforcement Torch Run® began in 1981 when Wichita, Kansas, Police Chief Richard LaMunyon saw an urgent need to raise funds for and increase awareness of Special Olympics. The Torch Run was quickly adopted by the International Association of Chiefs of Police, which is now recognized as the founding law enforcement organization of the Law Enforcement Torch Run® for Special Olympics.

The Torch Run has evolved into a year-round, worldwide fund raiser. In Wisconsin, events include the Final Leg Run, which kicks off the State Summer Games in June; nine statewide Polar Plunges; twelve statewide ShopKo Rooftop Challenges; various semi and truck pulls; motorcycle rides; raffles; CARQUEST Awareness month; and new for 2005, the World's Largest Truck Convoy for Special Olympics. The Torch Run is held in all 50 United States, 10 Canadian provinces and territories, and 35 nations, involving more than 85,000 law enforcement participants from all over the world.

To become involved, you can contact Julie Buedding at 800-552-1324 Ext. 213 or go to www.specialolympicswisconsin.org and click on the Torch Run link.

Don't Miss Joining the Final Leg, Leading to Steven's Point's State Summer Games

Join hundreds of law enforcement officers on June 8 – 9, 2005 for the Final Leg of the Law Enforcement Torch Run®. Whether it's running, biking, horseback riding, roller blading or driving a support vehicle, law enforcement personnel will carry the Flame of Hope from every corner of Wisconsin to the Special Olympics State Summer Games in Stevens Point.

WISCONSIN LAW ENFORCEMENT DIRECTORY

Information contained in this directory is also available via WILENET. Non-WILENET users can download each portion of the directory in a WORD or PDF format from www.wilenet.org. Certified officers can download the Law Enforcement Directory desktop application by logging in to the secure area of WILENET. The desktop application data is updated daily.



Please make the following additions and changes to the 2002 Wisconsin Law Enforcement Directory:

Ethan Allen School

Kyle K. Davidson, Superintendent
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FBI-Milwaukee

Fax: (414) 291-2400
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Hazel Green Police Department

1610 Fairplay
P.O. Box 367
Hazel Green, WI 53811
Page 25

Rosendale Police Department

211 N. Grant Street
P.O. Box 108
Rosendale, WI 54974
Page 50

South Milwaukee Police Department

Ann M. Wellens, Chief
Page 52

ADD:

Piagentini, Rich.....(262) 691-5492

Police Academy Director,
Waukesha County Technical College
rpiagentini@wctc.edu
Page 75

Willson, Jodi.....(262) 691-5070

Training Coordinator
Waukesha County Technical College
jwillson@wctc.edu
Page 78



FBI OFFICERS KILLED

These statistics represent preliminary information received by the FBI, January through February 2005: Eight law enforcement officers have been killed due to criminal actions. During the same time period in 2004, 11 officers were slain. In 2005, four officers were slain in the south, three in the midwest, and one in the west. Of the eight officers slain, three were performing traffic stops, two were attempting other arrests, one was answering robbery call, one was investigating suspicious persons or circumstances, and one was answering domestic disturbance call. Firearms were used in seven of the killings (five handguns, one rifle, and one shotgun) and one vehicle. One officer was wearing protective vest. There have been eight separate incidents in which these eight officers have been slain. Seven of the eight incidents have been cleared by arrest or exceptional means. Three law enforcement officers have been accidentally killed. During the same time period in 2004, eight officers were accidentally killed. In 2005, all three officers were killed in automobile accidents in the midwest.

Incident Summaries

Columbia Police Department (CPD), Missouri, Officer, aged 26, with over two years law enforcement experience was shot on 01/10/2005 at approximately 10 p.m. Officer made traffic stop and was shot three times by subject using a .380 caliber semi-automatic pistol. Officer succumbed to her injuries on 02/10/2005. Subject was identified from victim officer's in-car video. CPD officers encountered subject next morning at approximately 7:30 a.m., at which time a brief foot chase ensued. During foot chase, second CPD officer was shot in arm. Subject then committed suicide by shooting himself in head.

Pentagon Force Prevention Agency, Virginia, Veteran Officer, aged 41, with 10 years law enforcement experience with agency was injured on 01/11/2005 at approximately 8 a.m. Subject car jacked individual in Alexandria, Virginia. Officers from Alexandria Police Department (APD) observed subject in stolen car and attempted to stop vehicle. Pursuit of vehicle included officers from APD, Virginia State Police, and Arlington County Police Department. Subject ultimately proceeded onto grounds of Pentagon in Arlington, Virginia. Officer was standing at his post on Pentagon Reservation when stolen vehicle approached. Victim Officer, while trying to motion vehicle to stop, sustained

critical injuries when he was struck by stolen vehicle driven by subject. Shortly thereafter, subject was stopped by pursuing officers and forcibly removed from vehicle. Subsequent struggle ensued and subject was able to remove one of officers' service weapon. During struggle, two rounds were fired, one of which struck subject in leg. Service weapon was eventually removed from subject and he was taken into custody. Federal grand jury began hearing facts pertaining to this case on 02/10/2005. Eleven count indictment was prepared that included charges for attempted murder of Victim Officer and three other Pentagon Force Protection officers, as well as for federal car jacking. Victim Officer was placed on life support shortly after incident, but was removed on 02/14/2005 and succumbed to his injuries.

Lake County Sheriff's Office (LCSO), Florida, Deputy, aged 33, with one year law enforcement experience with agency was fatally shot on 02/09/2005. At approximately 8:20 a.m., agency received 911 call reporting subject assaulting girlfriend. Caller, subject's girlfriend, cautioned LCSO dispatch that subject was heavily armed and would shoot at responding law enforcement officers. Deputies were dispatched to residence located in remote and rural area of Lake County. Upon arrival by deputies, subject appeared from residence and opened fire with homemade shotgun. First victim deputy was shot while in his patrol unit. Two other deputies returned gunfire. During ensuing gunfire battle, second victim deputy was wounded in face, stomach, and leg; third victim deputy received wound in leg. Subject escaped property on dirt bike heading into wooded area adjacent to his property. Wounded deputies were rushed to hospital. Victim Officer, who was still in patrol car when wounded, died en route to hospital. Other deputies are in stable condition. LCSO units were dispatched to area. Call was put out under mutual assistance compacts to surrounding law enforcement agencies for assistance. Several local and federal agencies responded.

Perimeter was established and tactical teams were sent into woods to search for subject with air coverage provided by several agencies. Approximately 500 law enforcement officers took part in search for subject. At about 5:15 p.m., air boat searching nearby lake received gunfire from shoreline. Law enforcement officers in boat returned fire wounding subject. Subject was apprehended and flown to medical center.

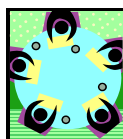
Douglas County Sheriff's Office (DCSO), Georgia, Veteran Deputy Sheriff, aged 30, with over seven years law enforcement experience with agency was fatally shot on 02/25/2005. At approximately 11 p.m., eight officers were serving arrest warrant on individual wanted for violation of bond (child molestation) and aggravated stalking. Individual was living with his stepfather at time of incident. Officers entered residence and took wanted person into custody. While clearing house, officers located wanted person's stepfather in bedroom. Stepfather pointed .38 handgun at officers. Officers, behind cover of ballistic shields, ordered subject to drop gun. After failing to comply with officer's demands, subject was shot three times in chest. As subject fell to ground, he fired one shot from handgun striking Victim Officer in face. Victim Officer was life flighted to medical center where he died two hours later. Subject was pronounced dead at scene. Wanted individual was taken into custody with no injuries. Arrested person was formerly employed as sheriff's deputy with DCSO and was terminated on 09/30/2003 after being investigated for child molestation charges. In 2004, during initial arrest on individual, wanted person's stepfather pulled handgun and threatened officers during arrest.

Additional details regarding these incidents are not available at this time. Should you wish to obtain information for condolence purposes, please contact your department's Law Enforcement Online (LEO) representative.

The general Department of Justice mailing address is P.O. Box 7857, Madison, Wisconsin, 53707-7857. Offices are physically located at 17 W. Main Street, Madison, Wisconsin.

Address all correspondence to: Editor, Law Enforcement Bulletin, P.O. Box 7857, Madison, WI 53707-7857, phone 608/266-5710, fax 608/266-1656, davisonde@doj.state.wi.us. The deadline for all submissions is the 15th of the month prior to the month of publication.

The matter contained in this bulletin is intended for use and information of all those involved in the criminal justice system. Nothing contained herein is to be construed as an official opinion or expression of policy by the Attorney General, the Department of Justice, or any other law enforcement official of the State of Wisconsin unless expressly so indicated.



CONFERENCE CALENDAR

- April 20-22, 2005 **Wisconsin Association of Homicide Investigators**
Green Lake, Wisconsin
Contact: Lt. Shawn Haney, Dane County Sheriff's Office, 608/284-6802, or
haney@co.dane.wi.us
- April 21-22, 2005 **Media Relations Training**
Wausau, Wisconsin
Contact: Brian Fiene, North Central Technical College, 715/675-3331, ext. 4392
- April 28, 2005 **Eyewitness Identification Seminar – Chief, Sheriff & Command Staff Focus**
Appleton, Wisconsin
Contact: Dan Feucht, FVTC, 920/735-4725, feucht@fvtc.edu
- April 29, 2005 **Eyewitness Identification Seminar**
Waukesha, Wisconsin
Contact: Jodi Willson, 262/691-5070, jwillson@wctc.edu
- May 5, 2005 **Eyewitness Identification Seminar**
Madison, Wisconsin
Contact: Derek McBeth, 608/663-0851, dmcbeth@msn.herzing.edu
- May 5-8, 2005 **Media Relations Training**
Pewaukee, Wisconsin
Contact: Jodi Wilson, Law Enforcement Training Coordinator, 262/691-5070
- May 6, 2005 **Eyewitness Identification Seminar**
Sparta, Wisconsin
Contact: Mike Earll, 608/269-1611, earll@wwtc.edu
- May 14-16, 2005 **Wisconsin Professional Police Association
73rd Annual Convention**
Wisconsin Dells, Wisconsin
Contact: Judy Urso, 608/273-3840
- May 26-27, 2005 **2005 Attorney General's Law Enforcement Conference**
Racine, Wisconsin
Contact: Diana Davison, DLES, 608/266-5710, davisonde@doj.state.wi.us
- June 15, 2005 **Eyewitness Identification Seminar**
Wausau, Wisconsin
Contact: Brian Fiene, 715/675-3331, ext. 4392, fiene@ntc.edu
- September 25-28, 2005 **WI-NENA 2005 Annual Great Lakes Fall Conference**
Stevens Point, Wisconsin
Information/Registration: www.winena.org
- October 12-14, 2005 **DOJ Technology Conference**
La Crosse, Wisconsin
Contact: Phil Collins, CIB, 608/267-2235, collinspe@doj.state.wi.us
- November 2-4, 2005 **11th Annual Jail Administrators Training Conference**
Wisconsin Dells, Wisconsin
Contact: Marty Drapkin, DOJ-Training & Standards Bureau, 608/267-1304

**EYEWITNESS IDENTIFICATION
Model Policy & Procedure Guidelines
Best Practices Seminar**

Attorney General Peg Lautenschlager is working to provide leadership on practices in Wisconsin's criminal justice system related to potential risks of wrongful conviction. The Department of Justice has begun by focusing attention on challenges and opportunities related to reliable methods for the collection of *eyewitness evidence*. The project's vision embraces a model policy and recommended procedures, drawing upon best practices from across the nation and around the globe. The model policy is offered for adaptation by law enforcement executives. A series of seminars will explore the scope of the problem, overview the scientific research supporting guidelines and introduce the model. Questions and answers will be entertained at the end of each event.

AGENDA

- 8:00 a.m. **Eyewitness Identification Evidence:
Understanding Eyewitness Error and Procedures for Increasing Reliability**
Gary Wells, Professor
Iowa State University
- 11:00 a.m. **Effective Law Enforcement Intervention**
Lawrence Marshall, Professor
Stanford University (Invited)
- 12:00 Noon **Working Luncheon** (Lunch provided by DOJ)
- 12:45 p.m. **Best Practices – Why Should We Change?**
Peg Lautenschlager, Attorney General
Wisconsin Department of Justice
- 1:15 p.m. **A Victim's Personal Experience with Mistaken Identification**
Penny Beersten, Victim
- 2:00 p.m. **Recommended Guidelines for Eyewitness Identification**
Ken Hammond, Law Enforcement Education Director
DOJ – Training and Standards Bureau
- 4:00 p.m. **Adjourn**

Seminars will be held at the following locations:

Thursday, April 28, 2005

Seminar with Chief, Sheriff & Command Staff Focus
Fox Valley Technical College, Appleton
Contact: Dan Feucht, 920/735-4725
feucht@fvtc.edu

Friday, April 29, 2005

Waukesha County Technical College, Waukesha
Contact: Jodi Willson, 262/691-5070
jwillson@wctc.edu

Thursday, May 5, 2005

Herzing College, Madison
Contact: Derek McBeth, 608/663-0851
dmcbeth@msn.herzing.edu

Friday, May 6, 2005

Western Wisconsin Technical College, Sparta
Contact: Mike Earll, 608/269-1611
earllm@wwtc.edu

Wednesday, June 15, 2005

North Central Technical College, Wausau
Contact: Brian Fiene, 715/675-3331, ext. 4392
fiene@ntc.edu

Media Relations Management Training

The Training and Standards Bureau will be funding six regional sessions for Law Enforcement Executives in media relations management during 2005. These 1.5 day sessions will provide the opportunity to examine a number of media relations issues and provide hands on experience for Executives, Command officers, and PIO's to improve their skills in public communication. There will be also an opportunity to prepare press releases and participate in videotaped exercises.

The sessions will be taught by Dr. Jim Haney. Haney is an associate professor of communication at the University of Wisconsin - Stevens Point, where he teaches undergraduate and graduate courses in public relations and media. He is a Phi Beta Kappa graduate of Ripon College and earned his master's degree and Ph.D. at the University of Iowa. Haney served for nearly ten years as the Director of Research and Information for the Wisconsin Department of Justice. In that post, he managed all communication activities for the 600-person agency, supervised all media contacts and served as the press secretary/chief spokesman for the Attorney General. He has coordinated media relations on many sensitive law enforcement cases including the investigation of the Milwaukee Police Department's handling of the Jeffrey Dahmer case, numerous homicide cases and investigations into other serious crimes. For six months, he also served as acting communication director for the National Association of Attorneys General in Washington, D.C. and assisted attorneys general around the country on high profile lawsuits against the major tobacco companies and Microsoft Corporation. He has provided media relations training for law enforcement officers, prosecutors and public information officers. Haney's previous experience includes work as a radio news reporter and news director. He has been a consultant for a number of businesses, public officials and political candidates. He has won the University of Wisconsin - Stevens Point's "Excellence in Teaching Award" and "Mentor Award" for outstanding student advising. In 1998, Haney was the first non-lawyer in the country to ever win the National Association of Attorneys General "Marvin Award" for being an outstanding staff member in the office of a state attorney general.

The sessions will include the following:

Understanding the Role of the Media
Media Policies for Law Enforcement Personnel
Practical Tips for Interacting with the Media
How to Work with Television
How to Improve your Press Releases
How to Respond to Crisis Situations
Role Playing Exercises

The following sessions have been scheduled and are open to register personnel to attend.

North Central Technical College
Wausau, Wisconsin
April 21-22, 2005

Contact: Mr. Brian Fiene, Criminal Justice Coordinator, 715/675-3331, ext. 4392

Waukesha County Technical College
Pewaukee, Wisconsin
May 5-6, 2005

Contact: Jodi Wilson, Law Enforcement Training Coordinator, 262/691-5070



Submit Your Employment Opportunities On-Line

The Department of Justice has automated the process of submitting an employment announcement for publication in the Law Enforcement Bulletin and posting on WILENET. The on-line submission form is on WILENET at www.wilenet.org. From the Welcome to WILENET page, click on Employment Opportunities then follow the link to submit course announcement. This link is open to the public; no login or password is required.

Agencies who wish to announce an employment opportunity should complete and submit the on-line form. The announcement will be stored in a database and will be immediately accessible by WILENET users. Announcements meeting the LEB publication deadline will be pulled from

the database and printed in the bulletin each month.

Questions about the on-line announcement form should be directed to Sharon Miemietz, WILENET Manager, at wilenet@doj.state.wi.us or 608/266-7380.

EMPLOYMENT OPPORTUNITIES

The employment information contained below is also available via WILENET at www.wilenet.org. This information is outside the secure area and can be viewed by anyone.

DEPUTY SHERIFF

Dane County Sheriff's Office, Madison, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** This position performs various functions including patrol, traffic law enforcement, supervision of inmates, criminal investigations, court bailiff and serving warrants and civil papers. **Salary & Benefits:** \$18.07 - \$23.17 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 12; Clothing allowance; Longevity pay; Deferred compensation; Education incentive pay; Vacation; Benefits include longevity pay of 3% to 12% over base salary and educational incentive pay up to 18% over base salary for a bachelors degree, Disability insurance, Paid Bereavement leave, Flexible Compensation Plan, Undesireable hours pay and Post Employment Health Plan. 12.5 paid holidays per year. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; Ability to possess a firearm; No felony convictions; No domestic abuse

convictions; Vision correctable to 20/20; Good verbal and written communication skills; Two-years full-time work, military or college experience. Must meet Wisconsin Law Enforcement Standards Board education requirements within five years of hire date including a minimum of 60 college credits. . **Apply:** Ongoing Recruitment. Submit Agency Application. To Deputy Sheriff III Rick Treadwell, Dane County Sheriff's Office, 115 W. Doty St., Madison, WI 53703, Phone: (608) 284-6174, Email: treadwell@co.dane.wi.us, Internet: www.danesheriff.com. To obtain application materials: Website, E-mail or Phone Request. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Wisconsin Residency required. Submit Dane County Deputy Sheriff employment application to Dane County Employee Relations Office, Room 418, City-County Building, Madison, WI 53709. Wages listed are effective September 21, 2003.

AA/EOE

DISPATCHER/ TELECOMMUNICATOR

University of Wisconsin - Madison, Madison, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Responsible for transmission, receipt and relay of information concerning public safety and L.E. activities. Operate radio, computer, alarm and 911 systems. **Salary & Benefits:** \$14.79 - \$20.50 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Longevity pay; Deferred compensation; Vacation; Uniform provided, paid training program. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; High school diploma; No felony convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Must pass the Office of State Employment Relations test. The test is

scheduled for March 12th, 2005 beginning at 8:30am. Exam locations can be found on the OSER web-site, Wisc-Jobs, Test Centers. Walk-in test procedures pertain to this exam.

Apply: Ongoing Recruitment. Submit Agency Application. To Lieutenant Kenneth Kerl, University of Wisconsin - Madison, 1429 Monroe Street, Madison, WI 53711, Phone: (608) 262-4889, Email: kgkerl@wisc.edu, Internet: uwpd.wisc.edu. To obtain application materials: Requested after test results are received.

Note: Written exam; Oral interviews; Psychological profile; Drug screening; Background investigation; Currently hiring to fill two vacancies. AA/ADA/EOE

DISPATCHER/ TELECOMMUNICATOR

Outagamie County Sheriff's Office, Appleton, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Involves operation of a computer aided dispatch system, teletype and radio equipment to dispatch police, fire and ems units. Ability to work rotating shifts. **Salary & Benefits:** \$13.60 - \$18.18 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays; Clothing allowance; Deferred compensation; Vacation.

Qualifications: Minimum age - 18; Good physical condition; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position.

Apply: Ongoing Recruitment. Submit DJ-LE-330, Resume. To Outagamie County Sheriff's Office, 410 South Walnut Street, Appleton, WI 54911, Phone: (920) 832-1668, Fax: (920) 832-1534, Email: mogenskm@co.outagamie.wi.us,

Internet: www.co.outagamie.wi.us. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation. AA/ADA/EOE

DISPATCHER/ TELECOMMUNICATOR

St. Croix Tribal Police Department, Hertel, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time.

Responsibilities: Perform law enforcement related telecommunications dispatch work for the reservation lands of the St. Croix Tribe in Burnett, Polk and Barron Counties. **Salary & Benefits:** Salary dependent on qualifications. Health insurance; Life insurance; Sick leave; Dental; Paid holidays; Vacation; 401K. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Native American preference. **Apply:** Ongoing Recruitment. Submit Resume, Agency Application. To Office Manager Charlie Johnson, St. Croix Tribal Police Department, 24678 Angeline Ave, P.O. Box 45287, Hertel, WI 54845, Phone: (715) 349-8638, Fax: (715) 349-8462. To obtain application materials: Call (715) 349-8638. **Note:** Written exam; Oral interviews; Medical examination; Drug screening; Background investigation; Establishing new dispatch center; looking to fill five positions and establish eligibility list.

FEDERAL AGENT (NUCLEAR MATERIALS COURIER)

U.S. Dept. of Energy, Office of Secure Transportation, Albuquerque, NM **Reason For Announcement:** Fill Vacancy, Full-time.

Responsibilities: Responsible for the safe and secure transport of nuclear weapons, strategic quantities of special nuclear materials and critical missile components. Acts as a part of a tactical team to protect and defend the cargo while in-transit. **Salary & Benefits:** \$32,026 - \$52,222 per year. Health insurance; Life insurance; Sick leave; Dental; Paid holidays; Longevity pay; Deferred compensation; Thrift Savings Plan. Opportunities for extensive overtime and travel.

Qualifications: U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; High school diploma; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; Previous

experience; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Must possess at least one year of experience in law enforcement or armed security. Experience can be gained from military or civilian work experience. Background in tactical operations a plus. Must be proficient in the use of firearms, up to and including automatic weapons. **Apply:** Ongoing Recruitment. Submit Agency Application. To Recruiting Coordinator James Riley, U.S. Dept. of Energy, Office of Secure Transportation, P.O. Box 5400, Albuquerque, NM 87185-5400, Phone: (505) 845-4044, Email: jriley@doeal.gov, Internet: <http://www.kcp.com/OST/ederalagent/index.htm>. To obtain application

materials: <http://www.opm.gov>. **Note:** Oral interviews; Psychological profile; Polygraph examination; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Must be eligible to obtain a "Q" clearance and participate in the Human Reliability Program. Must be a volunteer to work nuclear explosives duty. Must be willing to relocate to Albuquerque, NM; Amarillo, TX; Oak Ridge, TN. EOE

POLICE CHIEF

Osceola Police Department, Osceola, WI **Reason For Announcement:** Fill Vacancy, Full-time.

Responsibilities: Manage a progressive, community-oriented municipal police agency with 5 full-time and 3 part-time officers and 1 clerical personnel. Osceola has a population of about 2600 residents with substantial growth potential during the next 5 years. **Salary & Benefits:** \$50,000 - \$60,000 per year. Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Deferred compensation; Vacation.

Qualifications: U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; Bachelor degree - preferred; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and

written communication skills; Previous experience; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; 10 years of progressive law enforcement experience, with five years of supervisor/management experience. Specialized training such as FBI or other management/supervisory training. **Apply:** 5:00 PM, 04/15/2005. Submit DJ-LE-330, Resume. To Village Administrator Neil Soltis, Osceola Police Department, 310 Chieftain Street, P.O. Box 217, Osceola, WI 54020, Phone: (715) 294-3498, Fax: (715) 294-2210, Email: neil@vil.osceola.wi.us. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Residency required; Wisconsin residency in Osceola School District within 5 miles of the village. AA/ADA/EOE

POLICE CHIEF

Platteville Police Department, Platteville, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Responsible for the general direction of the department, departmental policy, developing administrative procedures, preparing annual budget recommendations, and acting as a liaison with other municipal departments, law enforcement agencies and with the community at large. **Salary & Benefits:** \$58,000 - \$67,500 per year. Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Vacation; Other items are negotiable. **Qualifications:** U.S. citizen; Driver license; Bachelor degree - in police administration, public administration, or a closely related field; Master degree - preferred; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; Previous experience; Minimum of ten years of progressively responsible municipal law enforcement experience including five plus in a responsible command position, preferably in a comparable size community. Attendance at Northwestern University SPSC, Southern Police Institute, or the FBI

National Academy or equivalent.

Apply: 05/16/2005. Submit Resume. To City Manager Lon D. Pluckhahn, Platteville Police Department, 75 N. Bonson Box 780, Platteville, WI 53818-0780, Phone: (608) 348-9741.

Note: Submit a resume of experience and qualifications, letter of interest, salary history, and minimum of five personal & professional references. The successful applicant will have to meet the police officer certification requirements under section 165.85(4) Wis. Statutes. EOE

POLICE OFFICER

Delavan Police Department, Delavan, WI **Reason For Announcement:** Establish Eligibility List, Part-time. **Responsibilities:** Work vacation, holiday and sick time of full time officers. Special events/activities. 7-10 shifts per month. **Salary & Benefits:** \$14.92 - \$15.44 per hour. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Associate degree - Criminal Justice; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Completed the Academy. **Apply:** 3:00 PM, 04/15/2005. Submit DJ-LE-330, Resume. To Captain James M. Hansen, Delavan Police Department, 123 2nd St. S., Delavan, WI 53115, Phone: (262) 728-5585 Ext. 131, Email: dvpdcapt@charter.net. **Note:** Oral interviews; Psychological profile; Medical examination; Background investigation; When submitting application and resume please include a copy of your driver license, social security card and birth certificate. Mail to: City of Delavan Police Department 123 2nd St S Delavan, WI 53115 ATTN: Captain Hansen. EOE

POLICE OFFICER

Norwalk Village Police Department, Norwalk, WI **Reason For**

Announcement: Fill Vacancy, Establish Eligibility List, Full-time.

Responsibilities: Provide policing for two communities (Pop. 646 & 524). Newly created police commission. **Salary & Benefits:** Salary dependent on qualifications. Health insurance; Paid holidays - 6; Clothing allowance; Vacation. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; Previous experience; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Bilingual - Spanish. **Apply:** 4:15 PM, 04/15/2005. Submit DJ-LE-330, Resume. To Police Commission, Norwalk Village Police Department, P O Box 230, Norwalk, WI 54648-0230, Phone: (608) 823-7760, Fax: (608) 823-7293, Email: villageofnorwalk@centurytel.n et. **Note:** Oral interviews; Medical examination; Drug screening; Background investigation. AA/ADA/EOE

POLICE OFFICER

Sparta Police Department, Sparta, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Perform all law enforcement functions, including the protection of life and property. Enforce state, federal and local laws/ordinances. Have the ability to communicate effectively, conduct investigations, write reports, problem solve and comply with Departmental polices and procedures. **Salary & Benefits:** \$14.78 - \$16.92 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly

and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 04/15/2005. Submit DJ-LE-330, Resume. To Administrative Assistant Micky Brown, Sparta Police Department, 121 E. Oak St., Sparta, WI 54656, Phone: (608) 269-3122, Fax: (608) 269-2156, Email: SPDadmin@centurytel.net. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; Must reside within Monroe County within one (1) year of hire. EOE

POLICE OFFICER

Green Bay Police Department, Green Bay, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Performs work of moderate difficulty in the enforcement of state and local laws and ordinances. conducts patrol duties for the purpose of deterring criminal/unlawful activity and providing public protection. **Salary & Benefits:** \$17.90 - \$24.46 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Longevity pay; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; Associate degree - in Police Science or; Bachelor degree - in a related field; Ability to possess a firearm; No felony convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 04/15/2005. Submit Agency Application. To Senior Secretary Peggy Barden, Green Bay Police Department, 100 N. Jefferson St., Room 500, Green Bay, WI 54301, Phone: (920) 448-3147, Fax: (920) 448-3128, Email: peggyba@ci.green-bay.wi.us, Internet: www.green-bay.org. To obtain application materials: (920) 448-3149 or

www.green-bay.org. **Note:** Written exam; Oral interviews; Psychological profile; Polygraph examination; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency within the corporate city limits of Green Bay may be required within one year of hire. EOE

POLICE OFFICER

Medford Police Department, Medford, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Salary & Benefits:** \$16.48 - \$18.48 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Clothing allowance; Longevity pay; Deferred compensation; Vacation; Shift differential incentive pay. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Associate degree - Criminal Justice; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 5:00 PM, 04/19/2005. Submit DJ-LE-330, Resume. To Administrative Assistant Claire Malchow, Medford Police Department, 224 South Second St., Medford, WI 54451, Phone: (715) 748-1447, Fax: (715) 748-3813. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation. AA/ADA/EOE

POLICE OFFICER

Waunakee Police Department, Waunakee, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Salary & Benefits:** \$18.21 - \$24.50 per hour. Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Clothing allowance; Longevity pay; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license;

Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:00 PM, 04/22/2005. Submit DJ-LE-330. To Lieutenant Joseph Peterson, Waunakee Police Department, 401 W. Second Street, Waunakee, WI 53597, Phone: (608) 849-4523. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation. EOE

POLICE OFFICER

Middleton Police Department, Middleton, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time. **Salary & Benefits:** \$41,174 - \$51,407 per year. **Qualifications:** Persons who speak Spanish with proficiency are encouraged to apply. **Apply:** 4:00 PM, 04/22/2005. Submit DJ-LE-330. To Middleton Police Department, 7426 Hubbard Ave, Middleton, WI 53562-3118, Phone: (608) 827-1005, Email: police@ci.middleton.wi.us, Internet: http://www.ci.middleton.wi.us/police. **Note:** To obtain complete recruitment information, please visit our web page, write, or call.

POLICE OFFICER

Tomah Police Department, Tomah, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Salary & Benefits:** \$35,256.00 - \$39,852.80 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Clothing allowance; Longevity pay; Deferred compensation; Vacation; Educational Reimbursement and The City has the ability to start a new employee at a wage scale higher than the hire rate based on qualifications and experience of the applicant. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No

domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; 400 or 520 hour Basic Recruit Training . **Apply:** 4:00 PM, 04/29/2005. Submit Agency Application. To Captain Wes Revels, Tomah Police Department, 819 Superior Ave., Tomah, WI 54660, Phone: (608) 374-7407, Fax: (608) 374-7413, Email: TomahPD@charterinternet.com. To obtain application materials: Tomah Police Department, 819 Superior Ave. Tomah, WI. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Residency required; Residency required within Monroe Co. AA/ADA/EOE

POLICE OFFICER

Delafield Police Department, Delafield, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time. **Responsibilities:** Perform the essential functions of a Police Officer. **Salary & Benefits:** \$44,243 - \$55,767 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Clothing allowance; Longevity pay; Deferred compensation; Education incentive pay; Vacation; Paid tuition benefits. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 5:00 PM, 04/29/2005. Submit DJ-LE-330, Resume, Agency Application. To

Administrative Assistant Kathy Konitzer, Delafield Police Department, 500 Genesee St., Delafield, WI 53018, Phone: (262) 646-6240 Ext. 2, Fax: (262) 646-6242, Email: kkonitzer@ci.delafield.wi.us, Internet: www.cityofdelafield.com. To obtain application materials: Application Materials: Police Department Mon-Fri 9a-5p, via internet at www.cityofdelafield.com. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation. EOE

POLICE OFFICER

Oakland Township Police Department, Cambridge, WI **Reason For Announcement:** Seasonal. **Responsibilities:** Patrol duties, reports, arrests, follow up of investigations, assist other officers or agency. Maintain equipment used. Other duties as directed by Chief or Captain of Oakland Police Department The position will run from June 2005 through October 2005, subject to change. **Salary & Benefits:** \$15.50 per hour. Clothing allowance. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; Previous experience; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; This is a FRIDAY, SATURDAY AND SUNDAY POSITION. Hours will be evenings. **Apply:** 10:00 AM, 04/30/2005. Submit DJ-LE-330, Resume. To CAPTAIN BRUCE R GONDERT, Oakland Township Police Department, P.O. 345, CAMBRIDGE, WI 53523, Phone: (608) 423-7415. **Note:** Oral interviews; Drug screening; Background investigation. AA/ADA/EOE

POLICE OFFICER

Whitehall Police Department, Whitehall, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Protection of life and property, enforce all state and

federal laws and local ordinances. Conduct investigations, write reports, comply with department rules and regulations and perform all essential functions of a patrol officer. **Salary & Benefits:** \$2,426.66 - \$2,660.66 per month. Wisconsin retirement fund; Health insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Vacation. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech. **Apply:** 4:30 PM, 05/01/2005. Submit DJ-LE-330, Resume. To City Administrator Lynn Johnson, Whitehall Police Department, 18620 Hobson St., P.O. Box 155, Whitehall, WI 54773, Phone: (715) 538-4353, Fax: (715) 538-2301. **Note:** Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required. AA/ADA/EOE

POLICE OFFICER

Kenosha Police Department, Kenosha, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Enforces local and state laws and ordinances, patrols City in car, on motorcycle, on bicycle and on foot, aids in criminal investigations, makes arrests, directs traffic, serves process, and performs any and all other duties required for successful job performance. **Salary & Benefits:** \$42,816 - \$53,160 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Clothing allowance; Deferred compensation; Education incentive pay; Vacation; Flexible Spending Accounts - Section 125 Deferred Compensation Productivity Incentive Program. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; No felony convictions; Vision correctable to 20/20; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to perform essential functions of this position. **Apply:** 4:30 PM, 05/31/2005.

Submit Agency Application. To Personnel Analyst Nina Millsaps, Kenosha Police Department, 625 52nd Street, Kenosha, WI 53140, Phone: (262) 653-4132, Fax: (262) 653-4127, Email: pninam@kenosha.org, Internet: www.kenosha.org. To obtain application materials: www.kenosha.org or call 262-653-4130. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; Residency upon completion of probation in Kenosha County, Racine County (except Town of Waterford) and South Milwaukee, Franklin or Oak Creek. AA/ADA/EOE

POLICE OFFICER

Oshkosh Police Department, Oshkosh, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time. **Responsibilities:** Physical ability to perform essential functions of a police officer; ability to use all standard police equipment, techniques, and use of force options; good verbal and written communication skills. **Salary & Benefits:** \$38,861 - \$50,157 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 12; Deferred compensation; Vacation; Five days on, two days off; five days on, three days off work schedule. Compensatory time, Call-In Time, A wide variety of job enrichment and promotional opportunities. All Uniforms and Equipment provided.

Qualifications: U.S. citizen; Minimum age - 20; Driver license; Good driving record; Good physical condition; Associate degree - In Criminal Justice/Police Science; Bachelor degree - In any Field; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; 60-college credits which are specific to criminal justice are acceptable if received from an accredited 4-yr institution. **Apply:** Ongoing Recruitment. Submit Resume, Agency Application. To Captain of

Administration Randy E. Van Ness, Oshkosh Police Department, 420 Jackson Street, P.O. Box 1130, Oshkosh, WI 54902-1130, Phone: (920) 236-5700 Ext. 5724, Fax: (920) 236-5087, Email: rvanness@ci.oshkosh.wi.us, Internet: www.oshkoshpd.com. To obtain application materials: Contact City of Oshkosh; Personnel Office; 215 Church Ave, Oshkosh, WI 54902 or call (920) 236-5096.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Assessment Center Personality Assessment and Intelligence Testing. AA/ADA/EOE

POLICE OFFICER

Madison Police Department, Madison, WI **Reason For Announcement:** Fill Vacancy, Full-time.

Responsibilities: Open enrollment for full-time positions (Spring, 2006).

Salary & Benefits: \$36,757 - \$55,269 per year. See MPD website.

Qualifications: See MPD Web site.

Apply: Ongoing Recruitment. Submit Agency Application. To Sergeant of Police Michael C. Koval, Madison Police Department, 211 S. Carroll St., Madison, WI 53703-3303, Phone: (608) 266-4190, Fax: (608) 261-9963,

Email: mkoval@cityofmadison.com, Internet: www.madisonpolice.com. To obtain application materials: www.madisonpolice.com.

Note: Written exam; Oral interviews; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening.

AA/ADA/EOE

POLICE OFFICER

Reedsburg Police Department, Reedsburg, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time.

Responsibilities: Protect the general safety of the public, enforce laws and ordinances, answer calls for service, respond to emergencies, investigate crimes, investigate traffic accidents, write reports. **Salary & Benefits:** \$14.90 - \$19.53 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 11; Clothing allowance; Deferred compensation; Vacation.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin

Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** Ongoing Recruitment. Submit DJ-LE-330. To Chief Wilbur Abel, Reedsburg Police Department, 200 S Park St, Reedsburg, WI 53959, Phone: (608) 524-2376, Fax: (608) 524-2925. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required. EOE

POLICE OFFICER

University of Wisconsin - Madison, Madison, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Officers are responsible for patrolling and responding to calls for service on the University Campus. We are a progressive Department with a commitment to training and utilizing new technology. **Salary & Benefits:** \$16.79 - \$23.28 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Longevity pay; Deferred compensation; Vacation; Complete uniform provided.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** Ongoing Recruitment. Submit Agency Application. To Lieutenant Kenneth

Kerl, University of Wisconsin - Madison, 1429 Monroe Street, Madison, WI 53711, Phone: (608) 262-4889, Email: kgkerl@wisc.edu, Internet: uwpd.wisc.edu. To obtain application materials: May download application material on Department website uwpd.wisc.edu. **Note:** Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; The UW-Madison Police Department is a full service agency with over 60 sworn police officers in an organization of over 100 L.E. and security professionals. AA/ADA/EOE

SECURITY OFFICER (LIMITED TERM EMPLOYMENT)

University of Wisconsin (Milwaukee), Milwaukee, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Part-time. **Responsibilities:** Provide security services for UW-Milwaukee satellite parking lots. Serve as immediate contact with UWM Police Department. Ability to discern suspicious conditions or circumstances which indicate trouble or a crime in progress and report such incidents immediately to the police dispatcher. **Salary & Benefits:** \$7.50 per hour. **Qualifications:** U.S. citizen; Minimum age - 18; Good physical condition; High school diploma; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to perform essential functions of this position; Excellent observation and crime prevention skills. Ability to function in all types of weather. Perform light snow shoveling, minor salting duties, and appropriate housekeeping within the security guard trailers. **Apply:** Ongoing Recruitment. Submit Agency Application. To Police Sergeant James Learman or Brenda Brister-Cooper, University of Wisconsin (Milwaukee), Sandburg Hall WB90, 3410 N. Maryland Ave, Milwaukee, WI 53211, Phone: (414) 229-4627,

Fax: (414) 229-4918, Email: learman@uwm.edu. To obtain application materials: UW-Milw Police Dept, Sandburg Hall WB90, 3410 N. Maryland Ave, Milwaukee WI 53211. **Note:** Oral interviews; Drug screening; Background investigation; The University of Wisconsin-Milwaukee is an affirmative action, equal employment opportunity employer. For the UWM Crime Statistics Report see , or call the Office of Student Life at (414) 229-4632 for a paper copy. EOE

SECURITY OFFICER 3

University of Wisconsin - Madison, Madison, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Provide security services for the UW-Madison Campus and U.W. Hospital. Respond to alarms and calls from students/faculty/staff/general public. Ability to discern suspicious conditions or circumstances which indicate trouble or a crime in progress and report such incidents to the dispatcher. **Salary & Benefits:** \$10.88 - \$15.49 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Longevity pay; Deferred compensation; Vacation; Uniforms provided. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position. **Apply:** Ongoing Recruitment. Submit Agency Application. To Lieutenant Kenneth Kerl, University of Wisconsin - Madison, 1429 Monroe Street, Madison, WI 53711, Phone: (608) 262-4889, Email: kgkerl@wisc.edu, Internet: uwpd.wisc.edu. To obtain application materials: May be

downloaded from our web-site uwpd.wisc.edu. **Note:** Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; UW-Madison Police Department is a 24/7/365 Department with over 65 sworn police officers and over 40 full time security officers on staff. AA/ADA/EOE

WATER/LAKE PATROL

Menominee County Sheriff's Office, Keshena, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Part-time, Seasonal. **Responsibilities:** Patrol area lakes, enforcement of all Chapter 30 of the DNR Boating codes and local lake ordinances. Citations and reports as needed. **Salary & Benefits:** \$12.92 per hour. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Must be able to work flexible hours. Prior water patrol experience preferred, but not required. Must be able to work with little supervision. **Apply:** 4:00 PM, 04/22/2005. Submit DJ-LE-330, Resume. To Sergeant Jami L. Ninham, Menominee County Sheriff's Office, P.O. Box 190, Keshena, WI 54135, Phone: (715) 799-3357, Fax: (715) 799-3595, Email: jninham@mitw.org, Internet: meso@frontiernet.net. **Note:** Oral interviews; Medical examination; Drug screening; Background investigation. EOE

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