

# HARTFORD POLICE DEPARTMENT

## 2010 ANNUAL REPORT



### The Chief's Message

Mayor Dautermann, Members of the Common Council, Members of the Police And Fire Commission, City Administrator Koppelberger, and Citizens of the City of Hartford,

Once again, it is my privilege to present you with the Hartford Police Department's Annual Report. The Hartford Police Department continues to be a Mission-driven agency that actively strives to enhance the quality of life in our community through community based policing practices. 2010 was a year of challenges, all of which were faced together as a staff, and all of which have made us a stronger and more cohesive unit.

2010 was a year of changes. Sergeant Gary Fuiten retired from the Hartford Police Department in 2010 after 20 years of faithful service. It was the year we welcomed Officers Scott Jagusch, Herb Raasch, and Robin Oliver to the department. 2010 was the year Officer Jim Zywicki earned a promotion to Second Shift Sergeant, and Officer Eric Rasmussen was assigned to the duties of the Police School Liaison position.

It was also the year we lost members of our HPD Family with the passing of Officer Steve Wannow and recently-retired Officer Ken Kluck. 2010 was also the year that the members of my staff and I felt the support of all the members of our community as they came along side us to walk with us through some very difficult times. That outpouring of genuine support is just one of the many reasons we believe that the City of Hartford is one of the best communities to live and work in the State of Wisconsin. On behalf of myself, my staff, and the families of our fallen officers, I would like to say "thank you." We are all truly grateful.

On behalf of the department, please accept my appreciation for the valued support and direction you have given to the staff of the Hartford Police Department during the past year. It is our hope that you will find this annual report both interesting and enlightening as we share a brief overview of the many important operations of the Hartford Police Department in 2010. If there are any questions concerning the report or any requests for additional information on any item(s) in this report, please feel free to contact me at your convenience.

Respectfully Submitted,

*Chief David Groves*

***"Leadership is action, not position"***

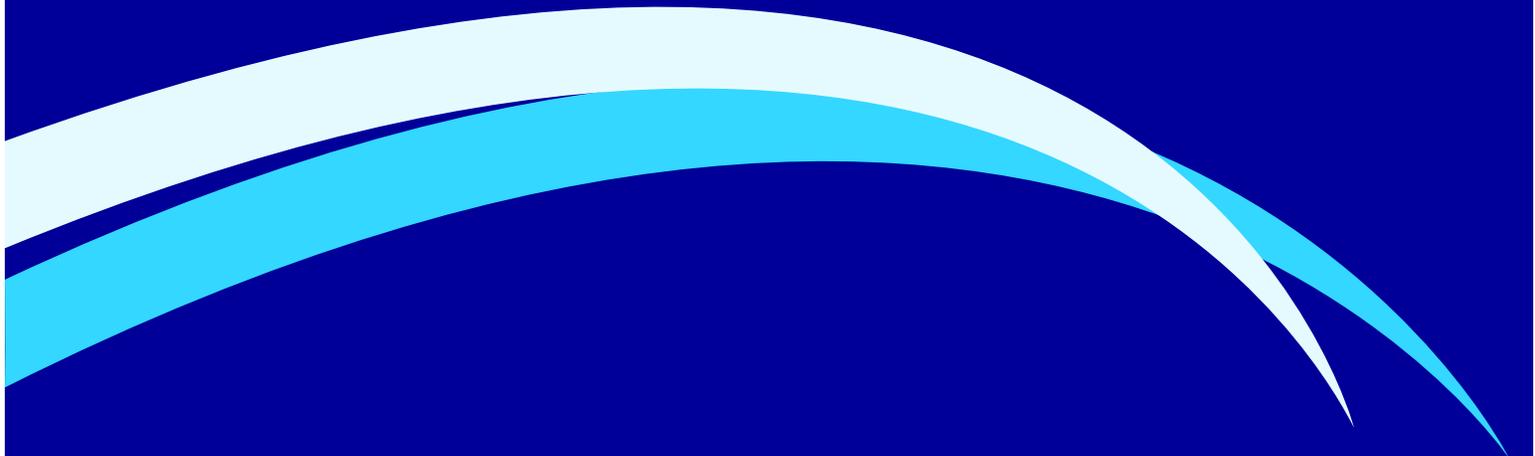
# LAW ENFORCEMENT CODE OF CONDUCT

AS A LAW ENFORCEMENT OFFICER my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against violence or disorder; to respect the Constitutional Rights of all men to liberty, equality and justice.

I WILL keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of the department. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feelings to influence my decision. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I RECOGNIZE the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession, LAW ENFORCEMENT.



# LAW ENFORCEMENT OATH OF HONOR

***“On my honor,***

*I WILL never betray my badge, my integrity, my character, or the public trust.*

*I WILL always have the courage to hold myself and others accountable for our actions.*

*I WILL always uphold the Constitution, my community and the agency I serve.”*

“Police officers take risks and suffer inconveniences to protect the lives, defend civil liberties, secure the safety of fellow citizens, and they endure such risks and tolerate such inconveniences on behalf of strangers. Consequently, police work is one of the more noble and selfless occupations in society. Making a difference in the quality of life is an opportunity that policing provides, and few other professions can offer.

A public affirmation of adhering to an Oath of Honor is a powerful vehicle demonstrating ethical standards. To be successful at enhancing integrity within an organization, leaders must ensure the oath is recited frequently and displayed throughout the organization as well as ensuring ethical mentoring and role modeling are consistent, frequent and visible.

Before any officer takes the Law Enforcement Oath of Honor, it is important that he/she understands what it means. An oath is a solemn pledge someone makes when he/she sincerely intends to do what he/she says.

*Honor* means that one's word is given as a guarantee.

*Betray* is defined as breaking faith with the public trust.

*Badge* is the symbol of your office.

*Integrity* is being the same person in both private and public life.

*Character* means the qualities that distinguish an individual.

*Public Trust* is a charge of duty imposed in faith toward those you serve.

*Courage* is having the strength to withstand unethical pressure, fear or danger.

*Accountability* means that you are answerable and responsible to your oath of office.

*Community* is the jurisdiction and citizens served.

In conclusion, it is strongly recommended by the IACP that all agencies adopt the Law Enforcement Oath of Honor. Having officers take an oath will reconfirm the significance of integrity within the agency and help bring the entire profession together to show that the vast majority of law enforcement officers not only are good, decent individuals, but also will step forward to stop unethical acts by any members of our profession.”

***International Association of Chiefs of Police***

## What is a Mission Statement and why does HPD need one?

A Mission Statement brings focus to all of the activities to be completed by an organization. Not in terms of what the organization will do, but it is more a matter of how will we do it.

Dr. Stephen Covey had this to say about the importance of Mission Statements, ***“Victor Hugo once said there is nothing as powerful as an idea whose time has finally come, you may call it a credo, a philosophy, you may call it a purpose statement, it’s not as important as to what you call it, no it’s how you define your definition. That mission and vision statement is more powerful, more significant, more influential, than the baggage of the past, or even the accumulated noise of the present...Your mission statement becomes your constitution, the solid expression of your vision and values. It becomes the criterion by which you measure everything...”***

## HARTFORD POLICE DEPARTMENT MISSION

In 2006 the Hartford Police Department adopted an official Mission Statement to guide the daily activities of the department.

The **“100 Day” Summary report from 2006** read in part, **“Early in this evaluative process Chief Groves noticed that a definitive “Mission Statement” for the department was conspicuously absent. As with any task, energy committed to action without a specific purpose often becomes mere “vibration” rather than real progress...**

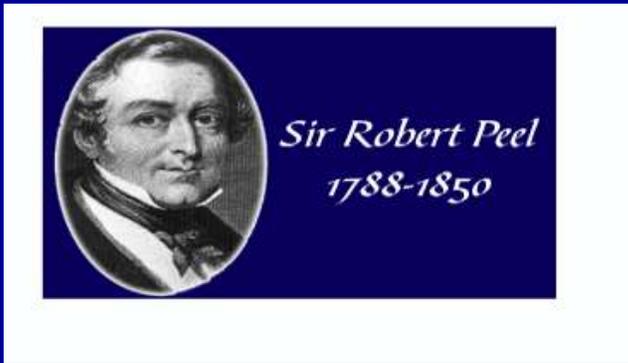
In September, Chief Groves adopted a specific department **“Mission Statement”** to serve as a benchmark for all of the services the department provides to the community. The Mission Statement will unify the thinking process when it comes to our philosophy of the **“How to do it”** decisions officers and staff complete their daily assignments. **The Hartford Police Department’s Mission Statement** reads as follows:

***“It is the Mission of the Hartford Police Department to enhance the quality of life through community based policing that provides police services in a fair, conscientious and professional manner.”***

In 2010, every exit from the police department was adorned with the following quote to ensure that the importance of adhering to the ideals of **our mission statement remain prominent in every officer’s mind** before they go out into our community, ***“Policing is one of the most noble professions. The actions of any police officer, in an instant, can impact an individual for life, and even a community for generations. Given this realization, every police officer must be centered on what is important. Service, justice, and fundamental fairness—the nobility of policing demands the noblest of character.”***

Dr. Stephen R. Covey

# PEEL'S 9 PRINCIPLES OF LAW ENFORCEMENT



The basic mission for which the police exist is to prevent crime and disorder.

The ability of the police to perform their duties is dependent upon public approval of police actions.

Police must secure the willing co-operation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.

The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.

Police seek and preserve public favor not by catering to public opinion but by constantly demonstrating absolute impartial service to the law.

Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.

Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition

that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.

Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.

The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.

## Who is

## Sir Robert Peel?

Sir Robert Peel created the Metropolitan Police Department in 1829 while serving as the Home Secretary of England. The officers of the Metropolitan Police Force were, and still are, called "Bobbies." Sir Robert Peel developed the concepts of assigned foot patrol areas or beats and many other core law enforcement practices that exist to this very day. Peel is widely regarded as the father of modern law enforcement for his considerable contributions to the police profession.

He believed that criminal activity could be prevented without undue intrusion into the lives of the citizenry. The principles he enumerated have become the basis for the Community Oriented Policing approach that is currently practiced around the world, and here in the City of Hartford!



Mayor  
Joe Dautermann



The Hartford Police Department welcomes the financial oversight provided by the Mayor and the Common Council. We strive to be truly community oriented in everything we do from long-term planning, to promotional opportunities, to multiple facets of our daily operations.

We have a long history of maintaining a great working relationship with the citizen leadership of our municipal government. We believe that it is important for us to maintain active communications with Hartford's Elected Officials to address the concerns of our citizens.



# HARTFORD'S ELECTED OFFICIALS

## FIRST ALDERMANIC DISTRICT



ALDERPERSON  
ERDMAN



ALDERPERSON  
MICHALAK



ALDERPERSON  
FLANAGAN

## SECOND ALDERMANIC DISTRICT



ALDERPERSON  
HEGY



ALDERPERSON  
CORE



ALDERPERSON  
RUSNIAK

## THIRD ALDERMANIC DISTRICT



ALDERPERSON  
ISLEB

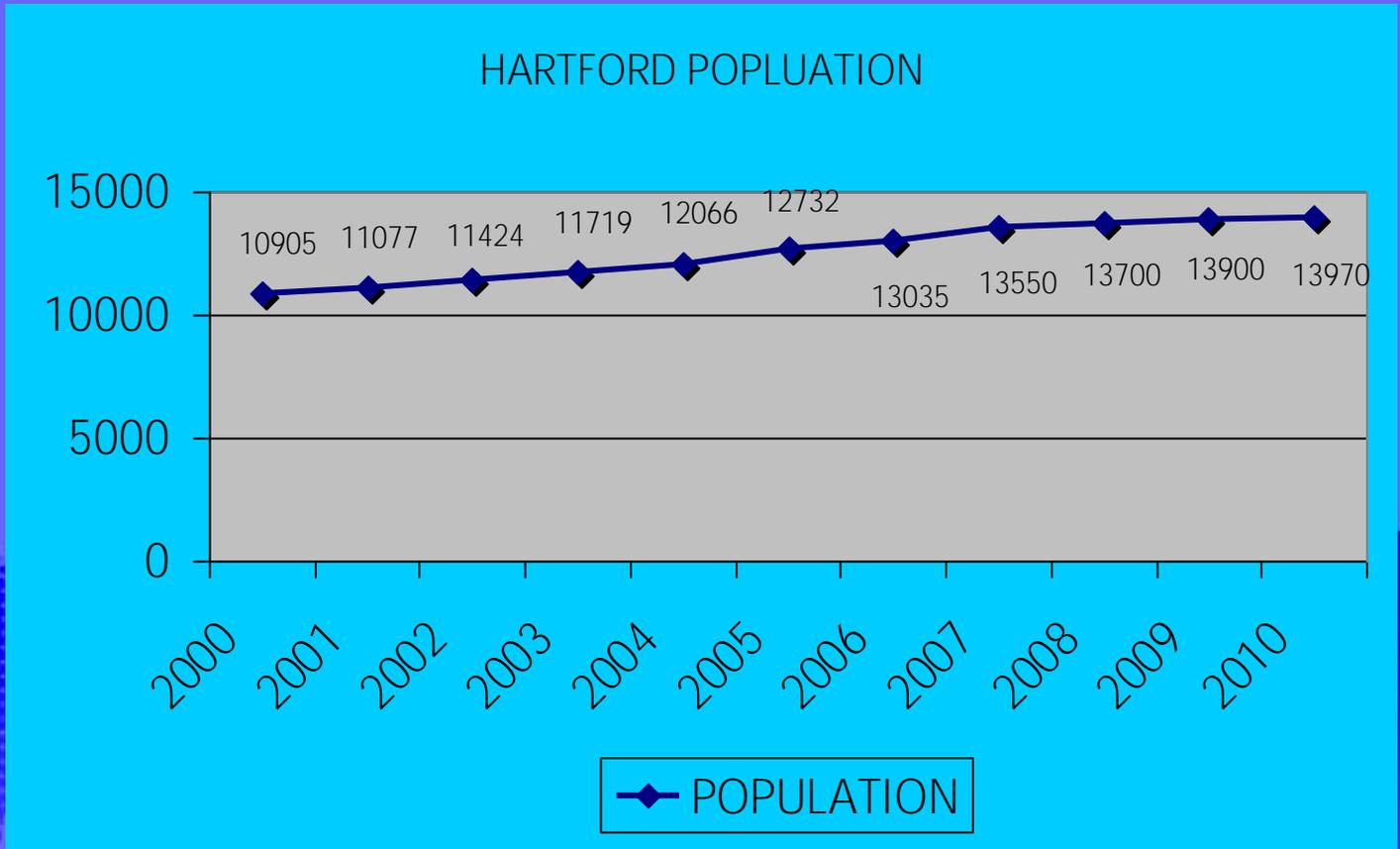


ALDERPERSON  
DOBERSTEIN



ALDERPERSON  
JEWELL

# HARTFORD DEMOGRAPHICS



The City of Hartford is the second largest city in Washington County. Hartford is primarily located in Washington County, but a portion of the city's industrial park is also located in Dodge County. Hartford has continued modest growth despite widespread economic uncertainty that has negatively affected other Wisconsin communities. The City of Hartford's population has grown by over 20% since 2000!

The City of Hartford covers an area of approximately 7.8 square miles and has approximately 87.7 total miles of street within its borders. We are home to 4 public schools and multiple private schools.

Approximately 55% of Hartford residents live in single-family homes. Just over 15% live in two-family residences, just under 7% in 3 to 4 family multi-family units, and just over 22% live in 5 or more unit housing scenarios.

According to Sperling's Best Places, they provided the following data regarding the population of the City of Hartford on 2010 that we believe are worth including for posterity in this historical document. They report that the median home cost in the City of Hartford for 2010 was \$194,240, with a home appreciation of -1.68%. They indicate that the 2010 unemployment rate in Hartford was 7.80%, while the U.S. Average was 10.2%. That source describes that the education of Hartford's residents in 2010 as 85.23% high school graduates, 8.99% 2 year college graduates, 11.44% graduates of 4 year colleges, and 3.71% had graduate degrees. Finally, Sperling's reports that the average 2010 Household Income in Hartford was \$54,702, or 5.8% above the average income when compared to the population of the entire United States.

# FOR THE RECORD

## 2010 STAFF COMMENDATIONS

Officer Tom Conrad



LIFE SAVING AWARD

Captain Tom Horvath



COMMENDATION

Sergeant Mike Cummings



LIFE SAVING AWARD

Administrative Assistant Patrice Moratz

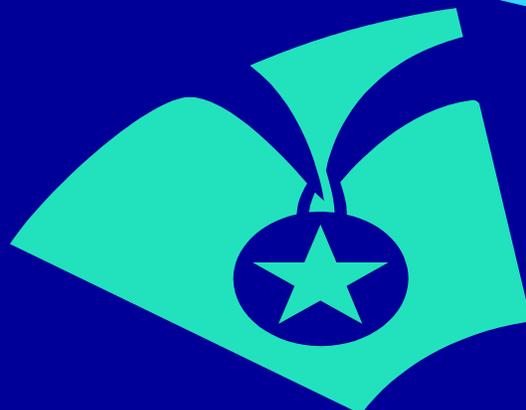


COMMENDATION

Sergeant Jim Zywicki



LIFE SAVING AWARD



# HARTFORD POLICE AND FIRE COMMISSION

RICHARD FEHR  
COMMISSION PRESIDENT

DEAN KIRLEY  
COMMISSION VICE-PRESIDENT

DENNIS ALBRECHT  
COMMISSION SECRETARY

R.W. WITT  
COMMISSIONER

ED HURULA  
COMMISSIONER

JAMES CORE  
ALDERMANIC LIAISON



What is the P.F.C.?



State Statute 62.13(1)  
(1) Commissioners. Except as provided in subs. (2m) and (2s), each city shall have a board of police and fire commissioners consisting of 5 citizens, 3 of whom shall constitute a quorum. The mayor shall annually, between the last Monday of April and the first Monday of May, appoint in writing to be filed with the secretary of the board, one member for a term of 5 years. No appointment shall be made which will result in more than 3 members of the board belonging to the same political party. The Board shall keep a record of its proceedings.



# SENIOR COMMAND STAFF

601

CHIEF

DAVID GROVES

ASSUMED COMMAND

07-26-06

EXPERIENCE: 18 YEARS, HPD, MILWAUKEE PD, OCONOMOWOC PD, MCFARLAND PD

EDUCATION: BA SOCIOLOGY FROM CONCORDIA UNIVERSITY, MA POLICE ADMINISTRATION FROM ST. JOHN'S UNIVERSITY, LOUISIANA

ACADEMY: MILWAUKEE POLICE DEPARTMENT – SESSION 3-'92

COMMAND SCHOOL: FEDERAL BUREAU OF INVESTIGATION NATIONAL ACADEMY—SESSION 232

602

CAPTAIN

TOM HORVATH

EXPERIENCE:

23 YEARS @ HPD

EDUCATION: BS CRIMINAL JUSTICE ADMINISTRATION FROM MOUNT SCENARIO COLLEGE, WISCONSIN

ACADEMY: MATC

COMMAND SCHOOL: NORTHWESTERN POLICE SCHOOL OF STAFF AND COMMAND

603

LIEUTENANT

ROD LEHL

OPERATIONS LIEUTENANT

EXPERIENCE:

19 YEARS @ HPD

EDUCATION: BS CRIMINAL JUSTICE FROM UW OSHKOSH (CURRENTLY PURSUING A MA IN CRIMINAL JUSTICE FROM UW OSHKOSH)

ACADEMY: FVTC

COMMAND SCHOOL: NORTHWESTERN POLICE SCHOOL OF STAFF AND COMMAND, AND THE FOX VALLEY TECHNICAL COLLEGE EXECUTIVE DEVELOPMENT INSTITUTE

604

LIEUTENANT

SCOTT MACFARLAN

ADMINISTRATIVE

LIEUTENANT

EXPERIENCE:

15 YEARS @ HPD

EDUCATION: AA POLICE SCIENCE FROM MPTC

ACADEMY: LAKESHORE TECHNICAL COLLEGE

COMMAND SCHOOL: CURRENTLY ATTENDING THE CERTIFIED PUBLIC MANAGER'S COURSE THROUGH THE UNIVERSITY OF WISCONSIN

# SUPERVISORY STAFF



## 610 SERGEANT TIM HAYES

EXPERIENCE: 18 YEARS @ HPD

EDUCATION: BS CRIMINAL JUSTICE FROM  
UW MILWAUKEE

ACADEMY: WCTC



## 630 SERGEANT MIKE CUMMINGS

EXPERIENCE: 16 YEARS @ HPD, DNR

EDUCATION: BS GEOGRAPHY FROM UW STEVENS  
POINT

ACADEMY: SWTC

## 620 SERGEANT JIM ZYWICKI

EXPERIENCE: 9 YEARS @HPD, MCSO

EDUCATION: BS CRIMINAL JUSTICE ADMINISTRATION  
FROM UW EAU CLAIRE

ACADEMY: MCSO ACADEMY



# INVESTIGATIONS BUREAU

## 606 DETECTIVE RANDY ABBOTT

EXPERIENCE: 27 YEARS @ HPD, WSD, MAYVILLE PD

EDUCATION: AA POLICE SCIENCE FROM WCTC

ACADEMY: MPTC

## 607 DETECTIVE RICH THICKENS

EXPERIENCE: 9 YEARS @ HPD

EDUCATION: MA PUBLIC POLICY FROM TRINITY  
COLLEGE, CONNECTICUT

ACADEMY: WCTC

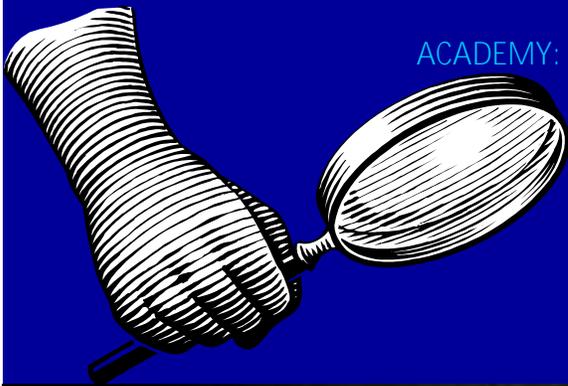
## 609 POLICE SCHOOL LIAISON OFFICER

### ERIC RASMUSSEN

EXPERIENCE: 4 YEARS @ HPD, THERESA PD, TOWN OF  
BROOKFIELD PD

EDUCATION: MA OCCUPATIONAL THERAPY FROM UW  
MILWAUKEE

ACADEMY: WCTC



# 1ST SHIFT

## 611 OFFICER TROY FASSBENDER

EXPERIENCE: 21 YEARS @ HPD, NORTH FOND

DU LAC PD, DNR

EDUCATION: AA CRIMINAL JUSTICE FROM UW

OSHKOSH

ACADEMY: WCTC

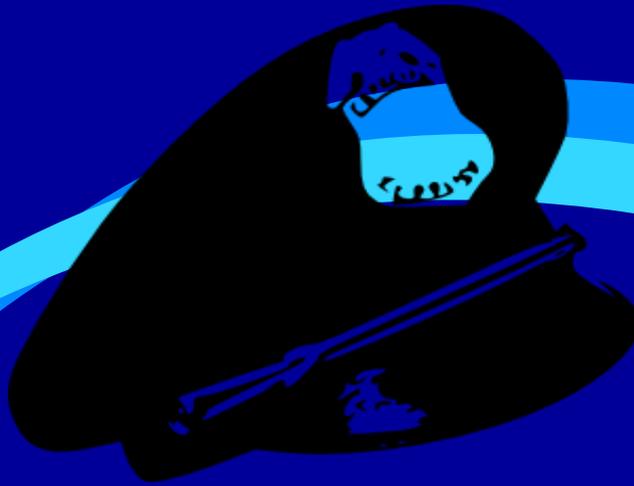
## 612 OFFICER RUSS WEGNER

EXPERIENCE: 21 YEARS @ HPD, DNR

EDUCATION: BS CRIMINAL JUSTICE FROM CARROLL

COLLEGE

ACADEMY: FVTC & MATC



## 613 OFFICER PAT BEINE

EXPERIENCE: 18 YEARS @ HPD

EDUCATION: AA POLICE SCIENCE FROM MPTC

ACADEMY: WCTC

## 614 OFFICER TOM CONRAD

EXPERIENCE: 17 YEARS @ HPD

EDUCATION: AA CRIMINAL JUSTICE FROM UW

MILWAUKEE

ACADEMY: WCTC



# 2ND SHIFT

## 621 OFFICER JOSH KRICK

EXPERIENCE: 7 YEARS @ HPD

EDUCATION: BA CRIMINAL JUSTICE FROM

UW OSHKOSH

ACADEMY: MATC

## 622 OFFICER NATE DORN

EXPERIENCE: 3 YEARS @ HPD, LTE WASHINGTON

COUNTY METRO DRUG UNIT

EDUCATION: AA CRIMINAL JUSTICE FROM MATC

ACADEMY: MATC

## 623 OFFICER JESSE DECKERT

EXPERIENCE: 2 YEARS @ HPD, WATERTOWN PD

EDUCATION: BA CRIMINAL JUSTICE FROM

UW EAU CLAIRE

ACADEMY: CVTC

## 624 OFFICER SCOTT JAGUSCH

EXPERIENCE: 1 YEAR @ HPD, BRECKENRIDGE CO

PD

EDUCATION: BA BUSINESS ADMINISTRATION  
FROM CHRIST COLLEGE IRVINE, CA

ACADEMY: **COLORADO SHERIFF'S TRAINING**  
INSTITUTE, NETC

(WI CONTEGENCY TRAINING)



## 625 OFFICER HERB RAASCH

EXPERIENCE: 1 YEAR @ HPD, STATE FAIR PARK PD

EDUCATION: BA ADMINISTRATION OF CRIMINAL

JUSTICE FROM MARIAN COLLEGE

ACADEMY: MATC

## 626 OFFICER ROBIN OLIVER

EXPERIENCE: 1 YEAR @ HPD, SILVER LAKE PD

EDUCATION: BA SOCIOLOGY FROM MARQUETTE

UNIVERSITY

ACADEMY: MATC

# WISCONSIN



# 3RD SHIFT

## 631 OFFICER ED HALL

EXPERIENCE: 21 YEARS @ HPD

EDUCATION: AA POLICE SCIENCE FROM MPTC

ACADEMY: MATC

## 632 OFFICER TIM ROHRER

EXPERIENCE: 15 YEARS @ HPD, D.N.R.

EDUCATION: BS ADMINISTRATION OF JUSTICE  
FROM MARION COLLEGE

ACADEMY: FVTC

## 633 OFFICER MIKE KOESTER

EXPERIENCE: 13 YEARS @ HPD, HUSTISFORD PD

EDUCATION: AA CRIMINAL JUSTICE FROM FVTC

ACADEMY: WCTC

## 634 OFFICER LESLIE MARTIN

EXPERIENCE: 6 YEARS @ HPD

EDUCATION: BS CRIMINAL JUSTICE FROM UW  
PARKSIDE

ACADEMY: FVTC

## 635 OFFICER ERIK ENGBRETESEN

EXPERIENCE: 6 YEARS @ HPD

EDUCATION: BA SOCIOLOGY/HISTORY FROM  
UNIVERSITY OF MINNESOTA—TWIN CITIES

ACADEMY: WCTC



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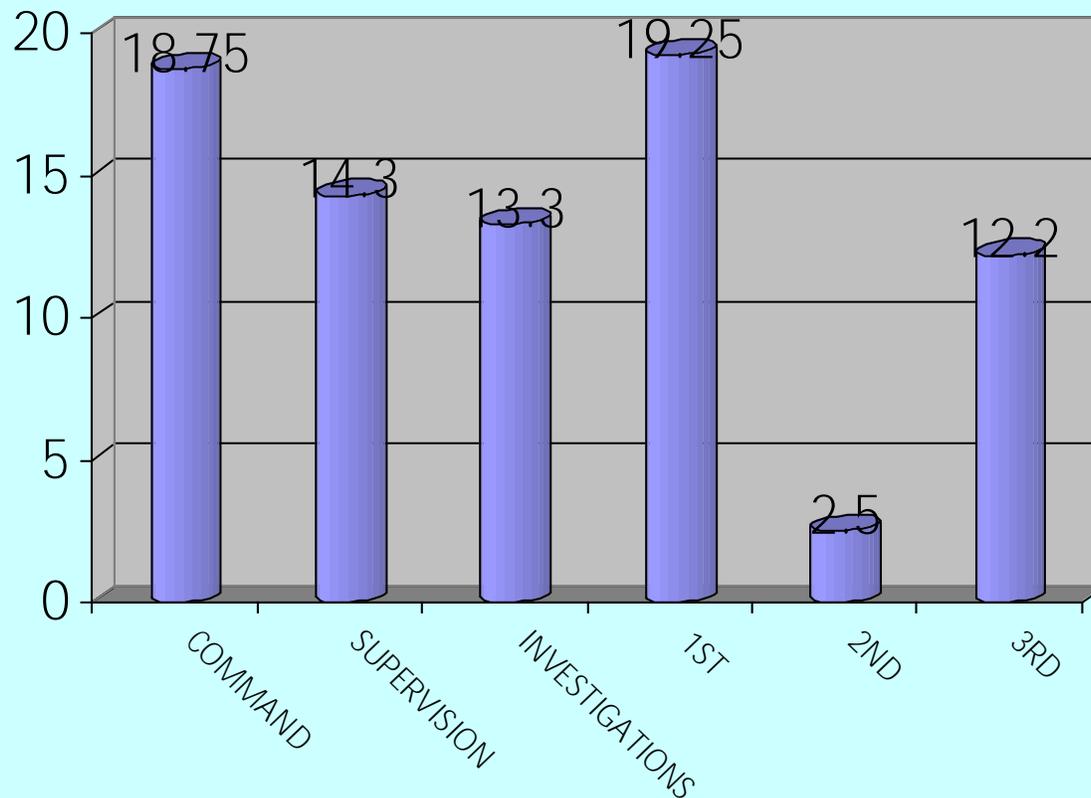
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# SWORN STAFF - AVERAGE EXPERIENCE

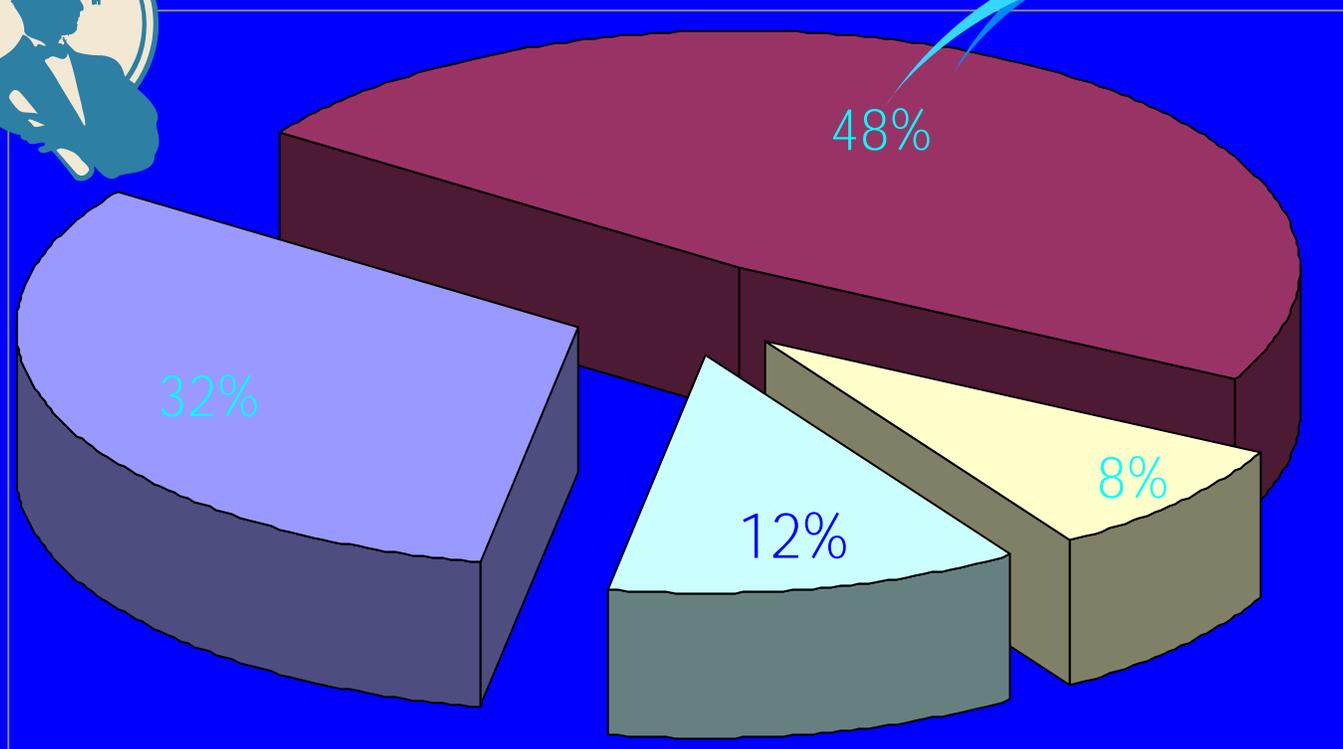


The Hartford Police Department's Sworn Staff represents over 311 years of combined police experience. We believe that this is exemplary for an agency our size. As you can see from the graph above, more senior staff members tend to pursue promotional opportunities or preferential shift assignments. Officers tend to prefer day shift assignments or a night shift assignment for the convenience and flexibility afforded to the officers and their families.

The 2nd Shift average tends to be lower as newer officers generally are assigned to that shift. However, it is important to realize that the averages above only reflect the 2nd Shift Officer's time in service at the Hartford Police Department. In recent years we have been fortunate to hire not only highly educated and trained officers, but also on the average a much more experienced officer than we have been able to hire in the past. When their law enforcement experience prior to joining our department is considered, the average for that shift more than doubles to 5.6 years of experience!



## SWORN STAFF - FORMAL EDUCATION



■ ASSOCIATES ■ BACHELORS ■ PURSUING MA ■ MASTERS

The years of the “biggest and toughest guy in town” becoming police officers are gone forever. As the law enforcement field has struggled over the past few decades to find its professional identity, the importance of a well-educated work force has become apparent. The State of Wisconsin requires that new officers must obtain at least 60 college credits, the cumulative equivalent of a 2 year Associates Degree, within 5 years of their hire date to retain their law enforcement certification in this state. The Hartford Police Department requires that all candidates for our patrol officer positions possess these credits at the time of their application if they want to be considered by our department.

The Hartford Police Department places a premium on obtaining well-educated employees to meet the many challenges facing an ever-changing work force. A reflection of that belief is apparent when the educational credentials of our new hires since 2006 are considered. The educational achievements of these individuals represent an average completion of at least 4 years of college level studies! This is double the minimum standard required by the State of Wisconsin and has definitely added quality candidates to our work force.

# SUPPORT STAFF

BACK ROW: 641—CLERK/TYPIST MARY GUENZEL

642—CLERK/TYPIST DEB MUSBACH

645—PARKING ENFORCEMENT AIDE DAVE TROELLER

MIDDLE ROW: 619—COMMUNICATIONS OFFICER KAREN FORSYTHE

629—COMMUNICATIONS OFFICER MARY NEU

639—COMMUNICATIONS OFFICER MARY BENTON

FRONT ROW: 640—ADMINISTRATIVE ASSISTANT PATRICE MORATZ

618—COMMUNICATIONS OFFICER BARB DUDEC

628—COMMUNICATIONS OFFICER TRISH SNYDER

638—COMMUNICATIONS OFFICER LAURA JOSSART



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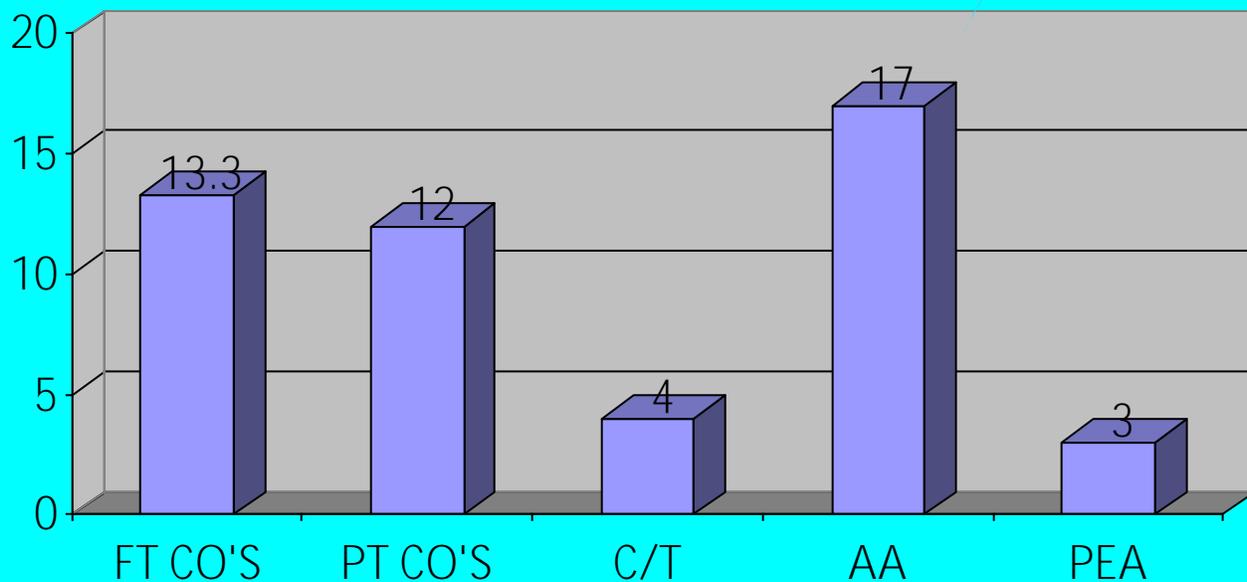
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# SUPPORT STAFF AVERAGE EXPERIENCE

## AVERAGE YEARS OF SERVICE



The Hartford Police Department boasts over 100 years of cumulative Support Staff Experience! In Fact, the average Support Staff member of the Hartford Police Department brings 10.4 years of experience with them every day. One of the unique aspects of the individuals who make up our Support Staff is that we are blessed to have extremely experienced Part-Time Communications Officers. Our Full-Time Communications officers share over 40 years of professional dispatching experience, which is impressive in and of itself, but our Part-Time Communications Officers are right behind them with a total of 36 years of experience! This translates into a seamless transition regardless of what Communications Officer is working on a given day. The end result is a highly efficient and professional Communications Center here at the Hartford Police Department.

**Our department's Part-Time Clerk/Typists** have served our community for a combined 8 years. **They have managed to handle all the department's transcription needs with an ever-increasing efficiency. These Clerks routinely type our officers' reports within a day or two. This is a marked improvement over the timeframe required to perform these same duties just four short years ago.**

Our Part-Time Parking Enforcement Aide continues to faithfully execute his duties in the downtown area, rain or shine. The Parking Aide serves an important role in ensuring that vehicular parking ordinances be adhered to, facilitating the natural flow and access customers have to our downtown shops and stores.

The Administrative Assistant handles a variety of administrative duties here at HPD. She may help with payroll, make purchase orders, order an officer new boots, enter a delinquent parking

# CHAPLAIN CORPS

## 651 CHAPLAIN DOUG LIVINGSTON

EXPERIENCE: 6 YEARS @ HPD

HOME CHURCH: PASTOR - FIRST CONGREGATIONAL CHURCH  
OF HARTFORD

## 652 CHAPLAIN JEFF SCHIMP

EXPERIENCE: 6 YEARS @ HPD

HOME CHURCH: PASTOR - GLACIER HILLS BIBLE CHURCH  
OF HARTFORD

## 653 CHAPLAIN SCOTT MOORE

EXPERIENCE: 1 YEAR @ HPD

HOME CHURCH: PASTOR - WELLSRING COMMUNITY CHURCH  
OF HARTFORD



652

651

653

# VOLUNTEER STAFF

The Hartford Police Department's Citizen's Academy completed its fourth year in 2010. This program allows citizens a unique opportunity to learn a little about police procedures, training, equipment, and about our department's mission in our community. Citizen Academy cadets meet once a week for an eight-week program. During that time they learn about a variety of aspects of law enforcement duties and are able to try their hand at simulated firearms training, emergency vehicle operations, evidence processing, vehicle contacts, and other topics.

After graduation from the academy, many of the cadets join the Citizen's Academy Alumni Association. In that capacity, the cadets meet regularly and continue to learn about law enforcement-related subject matter. Alumni members also serve in a variety of capacities, assisting with the Hartford Police Department's Explorer Post, assisting with the Annual Hartford Police Department's Mini-Academy, and even marching in our local parades!

If you are interested in attending a Citizen's Academy Program, please contact Lieutenant Scott MacFarlan or Officer Nate Dorn at (262)673-2600. You can tell from the faces below that you will enjoy it! The Citizens Academy is done at no charge to the attendee, and the only thing missing this year was YOU!



# PATROL OPERATIONS

Upon visiting the Hartford Police Department website or lobby, every citizen can read our mission statement which is boldly displayed in each location. The statement reads as follows: *It is the mission of the Hartford Police Department to enhance the quality of life through community based policing that provides police services in a fair, conscientious, and professional manner.*

The patrol staff at the Hartford Police Department helps with the accomplishment of our department mission on a daily basis. The most visible aspect of our department is uniformed patrol staff answering a call for service in the community. Calls for service can be as simple as unlocking somebody's car door to initially responding to a child abduction. Regardless of the type of call, it is our intent as a patrol staff to respond and investigate each call for service with absolute fairness, professionalism, and courtesy. Our officers understand that however minor the call may seem, it is extremely important to the citizen(s) involved that the incident be brought to a successful and timely resolution. We have been trained thoroughly to meet the needs of citizens who need our help; whether it is investigating a crime, performing CPR, or registering a bicycle. Helping others is our primary purpose.

One of the patrol staff's main functions is to enforce traffic laws within our jurisdictional boundaries. Operating a motor vehicle in our city is an extremely common occurrence for the majority of our citizens. It is a privilege that should not be taken lightly by anyone and it is our job to see that all motorists in our jurisdiction honor that privilege through safe driving practices. It is our responsibility to ensure the opportunity of safe travel in Hartford whether the individual is walking, riding a bike, or operating a motorized vehicle of some sort. Our goal is to gain compliance through enforcement efforts that include speed enforcement with the use of radar and laser speed detection devices, intersection monitoring, faulty vehicle equipment enforcement, and drunken driving enforcement. Please take the time to review the statistical data overview at the end of the annual report. The data will show you a synopsis regarding the number of documented complaints, calls for service, and enforcement activity completed by our patrol and investigative staff.

Last but not least, members of our patrol staff enjoy taking part in community events. It is our goal to partner with individuals, neighborhood groups, civic organizations, and businesses. We believe it is our duty to be accessible to the citizens we serve. Partnerships help your police department accomplish its mission. Please help us do that by taking the time to meet with us to help solve issues affecting our community's well being. It is all about helping each other enhance the quality of life in Hartford.



# ADMINISTRATION & INVESTIGATIONS

## Administrative Operations

This division is responsible for the administrative functions surrounding the day-to-day operations at the Hartford Police Department. These areas include Support Investigations Bureau, Grants, Policy Development, Community Outreach Programs, Parking Enforcement, and the Information Technology services.

## Investigations

We continue to produce a criminal clearance rate that is above the state average. This is due in part to Detective Abbott and Detective Thickens. They have become proficient at utilizing the resources available to them to produce leads in criminal and non-criminal investigations and bring them to disposition.

## Community Outreach Programs

**This is the fourth year of the Hartford Police Department's Citizen's Academy. It attracts people of all ages that either live or work in the city of Hartford. Participants experience what it is like to be a Hartford Police Officer through classroom instruction and practical exercises, combined with the opportunity to participate in a ride along. Officer Nate Dorn is coordinating the program.**

The Shop with a Cop program continues to be held in partnership with Wal-Mart and other community organizations. Without solid community partnerships, the Hartford Police Department would not be able to provide the quantity and quality of community outreach programs that the community enjoys today. We appreciate all of those partnerships and look forward to a long-lasting, positive relationship with the community.

The Hartford Explorer Post 9910 has grown as well. The program is a real success and is made so by both the individual and combined efforts of the men and women who are a part of the program. The membership has volunteered thousands of hours towards community service and events. They have gone to several area competitions and have been successful at placing in the events. The hallway going through the police department is lined with plaques that were awarded to them this year.

## Technology

**All of our squads have a device installed called a "Rocket". This device provides a wireless "hotspot" for the vehicle, so that if the officers are operating outside the squad car with their squad laptops, they can still connect to critical information systems at the police department and in Madison. The Rocket also sends back a GPS location signal to the police department, where communication officers can track assets in the field. Units can be dispatched depending on their location to a particular incident. If an officer cannot be reached on the radio, or indicates they are in need of assistance, their last-known location can be immediately determined and assistance provided. This greatly increases officer safety, as well as the safety of the public. Patrol patterns can also be analyzed to provide information on how to better service a patrol area. It is our hope that adjusting these patterns can help to reduce crime and provide an overall better service to the public.**

In pursuit of fulfilling our mission, we have been committed to the "Every Street, Every Day" program discussed later in this report. We hope the community takes notice of a squad driving through their neighborhoods on a daily basis.



# COMMUNICATIONS CENTER OPERATIONS

## Communications Center

The communications center is staffed 24/7 by professional communications officers. Our communications officers are: Barbara Dudec, Karen Forsythe, Patricia Snyder, Mary Neu, Laura Jossart, and Mary Benton. As noted earlier in this report, we are extremely fortunate to have a Communications Center Staff with an average of 12.6 years of emergency services dispatching experience! We are one of four PSAPs (Public Safety Answering Points) in Washington County.

Pursuant to the Common Council's decision on January 24, 2006 to participate in a countywide radio system project while retaining a fulltime communications center operated by the Hartford Police Department, our department has invested approximately \$250,000 to execute those plans to date. Based on that direction from the Common Council, our PSAP continues to undergo a radio system equipment upgrade. Similar investments have been made by the other municipali-



ties who have also chosen to maintain their own communications center services. We anticipate the countywide radio project to be completed by February of 2011. This will bring increased functionality to our agency's radio communications. The radio equipment upgrade will mean increased officer safety and a better quality of service to the community.

All communications center staff have also gone through basic certification courses and look forward to the upcoming advanced certification. Some of our communications staff are being trained as Communications Training Officers (CTO). They will be responsible for training new communications center employees. The continued training of our communications center staff allow us to ensure that the services we provide are high quality and done in a professional manner.

# TRAINING DIVISION

The Hartford Police Department believes that training is the cornerstone of a police department. Policing is a profession where officers are required to be exceptional in the application of all levels of force from verbal communication and commands, to the application of deadly force, and every level in between.

With continued training, our officers maintain the high level of skill we require in all of these areas. Department needs and assessments are coordinated by Captain Tom Horvath.

Some of the specialized training attended over the training year included:

Investigating Sensitive Crimes

Completing Complete Traffic Stops

Cultural Diversity

The department has also increased the number of in-house instructors with the hiring of Officer Herbert Raasch, a certified Emergency Vehicle Operator Course (EVOC), firearms, Professional Communications and Vehicle Contacts instructor. This will allow the department to be even more flexible in providing valuable in-house training for years to come. Our in-house instructors were able to recertify officers, free of charge, in TASER, all United Tactical Instruction disciplines and the Mobile Data Computer TIME system.

**The Hartford Police Department continues to have an officer assigned to the Washington County Sheriff's Department's Special Weapons and Tactics (SWAT) team.** Sgt. Michael Cummings has been with the unit since early 2008 and continues his unit training twice a month.

**In March of 2010, Hartford held its third annual "Mini-Academy."** This year's academy was a huge success by hosting well over 600 officers from federal, state and local jurisdictions, including the Federal Bureau of Investigation's Evidence Recovery Team and numerous Evidence Technicians from the Wisconsin State Crime Lab.

The key speaker was world-renowned criminologist **Dr. Henry C. Lee**. Dr. Lee's work includes high profile cases such as the OJ Simpson trial, JFK assassination, Jon Bennet Ramsey Death investigation, and many more around the world.

Department staff was able to attend various portions of this training free of cost . Our department provided a variety of training sessions including:

*Crime Scene Reconstruction* (Dr. Henry C. Lee)

*Impaired Driving and Fourth Amendment Legal Updates* (WI Assistant Attorney General David Perlman and Attorney Nina Emerson, Director - Resource Center on Impaired Driving, University of Wisconsin Law School)

*Forensic Written Statement Analysis* (FBI Special Agent Robert Botsch)

*Supervisory Legal Update* (Attorney James Korom)

*Prescription Drugs* (Purdue Pharma)

*Prescription Drug Investigation* (Officer Jeffrey Meloy, Watertown Police Department)

In 2010, all Communication Officers completed Basic Telecommunicator training and are now certified in AED/CPR. The department also converted its squad shotguns to a less lethal bean bag weapon after officers completed the required training in its use.





# CHAPLAIN CORPS

## FEATURED PROGRAM

Back in 2004, Father Mike Tess of St. Aidan's Episcopal Church in Hartford spoke with then Chief Tom Jones about the possibility of having Chaplains for the Hartford Police Department. As a result of that conversation, Chief Jones began the process of developing a Police Chaplaincy Program, with Father Mike serving as the Coordinator. In December of that year, following a series of interviews and background checks, Pastors Bob Kirchman (Redeemer Lutheran Church), Jeff Schimp (Glacier Hills Bible Church) and Doug Livingston (First Congregational Church), along with Father Mike Tess, became the first Chaplains of the Hartford Police Department.

For the last six years, the Chaplains have been involved in "ride-alongs" and death notifications with the officers, debriefing of critical incidents, counseling, tornado disaster relief, the Washington County Law Enforcement Memorial and 9/11 Services, and officer training which has included playing the "bad guy" for the officers. They have also attended a Washington County Emergency Management Training Class in Hartford, a Police Chaplaincy Conference in Fond du Lac, a Critical Incidents Stress Management Seminar in Germantown and a "Death Notification" Seminar in Waukesha. As a result, Chaplains Schimp and Livingston developed a "Death Notification Seminar" for the officers of the HPD. The Chaplains have also been available to and have received calls from the Hartford Fire Department to assist them in several emergency situations.

This past year has been especially difficult for the Department with the deaths of Officers Steve Wannow and recently-retired Officer Ken Kluck. Pastor Schimp and I were called to minister to both the families of these men, the Department, and their families. As difficult as these situations are for the PD and us, please know we are glad to serve wherever needed.

I would like to thank Pastor Bob Kirchman who, along with Father Mike, has since moved on to other parishes, for their faithful service as Hartford Police Chaplains. I would especially like to thank Pastor Jeff Schimp for his six years of faithful service as a Police Chaplain. And, I would like to welcome our newest Chaplain, Pastor Scott Moore of Wellspring Community Church in Hartford.

On a personal note, as one who has done many a "ride-along," I would especially like to thank all of the officers who have opened their doors to us to share with them the dangers, the routine, and the excitement of their work. Please know your work is not in vain and that we are constantly praying for you as God's protectors of Hartford.

As for the future of this program, God only knows. My hope is that we will continue to serve the Department and the Community as we have been able to do in the past with input from you how we can serve you better to the glory of God.

*Doug Livingston*

Hartford Police Chaplain Coordinator



# “EVERY STREET, EVERY DAY”

## FEATURED PROGRAM

The department received an \$11,970 Edward Byrne Memorial Justice Assistance Grant in 2010 based on the Unified Crime Reporting data for our jurisdiction. We utilized that grant funding to purchase the Automated Vehicle Locator (AVail) system for our fleet vehicles. The devices in the AVail system send streaming real-time GPS information about the location of our squads. This has obviously greatly enhanced the efficiency and safety of our officers on patrol. Not only can we send the closest patrol vehicle to calls for service and keep response times low, we also know where our officers are at all times to enable us to get assistance to any of them if they are faced with an emergency or an assault and cannot respond to radio communications or ask for help.

A secondary benefit we have enjoyed from the incorporation of this technology into our fleet is the ability to see what areas have been covered by patrol units and what areas have not. The GPS history for the previous two shifts is routinely reviewed at each shift briefing so officers know what areas still need some patrol



**attention. Our goal is that, whenever time and call volume permits, we will patrol “Every Street—Every Day.”** We now strive to be sure and patrol every squad area, every neighborhood, every street, every road, every avenue, every dead end, and every cul de sac in our city every day. Maximizing coverage in the manner at random times throughout any given day ensures police presence throughout the City of Hartford and creates a very real deterrent for would-be offenders!

This new deployment initiative has resulted in a slightly different means of delivering police services, and has resulted in about an 8% increase in the total mileage of our fleet on average over the last three years. We believe this is a “cost of doing business” that we will bare to better accomplish our mission in the City of Hartford.

(Pictured above is the routine patrol coverage for the 24 hours of 01-20-11)

# FEATURED PROGRAMS

The Hartford Police Department strives to be a proactive, progressive, and professional police department. We continue to seek out new and innovative ways to maximize our community outreach to all members of our city. **Once again, it is important to stress that we do not undertake these activities “in addition to” the police services we provide, but rather in conjunction with all of them.** These programs illustrate where the ideals of our Mission Statement “meet the street.”

The **“Walk and Talk”** Program continues to be a staple in the way HPD provides services to our community. The value of this program is exceeded only by its simplicity. The Walk & Talk program involves our staff stopping at local businesses, parks, neighborhoods, and other locations throughout the city. The officers then leave their squad cars and take a walk. This gives the officers a chance to meet our citizens in a more personal way than the squad car can provide. It helps them develop one-on-one relationships with the people of Hartford, build community partnerships that will help us do our job more effectively, and improve the quality of life for everyone who lives here!



We continued our departmental bike patrol program in the summer of 2010, and we plan to get at least one additional officer trained for the patrol in 2011. Staffing permitting, we assigned an officer to patrol the streets, alleys, and parks of our city on one of our patrol bicycles. The bike patrol was utilized for park saturation patrol, surveillance of problem areas, and monitoring traffic. The two bicycles in our fleet were funded completely by community donations in 2006.

The **“Welcome Home to Hartford Program”** continues to be a very positive community based program for our Patrol Division. Our officers hand deliver a packet of community information to new residents in our community. These packets include information about the department, Hartford ordinances, snow removal, garbage pick up, and other helpful information about our municipal services. Since beginning this program, Hartford Officers have personally greeted hundreds of new households to our community. Equally as important, this endeavor gives our staff an opportunity to make the first contact with our new citizens a positive one.



Crime Prevention remains a priority for the Hartford Police Department. As part of those efforts, we have sent staff members to specialized training to conduct residence security checks and to perform other crime prevention duties. It is our belief that the only acceptable offense is the one that never takes place.

The **“Adopt a School”** Program continued this year. In this program our officers get out of their squads and stop at our schools. They spend time walking the halls, talking and interacting with our school children in a positive setting. We believe that cultivating this type of positive relationship with the youth of our community will pay big dividends in averting future issues and building solid community partnerships with all members of our community.

We also continued to participate in the Child Safe Program this year. In this program we provide free gun locks to citizens who want to maximize the safety of their firearms. This program is supported by the U.S. Department of Justice, the National Shooting Foundation, and the trade association of the firearms industry.

# FEATURED PROGRAMS

The Police School Liaison Program continued this year. We have an officer assigned to Hartford Union High School during the school year. This officer serves as a resource to the school's staff and student body to facilitate the handling of police-related issues that may come up in that setting. This is a very successful program, and we hope to be able to continue our working relationship with the members of the school environment in the years to come.

The Sex Offender Registration Program continued last year. In this program our staff makes a residential visit to every registered sex offender in our city. They serve the individual with a form detailing the restrictions placed on their activities and ensure that they are in compliance with all their legal requirements. If an offender is determined not to be in compliance with their restrictions, charges against them are referred to the district attorney's office. This program is not required by law, but we see it as an additional way to prevent potential criminal activity in our city.



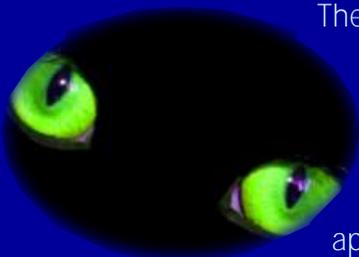
The Care Bear Program continued in 2010. This program provides donated stuffed bears to children facing traumatic times. The generosity of the individuals sponsoring this program truly provides our officers with tools to help children in their time of need.

Our department continued our partnership with the Waukesha County Technical College by accepting Police Interns from their Criminal Justice Program. This gives us an opportunity to help those individuals who are pursuing a career in law enforcement, and the knowledge we share will benefit the communities where these interns ultimately find jobs!

In 2010, we also continued to provide both D.N.R. Hunting and Boating Safety Programs for the youth of our community. The Bicycle Safety Program also continued to benefit our city's children throughout the year.



The **Citizen's Police Academy Alumni Association** continued to be a valuable part of our community outreach efforts. The members of this group sponsored a booth at the 2010 Maxwell Street Days event and have volunteered to help at many worthy causes throughout the year!



The department also maintained its Combat Auto Theft (C.A.T.) Program, and our Operation I.D. Program in 2010. The CAT Program is a voluntary program in which people can apply for stickers to place on their vehicle that signal their consent to be stopped by our officers if the vehicle is being driven during late night hours. This program is designed to address potentially stolen vehicle offenses, and speed up the apprehension of the offenders. The Operation I.D. Program involves the inscribing of a citizen's valuables with an identifying number that would facilitate the items' speedy identification and return should they ever be stolen. Both of these programs are done at no cost to the citizens who chose to participate.

Finally, the Hartford Police Department continued our affiliation with the **"Test My Teen Program"** in 2010. This service provides parents with an affordable way to test their teens for drug abuse. This can help families deal with these issues before they become criminal matters.

# 2010 AT A GLANCE

## JANUARY

The department hosted a joint training session for Defense and Arrest Tactics for our staff and officers from the Slinger Police Department.



Hartford Officers completed training on our Less-Lethal Bean Bag Guns. These units were converted from our department's shotguns. The department's AR-15's have become the primary perimeter weapon. Rather than disposing of the obsolete shotguns, they were converted to fire bean bag rounds to afford our officers with a more intermediate, less-lethal option than was previously available. Every marked patrol unit now has one available if needed 24/7.

## FEBRUARY

The department hosted 118 Police Explorers and 31 Explorer Advisors from 15 different Explorer Posts across the State of Wisconsin. **This was our post's first attempt at sponsoring an event of this type.** The comments from those in attendance were overwhelmingly positive about our Explorer Post, our department, and our community as a whole.

A parked squad car was vandalized while the officer was handling an unrelated investigation.

## MARCH

**HPD's 2010 Mini-Academy** was an unprecedented success! Our staff joined 596 of our peers from federal, state, and local law enforcement agencies for a week of specialized training subjects. This year featured forensics expert Dr. Henry C. Lee. The Mini-Academy not only provided invaluable and affordable training for our staff, but the sheer volume of the officers in attendance from other agencies provided additional economic benefits to our local hotels, restaurants, gas stations, and other businesses!



## APRIL

The department said its goodbyes to Sergeant Gary Fuiten after 20 years of faithful service.

Officer Scott Jagusch joined the department on April 19th.



## MAY

Officer Herb Raasch joined the Hartford Police Department on May 3rd.



A promotional process resulted in Officer Jim Zywicki earning the promotion to Sergeant to fill Sergeant Fuiten's vacancy on May 17th.

On May 31st the department sadly announced the death of Officer Steve Wannow.

## JUNE

Officer Wannow's life and service were recognized at a law enforcement funeral on June 4, 2010. Offi-



cer Eric Rasmussen was assigned to the Police School Liaison Officer's position to fill the vacancy created by Sergeant Zywicki's promotion.

Officer Rasmussen was also honored by the American Red Cross as an "Education Hero" for his work in our local grade schools with the DARE Program at a ceremony in June.

# 2010 AT A GLANCE

JULY  
Officer Robin Oliver joined the Hartford Police Department on July 26th.



SEPTEMBER



Pastor Scott Moore of the Wellspring Community Church joined the Hartford Police Department's Chaplain Corps in Sep-

tember. The cadets of the 2010 Hartford Police Department's Citizens Academy completed their course of study in that program.



NOVEMBER

Officer Herb Raasch, a professional clown on the side, unveiled HPD's own "Copper the Clown" at the Annual Christmas Parade.

The department began an unprecedented de-cluttering project to maximize the use of every available nook and cranny in our department.

DECEMBER

The department hosted our Annual Shop With a Cop Program. Thanks to the generous donations from our community partners, we had another very successful year, and many Hartford children and their families had a Merrier Christmas season!



The Hartford Police Explorer Post competed in the National Explorer Competition in Atlanta, Georgia. The post was honored nationally with a 1st Place Award for the success of their Program Development since the post's inception in

2007.  
AUGUST

Members of the Hartford Police Department attended the funeral services for recently-retired Hartford Officer Ken Kluck in August. Officer Nate Dorn and Jesse Deckert received a commendation from the Wisconsin BOTS DRE/SFST Coordinator for administering CPR to a jail inmate that experienced a medical emergency while they were conducting their field training certification exercises in Minneapolis, Minnesota on August 27th.

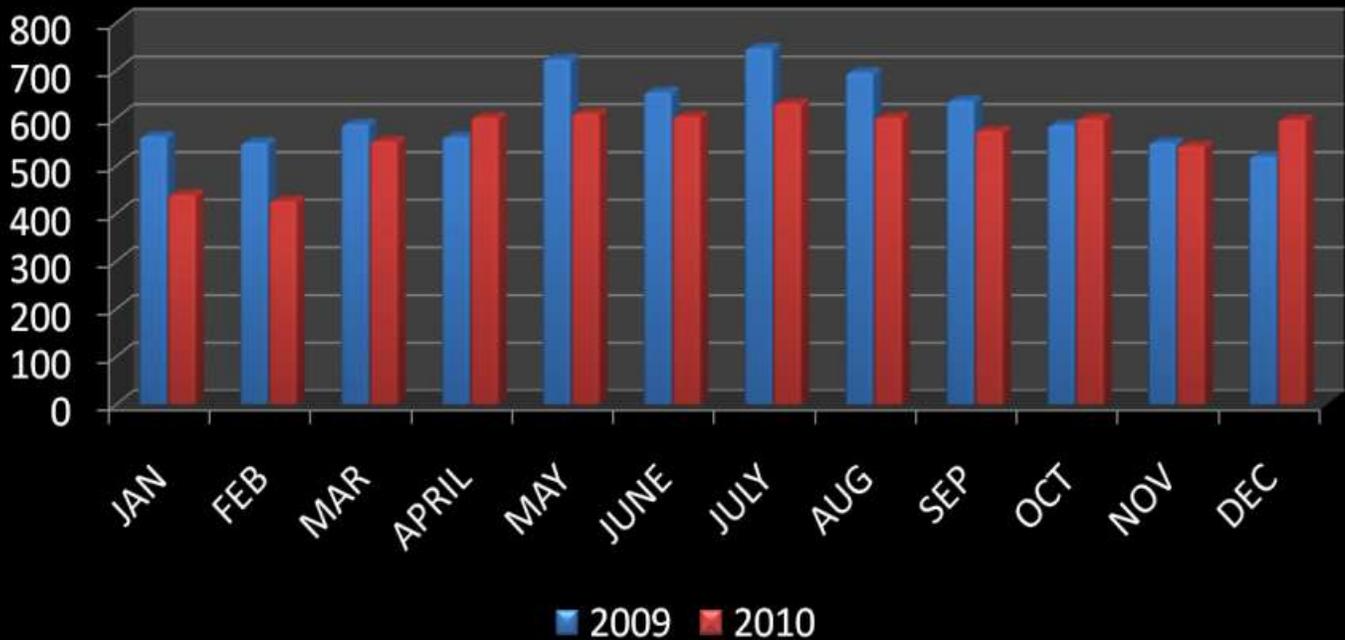
OCTOBER

Uniformed members of the Hartford Police Department's Explorer Post patrol volunteered their time to walk our neighborhoods during the hours of Trick or Treat again this year. Officer Erik Engebretsen received statewide recognition from the State of Wisconsin's Drug Recognition Expert Community for "Outstanding Performance" in that field in 2010.

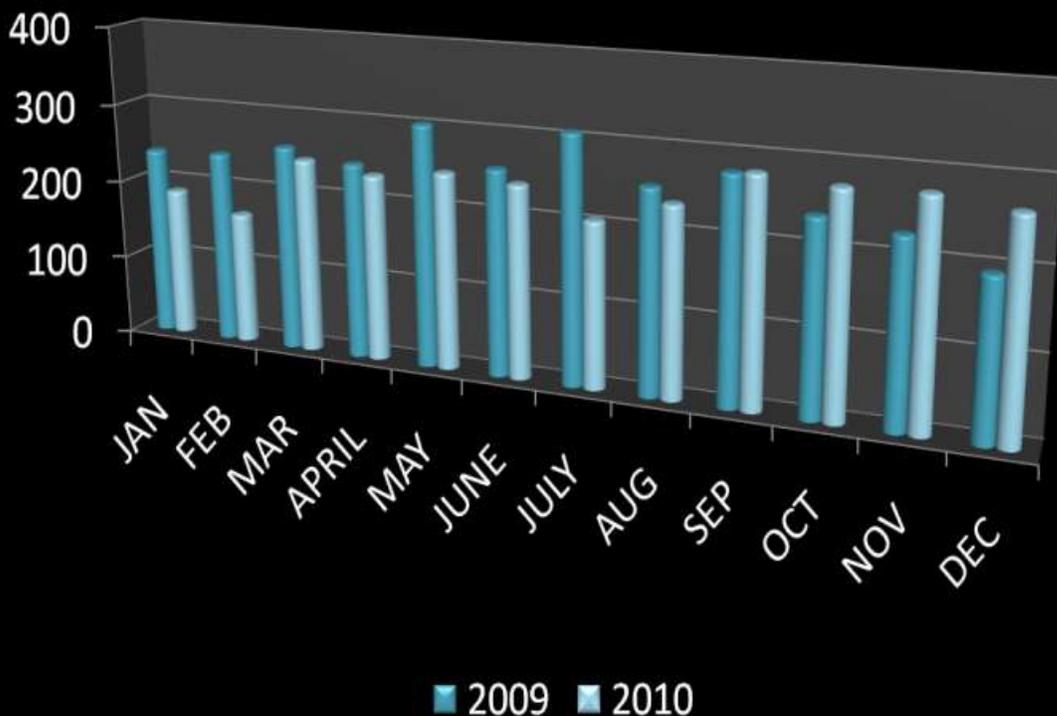


# 2010 STATISTICAL DATA

## CALLS FOR SERVICE 2009 VS. 2010

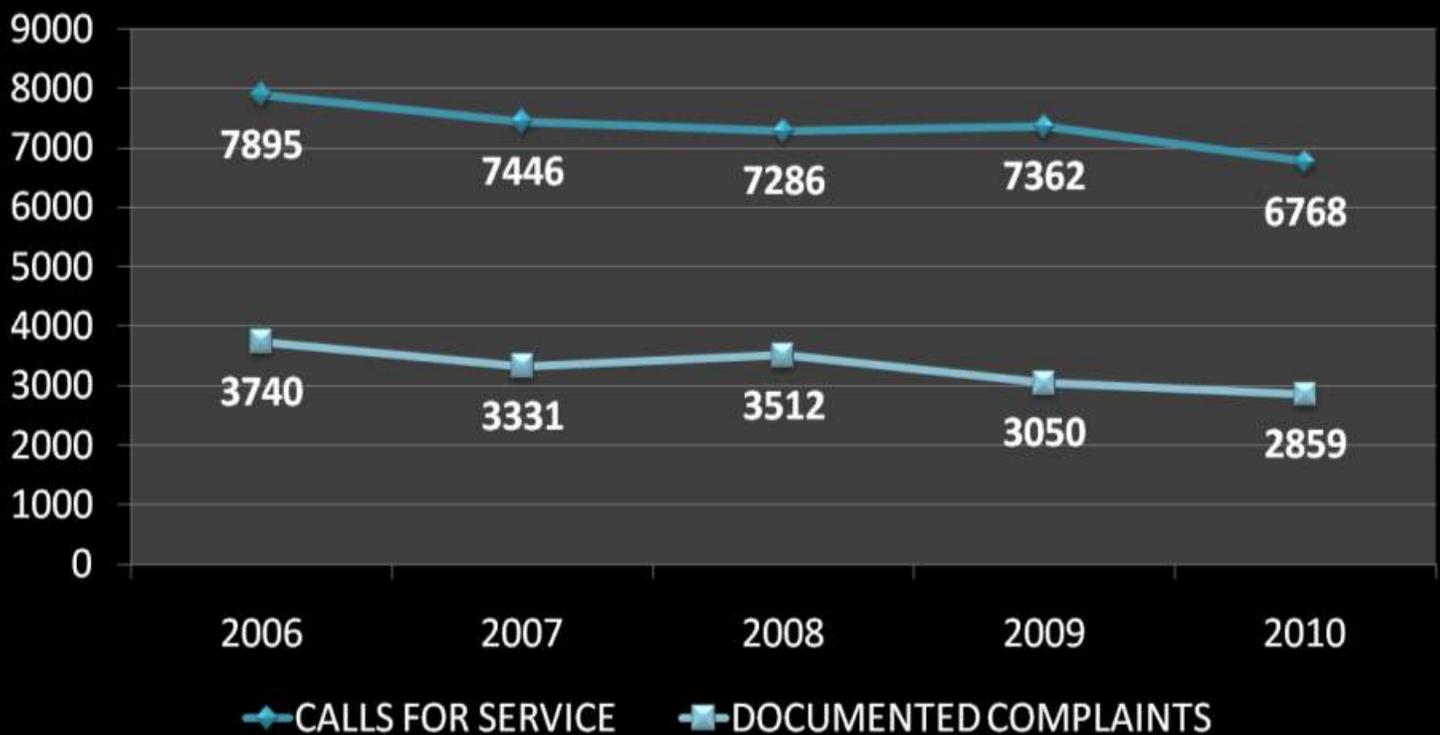


## DOCUMENTED COMPLAINTS 2009 VS. 2010

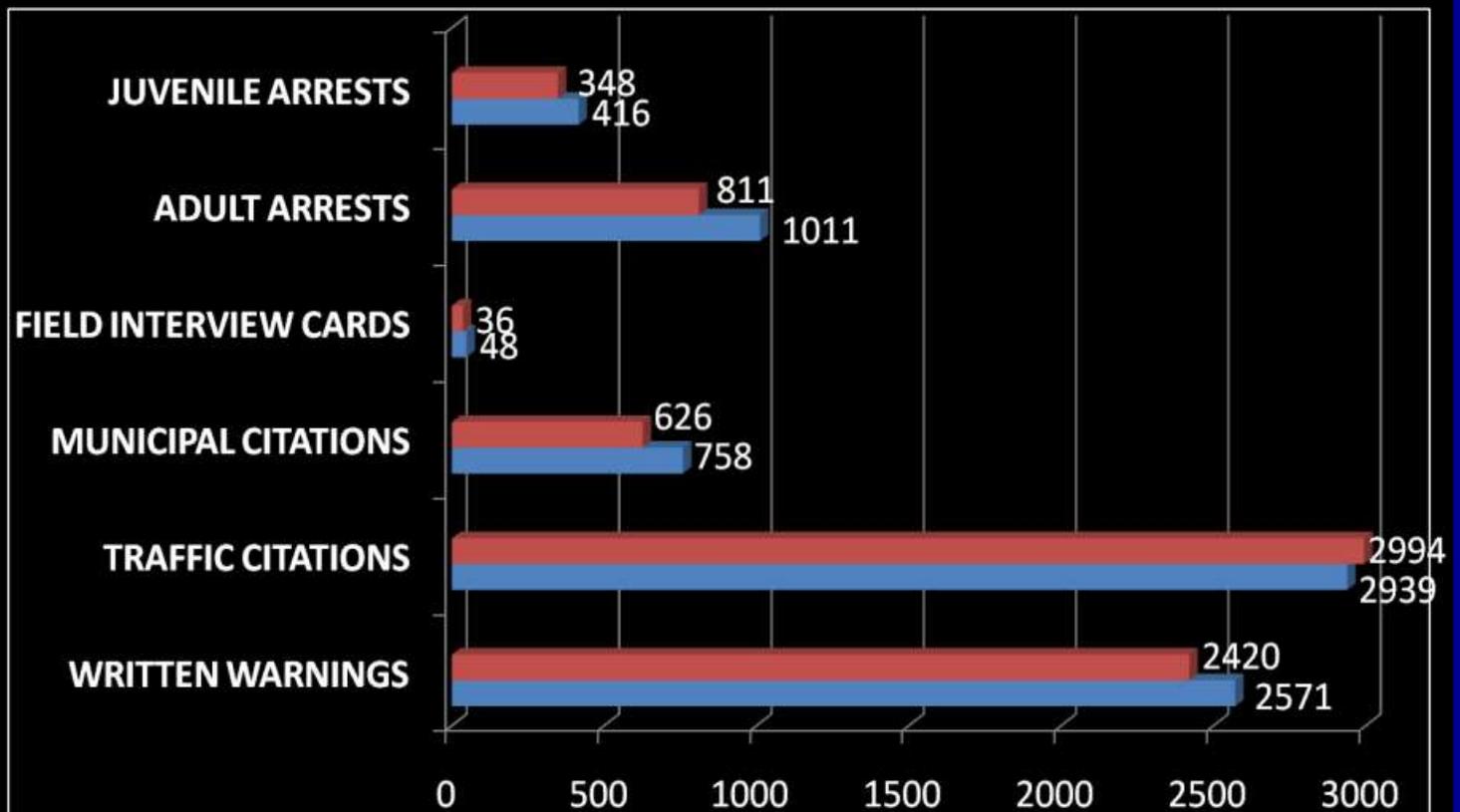


# 2010 STATISTICAL DATA

## CALLS VS. COMPLAINTS TREND 2006-2010



## 2009 VS. 2010 ACTIVITY MEASURES

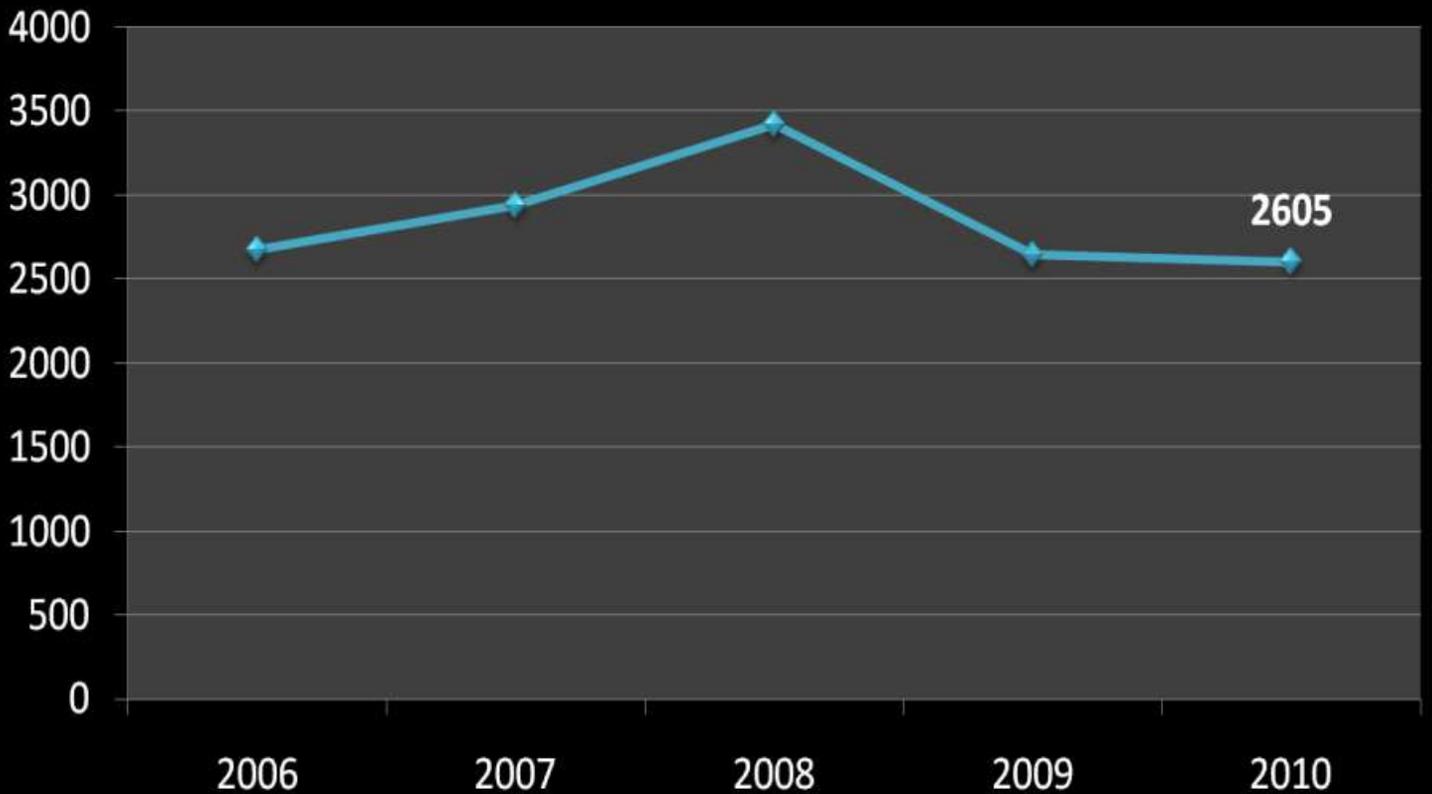


# 2010 STATISTICAL DATA

## OVERTIME ANALYSIS BY MONTH



## OVERTIME



# SERGEANT GARY FUITEN RETIRES

2010 marked the retirement of Sergeant Gary Fuiten. Gary spent over 20 years faithfully serving the citizens of the City of Hartford. As is our tradition, we will take you back to the days of “yester-year” to provide some unique perspective on the length of the commitment Sergeant Fuiten has demonstrated to our profession and to our community since joining HPD in 1990.

When Gary pinned on the badge, General Manuel Noriega was surrendering in Panama. Gary began his career as the Russians called it quits for the USSR. Another major event that year was South Africa’s freeing of Nelson Mandela after he had spent 27 1/2 years in prison. 1990 was also the year that Iraqi troops invaded Kuwait beginning the Persian Gulf War.

In the world of entertainment, the San Francisco Forty-Niners defeated the Denver Broncos in Super Bowl 18. Bart, Homer, and the rest of the Simpson’s cast made their debut on the Fox Network and became an instant hit. The pop group Milli Vanilli admits that they had been lip-synching and had a Grammy Award taken away. Jerry Seinfeld’s show about nothing debuts on NBC. The biggest movies of 1990 were Dances with Wolves, Good Fellas, and Reversal of Fortune. This was also the year we lost Muppet creator Jim Henson, actor Greta Garbo, and Sammy Davis, Jr.

The world has definitely changed since Gary joined the HPD Family. We are all thankful for the time and effort Gary Fuiten put into his career here. It is safe to say that the Hartford Police Department and the City of Hartford have been changed for the better by Gary’s dedication to them both. Thank You and Godspeed in your future plans!





# HARTFORD & RYBNIK POLICE DEPARTMENTS

## *"LONG DISTANCE NETWORKING"*



In 2010, Chief Groves went on a short-term mission trip with his church to several European countries. This was not a department-related trip, but the Chief was able to spend some time networking our agency during his travels. While visiting those places, he was able to meet with some of the local law enforcement in those jurisdictions. It was very interesting to discuss our profession with others from different parts of the world.



One of those stops was in Rybnik, Poland. Rybnik is a city in south-central Poland. It is historically known for its mining and fishing industries. Its population is approximately 141,000 people. It boasts a small town square with open air markets and history around every corner. The climate and the environment on the whole are very similar to Wisconsin. On a side note, Poland is one of the best kept vacation secrets; it was very beautiful and very affordable!



**During the Chief's time in Rybnik, he was able to meet the Chief of the local police department.** Poland has a national police department, so the person the Chief met commands the Rybnik region. His responsibilities were clearly the **same as an American "Chief" but his title may well have been slightly different.** Unfortunately, business cards are not frequently used in Polish circles and communication was somewhat limited by the abilities of the translator, so we were **not able to get the Chief's name (pictured below).** However, the Chief was able to tour their facility, discuss the differences in the equipment and training used by our departments, and discuss some of the challenges facing our agencies. We were both surprised that, despite the obvious differences between our departments, there was a remarkable amount of similarities between our organizations.



After exchanging questions, ideas, patches, a few laughs, and a firm handshake, the Chief wished the men and women of the Rybnik Police Department long, happy, and safe careers on behalf of the staff at the Hartford Police Department. The Chief of the Rybnik Police Department sends his warmest regards to our staff and the people of Hartford.



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