

THE MENOMONEE FALLS POLICE DEPARTMENT 2024 ANNUAL REPORT



VILLAGE OF Menomonee Falls

Dear Reader,

On behalf of the men and women of the Menomonee Falls Police Department (MFPD), I welcome you to review our 2024 annual report as well as explore our entire [website](#). I trust you will find both interesting and helpful.

Our mission is to preserve the public peace, protect persons and property, and provide services for the betterment of the community all with the professionalism of the Menomonee Falls Police Department. In 2024, we were well positioned to meet this mission.

Through the hard work of the men and women of the police department and in conjunction with our citizens, the Village of Menomonee Falls continues to enjoy a low crime rate, while having unsurpassed growth. We subscribe to a community policing philosophy. Through business contacts, visiting with residents, and a heavy visible presence, our officers have a real pulse on activities in the community. They take pride in their protection of the citizens and creating an environment that is safe and friendly for all.

We are extremely fortunate to serve a community that is so supportive of its police department. From the elected leaders of the village, the residents of the village, the business owners, people that are employed in the village, to the visitors to the village, the support has been outstanding and does not go unnoticed and is so appreciated by our officers and civilian support staff.

The Menomonee Falls Police Department is dedicated to being a professional and transparent law enforcement agency that provides a high level of service while treating everybody with dignity and respect. Please email police@menomonee-falls.org to offer your comments.

Sincerely,

Mark P. Waters

Chief of Police



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Department Mission

The mission of the Menomonee Falls Police Department is to preserve the public peace, protect persons and property, and provide services for the betterment of the community.

Strategic Goals

The following strategic goals are established in support of the above mission statement. They provide a philosophical and policy framework for administrative and operational actions directed at the achievement of the mission statement.

- The Department will seek maximum efficiency in its goal of effectively addressing its basic mission.
- The Department will ensure a focused response for identifiable community problems. Emphasis will be to solve problems through education, cooperation, and enforcement of the law.
- The Department recognizes that its personnel are its most valuable resource and a conscious effort will be made to fully develop this resource through training and mentoring.
- As a means of ensuring that the Department is administered and operates effectively and efficiently, “state of the art” methods and resources will be deployed. This strategic goal will rely on compliance with the published accreditation standards of the [Wisconsin Law Enforcement Accreditation Group](#) (WILEAG).



2024 Menomonee Falls Police Department Expenditures

Salaries	\$6,676,705
Overtime & Compensatory Time Pay	\$374,404
Vacation Pay	\$41,601
Holiday Pay	\$49,720
Part Time Wages	\$215,305
Retirement/Severance	\$43,983
Employee Benefits	\$2,889,010
Training	\$115,146
Education Reimbursement	\$7,240
Recruitment & Personnel	\$23,112
Employee Exams/Evaluations	\$17,943
Travel Expenses	\$42
Uniforms	\$66,051
Armored Vests	\$12,374
Office Supplies	\$3,085
Postage/Shipping	\$4,552
Printing	\$1,609
Department Supplies	\$15,520
Small Equipment	\$106,315
Investigative Expenses	\$31,950
Accreditation Expenses	\$675
Equipment Maintenance & Repair	\$1,911
Vehicle Maintenance & Repair	\$37,311
Radio Equipment Maintenance & Repair	\$1,510
Vehicle Fuel	\$88,788
Vehicle Supplies	\$36,897
Vehicle Purchases	\$271,153
Vehicle Leases	\$9,307
Radio Hardware	\$4,878
Office Furnishings	\$2,068
Fixed Assets	\$26,803
Light/Power Service	\$8,076
Heat (Gas & Oil)	\$90
Waukesha County 800 Megahertz	\$29,861
<i>Total Expenditures</i>	<i>\$11,214,992</i>

Menomonee Falls Police and Fire Commission

The [Police and Fire Commission](#) (PFC) consists of five citizen Commissioners who are appointed by the Village President. Each year, one person is selected to serve for a five-year term. The Commission is governed by [Wisconsin Statute §62.13](#) that provides the PFC the authority to oversee Police and Fire Department personnel matters.

The current Commission includes Chairperson Christine Wilczynski-Vogel, Commissioner Donald Greif, Commissioner James Kirchberger, Commissioner Carl Bahneman, & Vice-Chairperson Gerry Luisier.

The Commission sets and maintains high standards for entry-level police officers and supervises the Police Department's merit promotional process. They are also responsible for reviewing department discipline and citizen complaints against department personnel. Additionally, the Commission examines the department's compliance with standards required by the Wisconsin Law Enforcement Accreditation Group (WILEAG). This oversight helps ensure the department continually provides law enforcement excellence to the community.



Pictured from left to right:
Commissioner James Kirchberger, Commissioner Carl Bahneman, Chairperson Christine Wilczynski-Vogel,
Vice Chairperson Gerry Luisier, and Commissioner Donald Greif.

Command Staff

The police department maintains its high professional standards through a management team approach. Led by the Chief of Police [Mark Waters](#), the team is comprised of two Captains, and five Lieutenants. The Chief of Police and the Command Staff oversee the various bureaus and units of the department.

The department is divided into three bureaus: Patrol, Special Investigations, and Services. The management team is responsible for ensuring the department's mission is met through inter and intra-bureau communication coupled with a proactive crime prevention effort and community outreach. The Command Staff, and specifically the Chief of Police, is supported by the Administrative Assistant to the Chief of Police, [Jean Szczygielski](#).

The Captain of Operations, [Steven Rudie](#), is responsible for establishing the department's operational priorities and directs the overall activities of the agency. Moreover, the Captain of Operations provides executive oversight of the department's patrol lieutenants and the Special Investigation Bureau commander. Together, these individuals ensure the department's personnel respond to calls for service; conduct conscientious traffic enforcement activities; complete effective criminal investigations; protect and collect evidence; and secure criminal apprehensions.



Captain Steven Rudie



Captain Gene Neyhart

Complimenting the Captain of Operations is the Support Captain, [Gene Neyhart](#). The Support Captain provides executive direction to, and oversight of, the department's support personnel including the Services Bureau commander and the Office Operations supervisor. Additionally, the Support Captain conducts investigations as assigned by the Chief; coordinates components of the emergency management program for the village; serves as the department's Public Information Officer; and coordinates, manages, and oversees the department's participation in the [Wisconsin Law Enforcement Accreditation Group](#).

The Command Staff uses regular meetings to communicate as a group to discuss operational issues and strategic planning. The cooperative interaction of the Command Staff provides a variety of perspectives to problems encountered. Using this team approach also allows for collaboration in decision making; however, the Chief of Police has the ultimate responsibility for the operations and administration of the department. Furthermore, the chief has the primary responsibility for policy making, personnel actions, and imposing discipline.

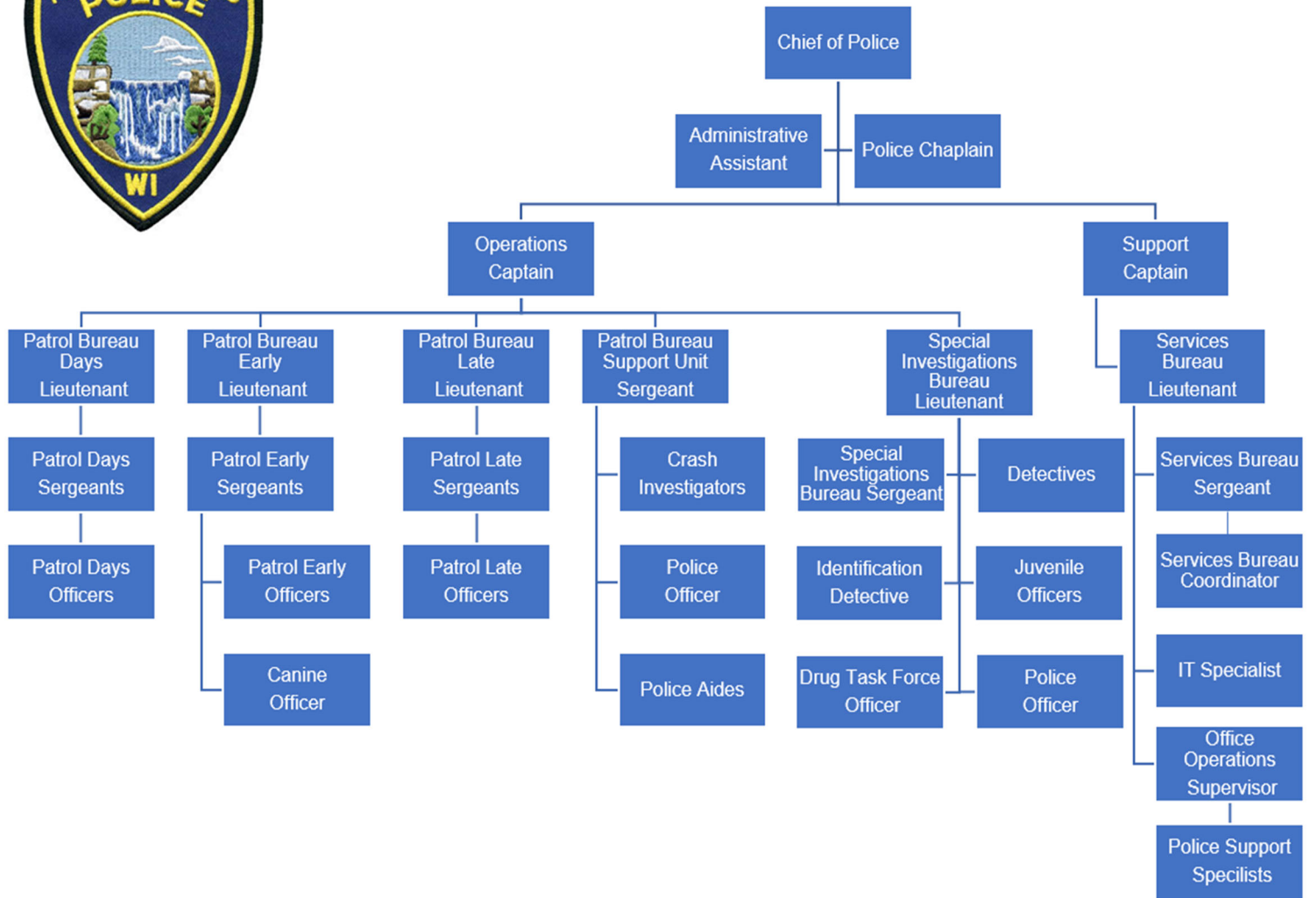


Lieutenants of Police (from left to right)

Michael Brasch, Matthew Lewek, Johnathon Eckert, Jason Gruszynske, and Stephen Bagin

In addition to the aforementioned functions, the chief serves as the primary liaison with law enforcement officials, community organizations, and governmental agencies. For example, the chief assists the [Police and Fire Commission](#) in addressing the department's goals for the recruitment, selection, promotion, and retention of highly qualified personnel. Additionally, the chief works with the [Village Manager](#) in the development and administration of the department's budget. Finally, the chief must ensure there is ongoing liaison with the [Village Board](#) as well as committees and boards that have jurisdiction over matters involving the Police Department and public safety.

Menomonee Falls Police Department 2024 Organizational Chart

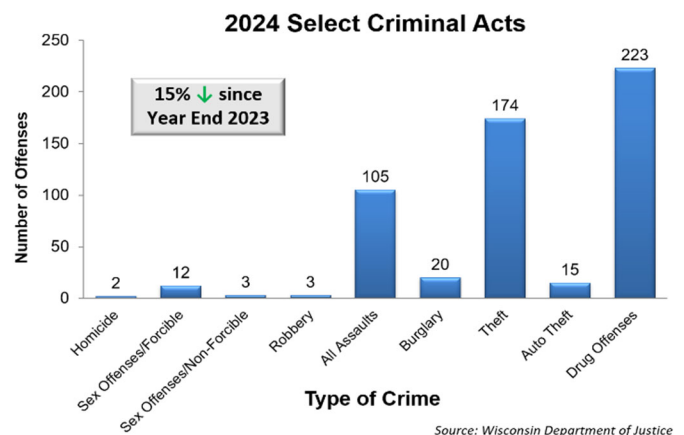
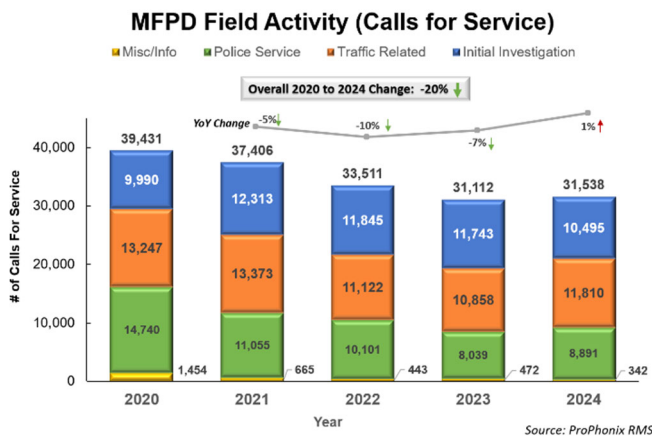


Patrol Operations Bureau

The Patrol Bureau is made up of the most visible members of the Police Department, almost exclusively performing their duties in easily recognized uniforms and patrol vehicles. Patrol personnel are the first to respond to situations requiring police involvement and are primarily responsible for providing field services. These services may include the collection of information and evidence, the rendering of first aid and basic life support, or the maintenance of order until additional department personnel can respond. The Patrol Operations Bureau is on-duty twenty-four hours a day, every day of the year, and each shift is led by a patrol commander.

The calls-for-service Patrol Bureau personnel encounter are quite varied both in scope and complexity. For instance, in some circumstances, officers may have to conduct preliminary and follow up investigations. Other calls-for-service, however, may simply require an officer to offer guidance or provide straightforward assistance to a citizen in need.

The crimes against persons the Patrol Bureau responds to include, but are not limited to, homicides, robberies, and sexual assaults. Patrol officers also investigate crimes against property such as burglary, theft, and vandalism. Outside of these and other criminal offenses, patrol officers frequently respond to alarm calls, investigate the report of missing persons, aid motorists, and offer a plethora of other services to the public. Overall, patrol officers are well prepared to address most any circumstance requiring police service.



Philosophy & Organization

The Patrol Bureau, as well as the entire police department, operates under a Community Policing philosophy – a law enforcement approach that emphasizes citizen, government, and police partnerships. Furthermore, the philosophy is designed to problem solve and address the causes of crime as well as the fear of crime among citizens. In the spirit of community policing, officers assigned to the Patrol Bureau maintain a close working relationship with citizens involved in the [Neighborhood Watch Program](#). The department is proud to report that participation in the program grew to over 183 Block Watch Captains in 2024. These Captains are consulted by officers to obtain or pass along important information regarding neighborhood safety and security.

The Patrol Bureau is divided into three primary shifts and serves as the backbone of the department. Each patrol shift consists of two Sergeants and nine to twelve Patrol Officers. The department generally staffs single officer patrol units; however, multiple units are assigned to certain types of calls likely to require the presence of

more than one officer. Because of the importance of its function, the largest number of department personnel is committed to the Patrol Bureau.

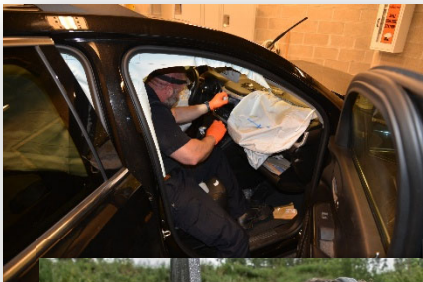
Enforcement & Initiatives

Enforcement of federal and state laws and local ordinances is a basic responsibility for all police officers. By using their powers of observation, senses, and interpersonal skills, patrol officers compile information about the context of a specific event or incident. From there, patrol officers take informed and reasonable enforcement action in a manner that promotes public safety and ensures compliance with the law. Patrol Officers, acting on well informed decisions, have discretionary power in most cases to determine the best course of enforcement.

In 2022, strategic initiatives resulted in the department’s testing of body-worn cameras (BWC) and its maintenance of its 15 Flock© vehicle recognition devices. In 2024, the department continues to maintain body-worn cameras (BWC) and vehicle recognition devices. The department’s Flock© devices resulted in thirty-two (32) arrests and the recovery of seventeen (17) stolen vehicles.

Advanced Training

The collection of evidence is an essential function of any police department. To that end, at least two officers per patrol shift are trained as Field Evidence Technicians (FET). These officers receive advanced training in evidence collection and identification to improve upon their ability to take photographs; retrieve latent fingerprints and DNA evidence; conduct drug testing; and perform tool mark analysis.



Making use of specialized training and equipment, officers assigned to the [Bicycle Patrol](#) improve the department’s access to the parks, the Village Center, retail areas, and other locations not easily patrolled by traditional means. Bicycle patrol has been found to be particularly effective during large public gatherings such as the [Falls Memorial Fest](#), the [Independence Day Parade](#) and the [3rd of July Firework celebration](#).



2024 Types of Force Used During Calls for Service



Source: Office of the Chief

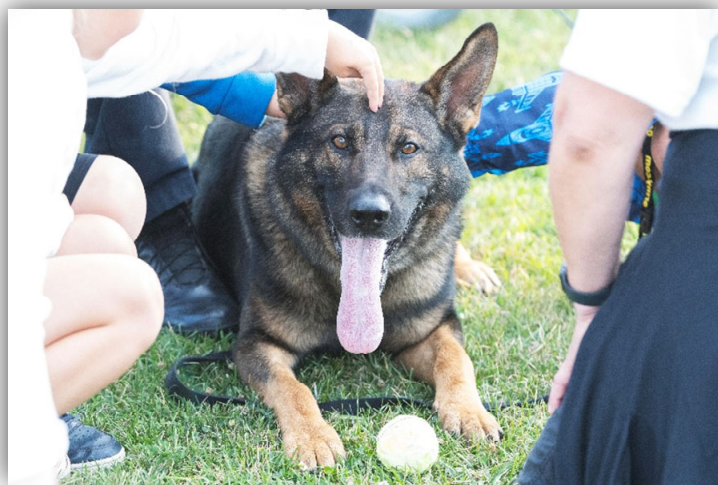
The advanced training MFPD officers receive allows them to reduce conflict, stabilize dangerous situations, and effectively communicate with the public. Moreover, the department’s well-trained personnel take pride in leaving [positive impressions](#) with the community. Consequently, it is no surprise that complaints against MFPD personnel are infrequent and use-of-force incidents involving officers are relatively few. In fact, in 2024, force was used in less than 0.14% of calls (31,538 calls for service with 44 use of force calls).

Canine

The MFPD police canine participates in various type of searches including: building searches – burglar alarms, open doors, barricaded subjects, etc.; area searches – searching for missing persons and suspects; and article searches – searching for items of evidence. In addition to these tasks, the police canine performs narcotics detection. This type of search takes place in a variety of settings including vehicles, fields, and buildings. Moreover, this important function allows the department to better protect the community through the confiscation of illicit drugs and related contraband.



The department's canine, Tango, joined MFPD in 2020 as an eleven-month old German Shepherd. He and his handler, Officer Michael Schroeder, are certified with the American Police Canine Association in detection, tracking and aggression control. In 2024, Officer Schroeder and K-9 Tango continued to be a productive team by conducting area searches, performing drug detection assignments, and attending public gatherings.



During their partnership on the department, Officer Schroeder and Tango have been attended numerous community gatherings to explain and demonstrate what the department's K-9 program entails. They also have attended monthly training with members of the Waukesha County Sheriff's Department K-9 Unit to strengthen K-9 Tango's abilities in patrol and narcotics detection.

Patrol Support Unit



The [Patrol Support Unit](#) (PSU) consists of a Unit Supervisor, two Crash Investigators, and a varying number of Police Aides. The PSU's supervisor provides immediate oversight of the unit and serves as the municipal court liaison. The goal of the PSU is to increase traffic safety throughout the village. The unit works toward meeting this goal by engaging in efforts that reduce the number of injuries and deaths associated with motor vehicle crashes.

Traffic complaints and crash suppression are the unit's most frequently addressed problems. Moreover, the PSU mitigates these issues by conducting targeted enforcement activity in neighborhoods, on the Village's highways and on the interstate. Tools used by the unit to assist with traffic issues and crash suppression are:

- Dual antenna moving radar and Laser speed detection equipment
- In-squad mobile video systems and laptop computers
- Laser Technology Radial Azimuth Crash Investigation System
- Analysis of computerized crash files
- Cooperative enforcement efforts with other law enforcement agencies
- Participation in traffic safety committees
- Mobile speed monitor and changeable message signs
- Computerized highway traffic data surveys

Additional areas of responsibility for the Patrol Support Unit are:

- Technical review and analysis of crash reports
- Investigation of all fatal, serious injury and other significant crashes
- Investigation and disposal of all abandoned vehicles
- Assist in directing the department's impaired driver enforcement activities
- Participating in the Motor Carrier Safety Assistance Program (MCSAP)
- Coordination of all community special events and dignitary protection
- Providing traffic safety education services
- Participation with municipal, county and state traffic safety committees
- Maintenance of all traffic related equipment
- Traffic impact reviews for community development projects



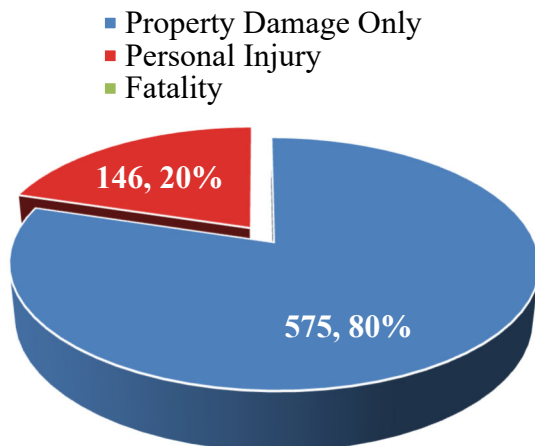
The PSU’s Crash Investigators (CI) are specially trained in the fields of crash investigation, vehicle dynamics, commercial motor carrier enforcement, drug interdiction and D.O.T. orders (specialized vehicle laws). What’s more, the PSU employs state of the art equipment to assist in the processing of crash investigations. One such tool is the Laser Technology Radial Azimuth Crash Investigation System. This system allows CIs to quickly and accurately document crash scenes and efficiently prepare computer diagrams of elaborate crashes. Finally, this tool also assists CIs in clearing vehicles from the scene of serious crashes which reduces the likelihood of lengthy road closures.

Traffic Crash Statistics

Crash Type	2020	2021	2022	2023	2024
Total Crashes	580	717	700	667	721
Property Damage Only	485	595	561	527	575
Personal Injury	95	120	136	138	146
Fatality	0	2	3	2	0
Hit and Run	109	97	122	119	114

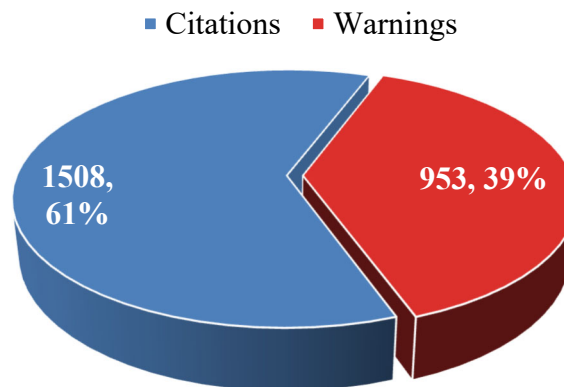
Note: Total crashes is the sum of property damage only, personal injury and fatality crashes. Hit and run crashes can be associated with any of the three major categories.

Traffic Crash Summary - 2024



Source: MFPD Patrol Support Unit

Directed Patrol Enforcement Actions - 2024



Source: MFPD Patrol Support Unit

Motor carrier inspections involve a certified crash investigator dedicating their time to inspect commercial motor vehicles (CMV) operating in the village. These inspections not only help ensure CMV operators adhere to traffic laws, but they also ensure the vehicles they operate comply with equipment regulations.

The PSU’s high visibility traffic enforcement efforts include the unit’s participation in statewide crackdown initiatives coordinated by the [Wisconsin Department of Transportation](#). These initiatives focus on increasing roadway safety by targeting seatbelt, speed, and operating while intoxicated violations. Additionally, the PSU conducts high visibility traffic enforcement thorough its directed patrol assignments (DP). These DPs target problematic areas within the village that have been identified [through communication with citizens](#), inspection of [crash data](#), and through the analysis of traffic surveys.

Finally, in addition to the aforementioned activities, PSU personnel perform educational services at area schools, attend local meetings, and provide law enforcement services at public events. Some of the events the PSU participated in during 2024 were: motor carrier inspections, high visibility traffic enforcement, and a select number of other community events.

Police Aide Program

The [Police Aide Program](#) offers excellent opportunities for aspiring Criminal Justice professionals to work with the Menomonee Falls Police Department in a support capacity. To prepare for this important role, Police Aides receive a significant amount of classroom and practical training. Once complete, they assist the department's staff by performing both field and administrative tasks such as: animal control activities; parking and ordinance enforcement; traffic control and direction; fingerprinting; and countless other activities under the direction of a police officer or department supervisor.

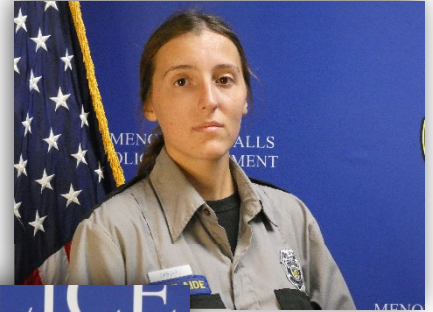
Hunter Moilanen



Theodore Schnabel



Ava Sanders



Brian Rodman



Mason Pronath

Police Aides typically work between 16 and 24 hours each week, primarily between the hours of 6:45 a.m. and 11:00 p.m. In order to [become an aide](#), you must be a Wisconsin resident, be a minimum of 18 years of age, and have a high school degree. Preference is given to those currently enrolled in a Police Science or Criminal Justice college program.

Those who have served as Police Aides for the department – a list that includes current Menomonee Falls Police commanders, supervisors, and officers – have described the experience as “[invaluable](#).” The department has an ongoing recruitment process and encourages aspiring criminal justice professionals to [apply](#).



Special Investigations Bureau (SIB)

The Special Investigations Bureau (SIB) investigates significant incidents and crimes that occur in the village, including deaths, robberies, burglaries, sexual assaults, thefts, arsons, and white-collar crimes. The SIB also investigates crimes involving juvenile offenders, internet crimes against children, and interfaces directly with crime victims. Outside of its investigative functions, the SIB also facilitates the department's community outreach initiatives as well as its educational programming. Finally, the SIB commander, [Lieutenant Jason Gruszynske](#), facilitates the department's participation with the Waukesha County Drug Task Force.

The goal of the Special Investigations Bureau is to effectively identify, apprehend, and assist in the conviction of criminals. Additionally, the unit strives to recover stolen property, gather intelligence, prevent crime, and educate department staff and community members on crime trends.

The Special Investigations Bureau Commander provides immediate supervision of the department's detectives and juvenile officers while overseeing the day-to-day operation of the bureau. Appointments to SIB positions are based on merit as a result of demonstrated ability while performing as a uniformed officer.

Detectives and Juvenile Officers receive specialized training to help further develop and enhance their investigative skills. They are also committed to providing the citizens of the community with services that will enhance safety in the village. To this end, SIB personnel will often travel outside of the village in search of witnesses and suspects, as well as to attend investigator meetings hosted by outside law enforcement agencies.

The Special Investigation Bureau works closely with the [Waukesha County District Attorney's Office](#) to facilitate the prosecution of offenders. The SIB is also responsible for the provision of community outreach programs, including the [Police/School Resource Officer Program](#), [Neighborhood Watch](#), [Drug Abuse Resistance Education](#) (D.A.R.E.), and other special events and programs.

School Resource Officers

With the goal of facilitating community safety through interaction with schools, students, and parents, the Menomonee Falls Police Department established a [Police/School Resource Program](#) over 30 years ago – making it one of the first in the State of Wisconsin. Such programs have been found to reduce crime and violence in schools and the community. Additionally, School Resource Programs have been shown to increase lessons of citizenship, provide child victims with additional needed resources, and empower families with increased access.

Another important outcome of the [Police/School Resource Program](#) is that it limits the opportunity for violence and crime in the schools. Juvenile Officers, given this assignment, provide the school community and the students with resources while investigating crimes that occur at the schools. The position is one that requires significant cooperation with the [school district](#). In addition, the Juvenile Officer, assigned as a School Resource Officer, investigates crimes committed by juveniles or those with juvenile victims, with the familiarity of the officer being a benefit to all parties. The [Police/School Resource Program](#) has Juvenile Officers assigned to two public school campuses: [Menomonee Falls High School](#) and [North Middle School](#).



Juvenile Officers (from top to bottom)
Scott Holz, Jay Weber, and Nicholas Gapinski

Juvenile-Related & Sensitive Crimes

Cases involving juveniles are frequently multi-jurisdictional and require the highest degree of confidentiality and sensitivity. Consequently, the [Special Investigations Bureau](#) reviews all police department actions in juvenile-related offenses.

More specifically, dispositions of juvenile matters, as well as further investigative activity, is often performed by Juvenile Officers. Furthermore, these officers are typically assigned to cases involving possible child abuse and neglect – whether physical, emotional, or sexual. Finally, Juvenile Officers work cooperatively with the [Waukesha County Department of Health and Human Services'](#) social workers to promote effective dispositions and safe outcomes.

Neighborhood Watch



The [Neighborhood Watch Program](#) is a citizen-based cooperative effort between village residents and the Police Department. Through the program, residents become invested in the safety of their neighbors and neighboring properties by participating in these groups. In turn, this participation can lead to greater reporting of suspicious activity and more effective law enforcement.

Each group has a block captain whose designation is to represent the residents in the Neighborhood Watch Block Captains' organization. The block captains regularly communicate with officers and disseminate the information they receive to their neighbors. This information is often in reference to recent crime trends in the village as well as guidance about home and personal security issues. The increased awareness and comfort with reporting suspicious activity assists the department in reducing crime and increases the likelihood of apprehending criminals who target neighborhoods.



The Neighborhood Watch program was started in Menomonee Falls in 1986 and had 60 homes participating in the program. Today, the department is proud to partner with over 180 Neighborhood Watch groups, that represent well over 4,600 households. We encourage all residents to [become involved](#) in this fantastic initiative.

D.A.R.E. Program

[Drug Abuse Resistance Education](#) is a drug prevention program taught by police officers in schools. This program teaches students about the impact of drugs and how to make good choices. It is also designed to have law enforcement, schools, and families participate in helping our youth grow to be healthy and productive citizens. Originating in the Los Angeles area in 1983, D.A.R.E. students learn about the consequences and risks in the use of alcohol, tobacco and other drugs, how to make good choices, and how to deal with situations of potential drug use that may occur.



The D.A.R.E. program expanded its educational outreach several years ago to include a 3-week segment taught to 1st grade students. This segment teaches children the concepts of stranger danger, defining an emergency, using 911, and identifying potential dangers in society. For the 2024 school year, the Menomonee Falls Police Department D.A.R.E. program was taught at the following schools: Ben Franklin, Shady Lane, Riverside, Valley View, St. Mary's, Bethlehem Lutheran, Grace Lutheran, and Pilgrim Lutheran.

Crime Stoppers of Waukesha County, Inc.

Since January 1, 1998, the Village of Menomonee Falls has been a member of the [Crime Stoppers of Waukesha County, Inc.](#) Crime Stoppers pays cash rewards to citizens who give information about anyone responsible for a specific crime. The information is provided anonymously, and the reward amount typically ranges from \$25 to \$1,000, depending on the severity and importance of the crime solved. This program is civilian-run and organized, with a police advisor from every member police agency. The [Waukesha County District Attorney, Lesli Boese](#), endorses the program as it has been responsible for countless investigative leads.



The Crime Stoppers “tip-line” phone number is: 1-888-441-5505, and the line is answered 24 hours a day, 7 days a week. You can also submit tips online: <http://www.stopcrimewaukesha.com/home>

Waukesha County Drug Task Force

Drug threats in Menomonee Falls have continually changed over the years. For example, in the not-so-distant past, marijuana and cocaine were the most consistently seized narcotics in Waukesha County. Today, the most prevalent threat to our quality of life is fentanyl. Fentanyl, a powerful synthetic opioid, is legitimately used to treat chronic severe pain; however, its illicit use has been a cause for nationwide alarm. Today, fentanyl is commonly mixed with other illicit drugs to increase the potency of the original drug. The potency of fentanyl, coupled with a lack of oversight and control, has led to an alarming number of fentanyl-related overdoses throughout the United States.

The Menomonee Falls Police Department is a participating member of the Waukesha County Drug Task Force. Currently, the [Waukesha County Drug Task Force](#) is co-led by the Waukesha County Sheriff’s Department and the Drug Enforcement Administration (DEA). Despite being provided by local law enforcement agencies, most of the investigators assigned to the Waukesha County Drug Task Force are also sworn Task Force Officers for the Drug Enforcement Administration. Additionally, Waukesha County is designated as a [High Intensity Drug Trafficking Area \(HIDTA\)](#) by the [Office of National Drug Control Policy \(ONDCP\)](#), and the Waukesha County Drug Task Force serves as the HIDTA enforcement initiative for the county.



Services Bureau

Services Bureau (SB) personnel are often the first point of contact for citizens. Not surprisingly this initial interaction is a natural byproduct of the Bureau's numerous responsibilities that support departmental operations. Some of the services provided by the SB include, but are not limited to: greeting visitors and providing administrative assistance; providing training to the department's staff; coordinating the recruitment of personnel; maintaining and providing departmental records; conducting product research and delivering associated support; replenishing equipment and supplies; and managing the department's municipal holding facility.

The SB is led by the Services Bureau Captain and is comprised of a Bureau Commander, a Sergeant, an Information Technology Specialist, and an Office Operations Unit (OOU) supervisor who oversees ten Police Support Specialists.

Training

The effectiveness of any police department is dependent upon the knowledge and performance of its employees. Pre-employment educational standards and rigorous recruitment policies help ensure that the department attracts and employs knowledgeable and motivated individuals. Those who gain employment with the department are required to complete a field training process. Thereafter, these employees must demonstrate a high level of professional competence during their probationary period to continue their employment with the department. While the importance of the department's initial vetting and field training is critical, the significance of the training that occurs thereafter cannot be underscored enough.

The Wisconsin Department of Justice's [Training and Standards Bureau](#), mandates that each sworn officer receive a minimum of [24 hours of approved annual training](#) in order to maintain their certification as a law enforcement officer. In 2024, the MFPD's sworn personnel met and many exceed this training requirement. In this year, the department's supervision is tasked with forecasting the training needs of their personnel while also soliciting requests for specialized training from their staff. This focus on training and staff development is instrumental to the department's ability to serve the community and assists with its ongoing recruitment efforts.



The planning and coordination of training provided to the department's personnel is a major responsibility of the Services Bureau. More specifically, its staff registers, facilitates, and maintains the records associated with departmental sponsored training that can occur within, or outside of, the Menomonee Falls Police Department.

In-service training, received at the Waukesha County Technical College, as well as in-house training at MFPD, is the most common type of training that officers receive. These offerings provide officers with instruction in the areas of professional communication, computer investigations, vehicle contacts, officer safety, emergency vehicle operation, legal updates, and scenario-based training exercises. These training sessions are also designed to keep department members up-to-date with best practices, maintain their law enforcement certifications, and increase their overall proficiency in providing high quality law enforcement.

Training may be delivered in a traditional classroom setting, through video presentations, by observing field exercises, or through written communications such as policy briefings or informational bulletins. Command and supervisory personnel will also receive periodic in-service training on topics pertaining to the supervision and management of police operations.

Most members of the department receive some variety of specialized training. This training is utilized to develop and/or enhance an officer's skills. Furthermore, specialized training increases the department's ability to address complex societal situations and become more effective at performing complicated investigations. While not exhaustive, specialized training often includes the areas of: juvenile and community services; criminal investigations and evidence processing; tactical and crisis negotiations; field training and mentorship; traffic law and crash investigation; and case management and supervision.



All sworn MFPD personnel carry handguns while performing their duties and officers must be prepared to use their weapon and other firearms should the need arise. Consequently, firearms training is of critical importance to the department. To that end, each officer attends a minimum of four training sessions where he or she participates in firearms-based instruction and deployment. This competency-based training incorporates the officer's handgun, patrol rifle, and the less lethal devices the department maintains.

Led by the Services Bureau Sergeant, the department's firearms training is facilitated by MFPD's instructors all of whom who are certified by the [State of Wisconsin Training and Standards Bureau](#). The department's firearms training program helps officers to establish the firearms proficiency that is required of all sworn personnel. This expertise is measured annually during a handgun qualification course based on the curriculum established by the [State of Wisconsin Law Enforcement Standards Board](#).

Recruitment, Selection & Promotion

In 2024, the department conducted a number of assessment centers to [evaluate police officer applicants](#). More specifically, eleven (11) assessment centers were held throughout the year. As part of the hiring process, these centers assisted the department in filling eight (8) police officer vacancies in 2024 and identified prospective candidates for anticipated 2025 opportunities. If you're looking for a profession where you can make an impact every day, consider joining [our team](#).

There were two promotions within the department in 2024. In March, the Police and Fire Commission (PFC) approved the promotions of Christopher Bellows to Sergeant and Nathan Holsbo to Sergeant. In addition to these promotions, the department also hired five police aides.



PO Willis, PO Otto, PO Comerford, & Chief Waters
(Pictured left to right)



Sgt. Bellows – MFPD's newly promoted
Sergeant of Police

Citizen Police Academy

[The Menomonee Falls Citizen Police Academy](#) (MFCPA) is a program intended to educate citizens about police work. Furthermore, it is an opportunity for the department to build rapport with the citizens it serves. The program consists of thirteen classes that are 2-3 hours in length that take place on a weekly basis.



Citizen Police Academy – Session #14

In addition to these aforementioned, the MFCPA is designed to give the public a working knowledge of the department's organization, personnel, policies, and procedures. With this in mind, it is not designed as a preparatory class for individuals who desire to become a law enforcement officer. Rather, it is intended as an educational and informative offering for adults who either reside or work in the Village of Menomonee Falls who have a desire to learn more about the police department.

The Citizen Police Academy covers a plethora of subjects to include police administration, traffic enforcement, police operations, criminal investigations, use of force, tactical operations, and drug enforcement.

Volunteer Chaplain

The Department has one volunteer member, Reverend (Rev.) Russell Knoth. Rev. Knoth has served as the Chaplain for the police department for over 34 years and is the retired Pastor of St. Paul's United Church of Christ in Menomonee Falls. The "Rev," as he is affectionately referred to within the department, is also a member of the Peer Support Team (P.S.T.). During his volunteer service with Menomonee Falls Police Department, Rev. Knoth does not promote any specific religious denomination and is available to all members.

Chaplain Knoth's invaluable service includes ride-along with officers, assisting at crash and sudden death scenes, co-chairing the Peer Support Team and making death notifications in the field. He is a member of the Waukesha County Law Enforcement Chaplains Association and is also a member of the International Conference of Police Chaplains.



Chaplain Knoth

Peer Support Team (P.S.T.)

By the very nature of the tasks they regularly perform, police officers are exposed to conflict, danger, and high-stress situations. The level of stress involved cannot be ignored as it can affect service to the public and have a toll on the department's most valuable resource, its officers. In order to provide an appropriate response to the needs of these individuals, the Menomonee Falls Police Department formed a Peer Support Team over three decades ago. Established in April of 1989, the P.S.T. has cemented itself as a resource to assist officers dealing with job-related and personal stress by providing a group of "peer listeners."

Members of the P.S.T. are volunteers and are trained to assist fellow officers. These P.S.T. members are available to any co-worker, at any time, and all contact is kept confidential. All members of the department, active and retired, as well as their family members, are served by this group. The team has helped officers to effectively and safely handle personal and job-related stresses throughout its tenure. This incredible team benefits not only the members of the department, but the whole Menomonee Falls community as well.

Office Operations Unit

The Menomonee Falls Police Department Business Office Unit (BOU) is operational 24 hours a day, 7 days a week, 365 days a year. The BOU is staffed with a supervisor and ten full-time Police Support Specialists (PSS). These dedicated employees ensure citizens and village staff receive efficient administrative service while also providing police department personnel with unparalleled professional support.

The tasks assigned to the BOU are extensive and are of critical importance to the function of the department. More specifically, the staff is responsible for answering all non-emergency telephone calls. The nature of these calls varies greatly, but can include providing guidance on how to [pay a citation](#), discussing how to obtain a [crash or incident report](#), granting [night parking permission](#), or forwarding a message to an officer. Not surprisingly, what is occurring in the village, such as a significant crash or high-profile incident, often has a direct influence on the nature and volume of incoming calls.



When visiting the Menomonee Falls Police Department's business office, individuals are likely to encounter a PSS at the reception window. It is here where a visitor can transact payments, ask questions, or request police services. Typical activities at the reception window include, but are not limited to: [payment processing](#) (citations/permits), filing of [open records requests](#), [applying for permits](#), or requesting to file a report with an officer. Whatever the request may be, the staff will accommodate the individual to the best of their ability. In the event a PSS is unable to help, he or she will refer the individual to the appropriate person either within or outside of the Police Department.

When not answering the telephone or helping individuals at the window, PSSs keep busy with other important tasks such as processing reports and transcribing officers' dictations. Additionally, these employees are responsible for a significant volume of data entry and data validation to include the review of citations, Criminal Information Bureau warrant entries, National Crime Information Center entries, fingerprint management, and the processing of cases for the Waukesha County District Attorney's Office.

In 2024, the Business Office underwent a remodel including, but not limited to, the following updates: desk spaces, personal item area, protective window, and technological improvements.

BEFORE



AFTER



Department Personnel

The following roster reflects department personnel and their positions as of December 31, 2024.

<i>Name</i>	<i>Title</i>	<i>Date of Hire</i>
	<u>Chief of Police</u>	
Mark Waters		May 18, 1992
	<u>Captain of Police</u>	
Eugene Neyhart		January 22, 2001
Steven Rudie		May 1, 1995
	<u>Lieutenant of Police</u>	
Michael Brasch		July 12, 1993
Matthew Lewek		January 7, 2002
Jason Gruszynske		July 17, 2012
Stephen Bagin		January 22, 2001
Johnathon Eckert		February 9, 2015
	<u>Sergeant of Police</u>	
John Thomae		July 16, 2001
Steven Sanders		December 28, 1998
Lemar Brooks		July 16, 2001
Gregory Joseph		October 6, 2014
Matthew Meinel		January 6, 2014
Jacob Sterr		May 31, 2016
Eric Henning		May 8, 2006
Christopher Bellows		May 21, 2007
Nathan Holsbo		July 22, 2019
	<u>Detective</u>	
Andrew Martin		June 13, 2005
Eric Palmer		April 20, 2009
Jacob Comerford		December 10, 2018
Joshua Schwechel		May 13, 2019
	<u>Identification Detective</u>	
Brian Walter		July 22, 1996
	<u>Juvenile Officer</u>	
Jay Weber		February 16, 1998
Nicholas Gapinski		January 6, 2003
Scott Holz		May 12, 1997
	<u>Crash Investigator</u>	
Eric Hansen		August 16, 1999
Matthew Benson		May 27, 2014

<i>Name</i>	<i>Title</i>	<i>Date of Hire</i>
Michael Schroeder	<u>Canine Officer</u>	August 2, 2004
Tango	<u>Police Canine</u>	January 1, 2020
	<u>Patrol Officer</u>	
Jason Cychosz		March 16, 1998
Matthew Lawson		July 14, 2003
Kyle Bucher		June 13, 2005
Scott Henning		August 7, 2006
Vincent Strom		December 1, 2008
Hans Naker		January 6, 2014
Ryan Young		October 6, 2014
Jarred Ruhlman		June 11, 2018
Zachary Riley		June 11, 2018
Donovan Carlson		June 11, 2018
Zachary Tank		April 16, 2018
Chloe Liska		November 16, 2018
Lucas Kuehne		July 22, 2019
Nathan Hall		August 26, 2019
Kendal Kaiser		July 22, 2019
Cody Koch		January 20, 2020
Jordan Rowen		April 10, 2020
Matthew Compton		August 10, 2020
Drew Hildenbrand		July 14, 2020
Calla Dane		January 19, 2021
Austin Falter		January 3, 2022
McKenzie Burdgick		July 25, 2022
Nathaniel Bonesho		July 25, 2022
Justin Nemoir		July 25, 2022
Thomas Showers		May 22, 2023
Jackson Comerford		June 12, 2023
Adam Kern		July 27, 2023
Joseph Snyder		July 27, 2023
Daniel Lavine		January 2, 2024
Alexander Rech		January 2, 2024
Braeden Deets		April 15, 2024
Matthew Otto		May 6, 2024
Luke Willis		July 26, 2024
Jennifer Paulson		August 19, 2024
Larry Walker Jr		December 9, 2024

<i>Name</i>	<i>Title</i>	<i>Date of Hire</i>
Jean Szczygielski	<u>Administrative Assistant</u>	August 27, 2001
Long Dinh	<u>Information Technology Specialist</u>	April 25, 2005
Jeffery Knop	<u>Services Coordinator</u>	December 6, 2023
Diane Braatz	<u>Office Operations Supervisor</u>	January 3, 1996
Tracy Kirchberger	<u>Police Support Specialist</u>	February 3, 1992
Tricia Schenk		May 2, 1994
Greg Vorpahl		July 3, 1997
Laura Rudie		June 1, 1998
Jill Amrhein		January 2, 2019
Michael Tibbals		October 7, 2019
Maritza Campos		April 27, 2020
Ashley Jelinski		September 7, 2021
Taylor Bergmann-Fink		July 24, 2023
Brittany Opitz		April 29, 2024
	<u>Police Aide</u>	
Alisa Novak		June 21, 2021
Maraya Engstrom		June 12, 2023
Michael Lor		June 12, 2023
Hunter Moilanen		June 3, 2024
Ava Sanders		June 3, 2024
Theodore Schnabel		June 3, 2024
Mark Kruzan		July 15, 2024
Mason Pronath		July 15, 2024
Brian Rodman		July 17, 2024
Andrew Weber		August 26, 2024
Michael Grinnell		December 2, 2024

Personnel Actions

Hired

<i>Name</i>	<i>Position</i>	<i>Date of Hire</i>
Brittney Opitz	Support Specialist	April 29, 2024
Jackson Comerford*	Police Officer	July 26, 2024
Braeden Deets	Police Officer	April 15, 2024
Daniel Lavine	Police Officer	January 2, 2024
Matthew Randal Otto*	Police Officer	July 26, 2024
Jennifer Paulson	Police Officer	August 19, 2024
Alexander Rech*	Police Officer	January 2, 2024
Larry Walker	Police Officer	December 9, 2024
Luke Willis	Police Officer	July 26, 2024
David Adams	Police Aide	June 3, 2024
Colin Fiene	Police Aide	June 3, 2024
Michael Grinnell	Police Aide	December 2, 2024
Mark Kruzan	Police Aide	July 15, 2024
Hunter Moilanen	Police Aide	June 3, 2024
Matthew Randal Otto*	Police Aide	May 6, 2024
Mason Pronath	Police Aide	July 15, 2024
Brian Rodman	Police Aide	July 17, 2024
Ava Sanders	Police Aide	June 3, 2024
Theodore Schnabel	Police Aide	June 3, 2024
Andrew Weber	Police Aide	August 26, 2024

Promotions

<i>Name</i>	<i>Rank</i>	<i>Date of Promotion</i>
Christopher Bellows	Sergeant	April 7, 2024
Nathan Holsbo	Sergeant	April 7, 2024

Retirements

<i>Name</i>	<i>Position</i>	<i>Retired</i>	<i>Length of Service</i>
Russell Knoth	Police Chaplain	August 8, 2024	35 years and 2 months

Resignations

<i>Name</i>	<i>Position</i>	<i>Resigned</i>	<i>Length of Service</i>
Landon Muehlenkamp	Police Officer	April 10, 2024	2 years and 8 months
Alexander Rech*	Police Aide	May 13, 2024	2 years
Jackson Comerford*	Police Aide	July 26, 2024	1 year and 1 months
Brittney Opitz	Police Officer	March 26, 2024	8 months
Matthew Randal Otto*	Police Aide	July 26, 2024	3 months
David Adams	Police Aide	July 14, 2024	7 months
Colin Fiene	Police Aide	July 22, 2024	7 months
Mark Kruzan	Police Aide	November 5, 2024	6 months

* Hired on as a Police Officer from the Police Aide position.

Service Recognitions
(25+ years of service as of 12/31/2024)

<i>Name</i>	<i>Position</i>	<i>Original Date of Hire</i>
Jeffery Knop	Support Services Coordinator	August 24, 1987
Tracy Kirchberger	Police Support Specialist	February 3, 1992
Mark Waters	Chief of Police	May 18, 1992
Tricia Schenk	Police Support Specialist	May 2, 1994
Steven Rudie	Captain of Police	May 1, 1995
Diane Braatz	Office Operations Supervisor	August 26, 1996
Brian Walter	Identification Detective	July 22, 1996
Scott Holz	Juvenile Officer	May 12, 1997
Gregory Vorpahl	Police Support Specialist	July 3, 1997
Jay Weber	Juvenile Officer	February 16, 1998
Jason Cychosz	Police Officer	March 16, 1998
Laura Rudie	Police Support Specialist	June 1, 1998
Steven Sanders	Police Sergeant	December 28, 1998
Eric Hansen	Crash Investigator	August 16, 1999



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