

## GOOD-BYE & THANK YOU!

By Michael V. Crivello, MPA President

It is, *in-fact*, that time... with a certain sadness chased by excitement I write my final Badge® article as your president. I have announced my retirement. It has been an incredible nine years. Never did I imagine that my service would culminate as a servant to the officers, over that of directly to the community. I have remained true to the mission of the MPA while always honoring my pledge to the meaning of the Shield – the sworn oath. With that, I have endlessly endeavored to care for our professional officers; in doing so, the goal has always been to support you [the officer] so as our community would know the finest law enforcement in the nation. I am honored to have worked, with and for each of you.

While I have been proud of the successes that I have shared with an ever-evolving Board of Trustees, I realize the future challenges as the Board must navigate the tenuous seas ahead. The environment this office must maneuver within, is at times less than welcoming and often extensively opposed to true support of law enforcement. Leadership can be exhausting at times – daunting in nature while rewarding in the knowledge that all was left on the field toward success. As so many of you have supported and encouraged me over the years, I am sure you will do the same for your future [yet to be] elected president. Through the solidarity, support and fraternal bond of the membership YOUR association will continue to succeed. *Continued on Page 3*



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# Milwaukee BADGE

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## BEST WISHES MIKE!

***Congratulations Mike on your MPA retirement and best of luck at IUPA.***

***Thank you for the years of close cooperation and friendship as President of the MPA with the Milwaukee Retired Police Association.***



I received the recent news of Mike Crivello's retirement with mixed emotions. Mike will be deeply missed, and he surely has earned it.

Over the years he has become not only a trusted business associate but a good friend.

I want to take this opportunity to thank Mike for his many years of dedicated service not only to the MPA and the Milwaukee Police Department **but to all the citizens of Milwaukee.**

Mike's honest and straightforward nature along with his strong work ethic is the standard by which I hope others follow.

Best Wishes Mike on all your future endeavors!

Bob Donovan  
Alderman, 8<sup>th</sup> District

## PRESIDENT'S MESSAGE

*By Michael V. Crivello, MPA President*

*Continued from Page 1*

### Reflection



More than all else I shall forever remember the officers who sacrificed. On the wall within the boardroom of the MPA a visitor(s) would be greeted by a display of heroes. Above the

plaques of our "Fallen Heroes" a simple statement, "ALL GIVE SOME-SOME GAVE ALL". There are "65" names of Milwaukee Officers on the wall. That number is reflective of service, dedication and unfortunate loss. The number is also meaningful to our pledge... *Always Remembered-Never Forgotten*; to that point, the number also has grown partially related to research, with a certain persistence to assure that no hero goes without recognition. A thank you to Lieutenant Charles Berard and PO (ret) Glenn Podlesnik who have been instrumental in identification, completion and submission of the proper paperwork – toward, *Always Remembered-Never Forgotten*. During my career with the MPD:

#### William A. Robertson

Appointed: 1993.09.27 – EOW: 1994.09.07

*A friend in the making...we shared shift and rode together...bonded forever more through the pain and tragedy of a difficult vocation... "I remember Brother Bill"*

#### Michael A. Niehoff

Appointed: 1991.10.28 – EOW: 1994.11.30

#### Wendolyn Tanner

Appointed: 1992.11.09 – EOW: 1996.09.07

#### Charles G. Irvine, Jr.

Appointed: 2014.08.04 – EOW: 2018.06.07

#### Michael J. Michalski

Appointed: 2001.02.19 – EOW: 2018.07.25

### Career... Challenges and Rewards

Of the job... the *vocation-the calling* of serving as a police officer – I would not have wanted to do anything else. I have been blessed to have had the opportunity; never, did I ever regret the decision to serve. During my career there certainly were days that were better than

*Continued on Page 8*

# CODE 9

## OFFICER NEEDS ASSISTANCE

**By: George Papachristou**  
**MPD Chaplain**

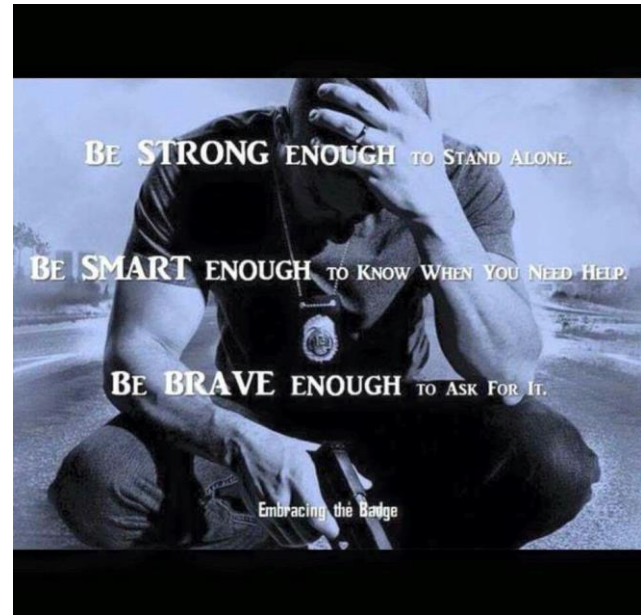
It is no secret that police officers suffer from a heightened list of risk factors such as: exposure to violence, suicide and other job-related stressors; depression, anxiety, or other mental illness; substance abuse; domestic abuse; access to means to kill oneself and poor physical health. The profession has seen the importance of acting to prevent suicide and promote ongoing mental wellness.

**For prevention efforts to be successful, agencies must also address cultural and environmental barriers to prevention at all levels, specifically the still-pervasive stigma that discourages at-risk officers from seeking help for fear of negative peer reactions or career ramifications; lack of comprehensive suicide prevention policies; and insufficient training for officers or health care providers.**

The Milwaukee Police Department and the Milwaukee Police Association are at the forefront of this initiative. Both organizations understand that care for officers' mental and emotional health is as equally important as the training given for officer street survival and physical health. This has led to the creation of the "Mental Wellness Team" (MWT) by the Milwaukee Police Department. This initiative falls under the office of Risk Management at the direction of Inspector Gordon, Captain Waldner and with the full support of Chief Morales. These efforts are also endorsed by the leadership of the MPA who are equally invested in promoting the wellbeing of our officers.

The three components for MPD mental wellness team are: 1) the Early Intervention/Peer Support Program, 2) the Chaplaincy Program and 3) the Mental Health Program. These three components are closely aligned and work together as an integrated team.

In 2014 the staff of the Early Intervention Program (EIP) began looking at the EIP program goals



and design. They conducted focus groups within MPD, researched best practices through IACP and did a site visit to the Dallas Police Department to look at the indicators signaling their officers were in trouble. Based on what they learned, **the EIP staff worked through a new design to shift from an early warning system designed for disciplinary reasons located in Internal Affairs to a prevention and early intervention system focused on officer wellbeing.**

The new approach was approved by the department and launched in 2015. The team finalized an updated EIP model with an evidence-based early warning system of indicators focused on prevention and early intervention for officer mental wellness as opposed to disciplinary reasons. The Mental Wellness Team recognized the need for a bridge to address the peer support needs of officers on a daily, ongoing basis rather than just during a critical incident.

*Continued on Page 5*

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**Officer Mike Kopel was assigned full-time to the team as the early intervention and peer support coordinator. As a 26-year veteran on the force, Mike is well known and trusted.**

The department has a long history of a Peer Support program which started in 1986 with the Police Officer Support Team (POST). POST operates as a separate organization from the department and serves not only the Milwaukee Police Department but also acts as a regional organization providing peer support assistance to Wisconsin departments small and large during critical events.

The elements of the revised EIP included hiring **Heather Kersten as a full-time in-house psychologist** to offer a more immediate and trusted source for officer mental health services to supplement the city's employee assistance program. Funding for the psychologist came through a grant from a local foundation but is being transitioned to the regular budget in 2019.

**Heather's father was a Milwaukee Police Officer for 32 years thus giving her intimate knowledge of the law enforcement culture.**

**Emily Jurikowik serves as an assistant to Heather. Emily is a psychologist and is married to a police officer which gives her tremendous insight into the police culture as well.**

Both psychologists also provide training on the use of the EIP tools and resources for mental health services during in-service training, basic academy classes, and other venues.

The MPD Chaplaincy Program is embedded in the Mental Wellness Team as a key component with much more of a role in addressing officer mental health and wellbeing issues than is normally found in other agencies with chaplaincy programs.

**George Papachristou serves as lead chaplain and Andrew Stallworth is his assistant Both are former MPD officers and both serve in a volunteer capacity.** The chaplains work with sworn and non-sworn

employees of the department and their families regardless of rank or religious belief. They provide spiritual guidance or counseling at the request of individuals. MPD chaplains are ordained and as a result possess clergy privilege which means that state law protects their conversations under statute.

The Mental Wellness Team's chaplains and psychologists will respond to the scene of critical incidents. Because they possess statutory "privilege", they are allowed to remain with the officer involved in a critical incident while the investigation is going on. That is significant because it means the officer is not left alone in the aftermath of a life changing experience.

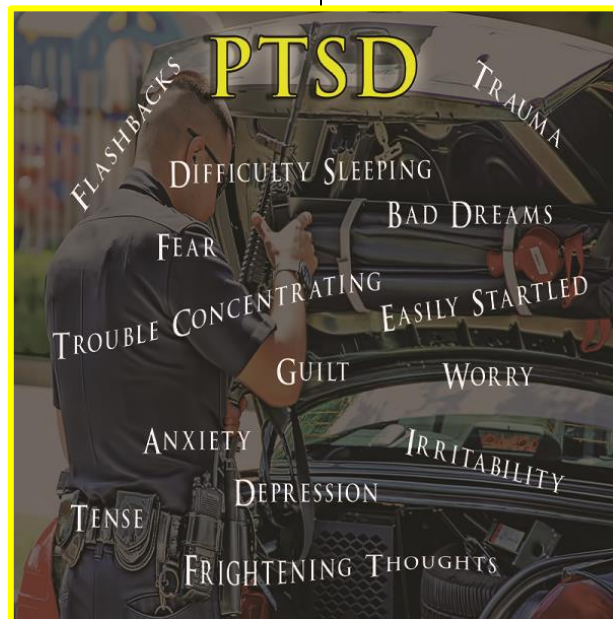
Furthermore, they are with someone they can choose to talk to or simply be with, without fear of having their confidentiality violated in any way.

This is an important change, as historically, the peer support team wasn't allowed to remain with the officer during the incident investigation at the scene. The entire Mental Wellness Team is fully trained in Critical Incident Stress Management, EIP and peer support. They participate in trainings, group debriefs, one-on-one counseling or mentoring

as requested, provide follow up support to individuals and their families, make referrals and/or their immediate family members to their own personal clergy, other counseling resources or to the POST team.

The Mental Wellness team recognizes that establishing trust is based on demonstrating the ability to protect confidentiality. The team also identified 'face-time' with officers and staff as a critical component of their ability to establish trust within the department. The team does that through 'pop-ups' where they show up at the various districts and bureaus on a regular basis just to touch base, say hi, and informally visit to see how people are doing. They host annual cook-outs in each district as a way of connecting with the officers and staff in an informal way. Chaplains provide services to families through weddings, funerals, etc. These informal efforts help to build relationships that establish higher comfort levels during critical incidents since the 'Mental Wellness Team' is known to those involved.

*Continued on Page 18*





## THE 1<sup>ST</sup> EDITION OF THE MILWAUKEE BADGE

**Thank you to Deputy Inspector Craig V. Hasting (Ret)  
for holding onto this piece of Association history.**

The first edition of The Milwaukee Badge was published and printed in **September 1970** by the Professional Policeman's Protective Association (later to be named the Milwaukee Police Association). It was 4 pages long. The editor at that time, John Carter, summed up the goals of The Milwaukee Badge; **"to be the voice of the PPPA, report the news of concern to the membership and to bridge the gap of factions and portray all sides of issues."**

Note: Carter was a patrolman at District 3 when the 1967 'Civil Disturbances' broke out in Milwaukee. He sustained gunshot wounds to both eyes resulting in blindness. He completed college and law school, practiced law, and later became a prosecutor in the City Attorney's office.



**THE MILWAUKEE BADGE ORIGINAL STAFF: William Gengler, Anthony Winter, John Karlovich, Dean Collins, Craig Hastings and John Carter**



VOLUME 1 NUMBER 1

SEPTEMBER 1970

# The Milwaukee Badge

VOICE OF PROFESSIONAL POLICEMAN'S PROTECTIVE ASSOCIATION

## STATE OF NEGOTIATIONS:

by Carl Hanneman - September 8, 1970

The City's latest offer for a new contract, which they state is final, includes the proposal of salary increases of \$800 across the board in 1971, 4.6% in 1972, and 8.69 in 1973. This would bring our Patrolman to \$11,960 in 1973. Many departments of less stature and reputation pay more in 1970-71. This offer would only cover the increased costs of living for the three year period. It leaves us where we are today, with a sub-standard pay scale.

The City wants to eliminate the Annuity section of our Annuity and Pension plan. This is the part of our retirement system into which the City now pays 6% and we pay 1%. The City would pay the 7% into the pension side of the system and no longer credit it to your annuity account. It would not earn interest or be returnable if you leave the Department. This move by the City, as the move in the 68-69 contract to pay 6% of our 7%, convinces me that they have factual information, unavailable to us, that our retirement system is more than fiscally sound and could provide greatly increased benefits without increased payments. I believe it is the City's plan to take over our Pension and eventually use the surplus monies to lower their costs instead of increasing our benefits. We can not allow the City to gain complete control over the millions of dollars in our Pension. The 7% in 1971 for Patrolmen would be \$736. If not credited to your account and returnable, as heretofore, this proposal is a decrease in benefits of \$736, plus interest.

The City wants to take 186 positions out of our bargaining unit and leave them without representation. This would include the 21 Detective Lieutenants, 159 Sergeants, and 6 miscellaneous positions. This is a shameful, contemptuous act with the malicious design to divide and conquer our Association. It is an outright attempt at "union busting" and displays the City's general disrespect for our membership. If we allow this to happen, the City next time, with the same principles, could take others or all of us out of the bargaining unit. To give up even one of these men's rights to bargaining power will in the end lessen the rights of us all.

The City wants to eliminate rollcall time pay. They stated, "Why not?" "For years you did it for nothing." Averaging out to about \$400 a year, rollcall pay is no small thing. This alone would reduce your 1971 raise by one-half. How can the City expect us to work over nine days overtime a year at rollcall without compensation while everyone else is paid time and one-half for overtime?

They want to diminish Military Leave benefits by elimination of full City pay. Depending on military rank, this



"Roll Call Pay? For Years you did it for Nothing!" A typical bargaining session with Mr. James Mortier, the Chief City Labor Negotiator.

is another cut of \$150. to \$400. yearly for those affected.

The offer includes only token improvements in life and health insurance, and slight relief for 107 men in the old pension. The City rejects most all of our other demands with no improvements in the main areas of pension, disability, overtime, vacations, grievance procedure, political activity, and the benefits for "union security."

The offer is totally unrealistic and insults our intelligence. The \$800. raise for 1971 is more than offset by the decreases of \$400 rollcall pay and the \$736 annuity account, not to mention the further decrease for military obligors.

We have made a counter proposal dropping over 30 million dollars of our original demands. It isn't that we feel they were not justified. They are large money demands (which for the main part were for additional personnel, two man squads and beats) which jeopardize the rest of our ultimate package. We feel we should concentrate gaining in those areas of more concern to most of our members.

The Board of Trustees will continue to do our best to gain the necessary and deserving increased benefits for all our members. We need your concerted support and guidance. In the final analysis it will be the strength of the membership behind the Board that decides our new contract. If we are to be successful, we must stand together united and fight for what is rightfully ours.



Continued from Page 3

others; the good absolutely surpassed. So much of this project success is centric to good partners – I had some great ones, of which I will always love and appreciate!

Of my time as your president... there was not a fight I ran from; while at the same time most opponents cloaked themselves in the misdirection, untruth, and absurdity of the soiled shawl known as politics. So much more could have been realized if elected officials would focus more on honesty and avoid political expediency. As I believe wholeheartedly in presenting the truth, it has been difficult to witness without refute the forked-tongue of those who portray benevolence only to cause malice.

During my tenure I professed and practiced a “work for you” philosophy. Our successes are many; defeats, [a few] while noticeable – your Association shall remain in the fight. The MPA has secured our membership’s monetary value [always challenging], while at the same time the human value has been confused [by some elected officials] as a disposable commodity. To your family – the MPA knows the importance of safety; to that point, I remain confident the MPA will maintain a



strident judicious oversight toward: staffing, squad cars, communication devices, premier defensive weapon instrumentality and all other avenues which will ultimately mitigate [goal toward eliminate] harm to the membership family. To proper staffing - no officer should be expected to work solo in the most dangerous area of the city; equipment should be of the reliability that the boss which expects the utilization, would themselves deploy using the same. Membership... *brothers and sisters* ALL, truly matter!

It has been a wonderful ride. I am extremely humbled and honored to have served as your president – THANK YOU! I have worked to ensure continuity and smooth transition; as I move-on [MPA to my new position with IUPA] my availability has been pledged. Upon the request of your new leadership... I remain a phone call away. The success of the MPA and all members, remains my vested interested.

**Membership all:** Honored to have been your servant... *May God guide you safely through your tour and deliver you safely home to your family daily!*

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# DO YOU FIND YOURSELF QUESTIONING YOUR FAITH AND/OR CHOSEN PROFESSION?

By: George Papachristou  
MPD, Chaplain

**"Behold, I stand at the door and knock. If anyone hears My voice and opens the door, I will come in to him and dine with him, and he with Me."**

**Revelation 3:20**

Dear Members,

2018 has been another year of challenges upon law enforcement in general and upon MPD in particular. No doubt these challenges have caused many to question their profession and their faith. At times like this it is easy to doubt the nobility of our profession because our hearts are heavy, and we feel anger, disillusionment, disenfranchisement, betrayal or confusion. At these times we must pause to listen to the voices that rise up from sacred monuments in Madison WI and Washington DC., and from sacred walls on Teutonia Ave and Bluemound RD. If you listen, you will hear those departed souls saying **"Thank you"** for carrying on the traditions and honor of our profession.

It is also a time when you may doubt your faith or wonder if it is necessary to have a faith at all. Believe me, you are not alone. Maybe you're just more open and honest about your feelings than a lot of people you know. In fact, I would say that most who practice their faith have at one time or another struggled with doubts. I know sincere Christians who have been believers for years and still struggle. Doubting your faith is not necessarily a bad thing, either. In fact, it can lead to spiritual growth and maturity. So, don't be too hard on

yourself for having

doubts. I do encourage you however, to try and figure out where your doubts are coming from. These doubts and questions often come from hurt or grief. "Why does God allow suffering?" is the most common question that arises. Google this question and you will find countless "answers" that can confuse even those with a solid faith walk. Sometimes these textbook "answers" are not the first thing we need. That is because the problem is not intellectual, rather it is usually about hurt and wounded feelings.

At times like this we need God's love and comfort which can often be found on a shoulder to cry on and someone to listen to us. Seek out that someone to have in your life for those down moments that catch up to us all. And seek God each day and tell him your struggles and your doubts. He wants to help you through them. He also wants to be your friend and Lord, even, and *especially*, during your times of doubt.

Finally, if you do not have a faith support system and have questions, give me a call. As always, I promise no preaching... just conversation! Thank you all for what you do, keep up the good fight and **BE SAFE!**



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Attorney Christopher J. MacGillis

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## IUPA WELCOMES MIKE CRIVELLO AS THE EXECUTIVE VICE PRESIDENT

On Behalf of I.U.P.A.,

I wanted to extend a heartfelt congratulations to Mike Crivello, President of the Milwaukee Police Association (MPA) – on his retirement and future endeavors. Mike has served on the International Union of Police Associations (IUPA) Executive Board since 2010. He has been a consistent presence toward building and maintaining the professionalism of the MPA Local 21, and his representation on the Executive Board at IUPA certainly proved to be an absolute asset for the International. While the MPA may be losing his leadership as president, we are excited to gain his expertise as a significant member of the International. The continued success of the MPA is integral to our mission of caring for all of our 110, 000 (+) members; to that end, IUPA will maintain focus toward smooth transition of leadership within the MPA. Upon need or request we are readily available to assist.

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## FAITH SUPPORT AND STUDY GROUP FOR ALL MPD MEMBERS

**Tuesday, 9:00 – 10:00 AM and Wednesday, 7:00 – 8:00 PM**  
**Elmbrook Church – 777 S. Barker Road, Brookfield, Room D166/167**

The MPD Faith Support and Study Group has begun! As a reminder, this group will be exploring what it takes to live out a faith-based life as a police officer in an ever-increasing stressful environment as well as providing faith-based support if needed. It is open to all officers of MPD regardless of rank or religious affiliation. Each week will be a new topic that will build upon previous topics and will standalone since off days and work schedules may cause you to miss some days. Morning and evening sessions are offered to accommodate all shifts and will contain the same message.

Sessions will be facilitated by George Papachristou, the designated chaplain of the MPD and MPA. There will also be periodic guest speakers. Please join us for these sessions as your schedule permits. There is no minimum requirement of Biblical understanding, just come as you are and enjoy the talk and fellowship.

Any questions please call or email George:

[George.papa@att.net](mailto:George.papa@att.net)

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SAM A. CABRAL  
*International President*

HUGH J. CAMERON  
*International Secretary-Treasurer*

---

### Statement of President Cabral Regarding Colin Kaepernick Nike Ad

The International Union of Police Associations, I.U.P.A., has seen the Nike commercial featuring former NFL quarterback, Colin Kaepernick. We are painfully aware of his very public and controversial posturing during the playing of the National Anthem prior to NFL contests. He has claimed that his kneeling was a form of protest against police brutality and for social justice. He has not seen fit to speak out about the slaughter of minority children in our inner cities.

We feel that his gestures, while perhaps well intentioned, were ill-conceived and have politicized what had once been a game to give the American public a break from the constant political diatribe that is creeping into every aspect of our lives.

We believe that America offers greater opportunities for minorities than any other nation. We also recognize that there are tensions between the police and minorities that must be and are being addressed so that we can better protect their communities from those who would prey on them. Law Enforcement Officers are being murdered trying to provide this safety and security.

I would add that the flag, which Mr. Kaepernick disgraces, covers the caskets of brave men and women who have sacrificed everything for their communities and for their nation. They have done this for far less than the monies paid to Mr. Kaepernick to play a game or to appear as the face of a sportswear company.

Nike, Inc. has made a calculated business decision. The American public will decide if that decision was the right one.

# HOMETOWN HEROS HONORED

By Jana Schoberg, FIC, LUTCF, FSS

What comes to mind when you think of the word 'hero'? Each year I have the privilege of honoring two individuals who exemplify the meaning of the word through Modern Woodmen's Hometown Hero Program.

I ask members to nominate someone in their life that goes above and beyond, who has demonstrated a high level of dedication to their community, and who has put forth selfless efforts to make their world a better place.

This year was special in that both of my Hometown Heroes came from the Milwaukee law enforcement community. In light of the whirlwind year the force has weathered, I found this extremely fitting and all the more fulfilling for me.



On October 14<sup>th</sup> we recognized Teresa Robinson, President and Executive Director of Shielded Hearts, with an honorary brunch.

We were joined by our families, my office team, and her nominator, Candy Johnson of the MPA.



Teresa has given countless hours of her time to get the organization off the ground, obtain 501(c)(3) status, and continue to provide resources to police families in times of crisis. The work she does could not be more crucial and she has touched so many lives with her efforts.

For more information on Shielded Hearts, please visit <http://www.shieldedhearts.org/>.

On November 2<sup>nd</sup> we held an event at Bay View Montessori School featuring HIDTA Detective Chris Ederesinghe and his police dog 'Detective Dan'.



MPA President Mike Crivello assisted me in introducing his longtime friend and previous partner Det. Ederesinghe. There we presented the duo with the Hometown Hero award in front of 175 school children and some members of their HIDTA team.



Dan demonstrated his sniffing skills, much to the delight of the kids, and Chris spoke on the importance



of having Dan on his team. They served as incredible ambassadors of the law enforcement community for these children and they definitely left a lasting impression.

*Continued on Page 18*



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**Jana Schoberg\* FIC, LUTCF, FSS**

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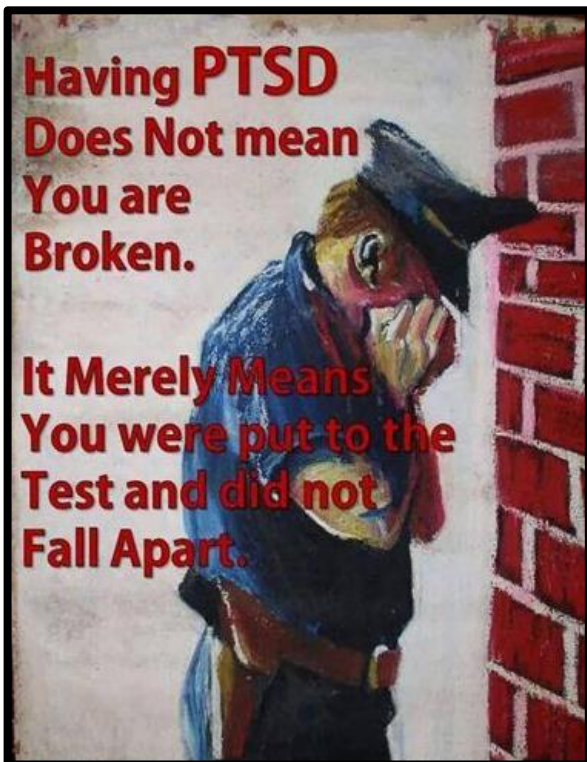
417-727-8808, ext. 19

[Jana.Schoberg@mwarep.org](mailto:Jana.Schoberg@mwarep.org)



Modern Woodmen of America

\*Registered representative. Securities offered through MWA Financial Services, Inc., a wholly owned subsidiary of Modern Woodmen of America. Member: FINRA, SIPC



*Continued from Page 5*

During a critical incident the MWT is responsible for responding to the scene of a critical incident involving the MPD, members providing on-scene support for those involved, critical incident group debriefings following an event, individual follow up and counseling (mandatory and voluntary) with those affected, ongoing follow-up and peer support over time.

Referrals for additional services required are coordinated with EAP. Critical Incident Stress Debriefings, (CISD): are coordinated and attended by the MWT as part of a continuum of prevention, early intervention care and services provided. Individual sessions are mandatory for officers/staff involved in great bodily harm or death caused by a member, a shooting or use of force situation as well as any incident which provokes an intense emotional psychological and/or physical response. The Mental Wellness Team added quarterly critical incident debriefs for the high-risk units whether there has been a critical incident or not. There was a recognition that many units within the department experience cumulative trauma exposure based on the nature of their assignments such as dispatch, crime scene forensics, sensitive crimes, violent crimes, etc. A "Family Night" is also provided the day before graduation at the Academy for family members of new basic recruit officers where families are introduced to the resources available to them. Contact information and emails are collected to provide support to the families in the future.

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*Continued from Page 16*

Again, I couldn't have been more pleased to honor these individuals and I consider it a privilege to call both of them friends.

Pictured left to right:

Michelle Barutha, Mike Crivello, Jana Schoberg, Megan Roder, Chris Ederesinghe, Matt Kahltenbrun, and Chris Conway.





# 2018 MPA GOLF OUTING



**By: Andrew F. Wagner**  
**MPA Board Member**  
**and Golf Chair**

**The 21<sup>st</sup> Year of our Golf Outing did not disappoint!**

Another golf outing has passed and this one was extremely memorable. The MPA 21<sup>st</sup> Annual Golf outing was held on August 22 and it was a gorgeous day for golf. We hosted 116 golfers at Silver Spring Golf Course.



This year our charity was the Milwaukee Police Association Fallen Hero's Fund. The Fallen Hero's Fund was started with a mission of providing financial support to officers and their families who have suffered catastrophic injuries or whom have paid the ultimate sacrifice. We were honored to host the family of our fallen hero Charles Irvine Jr.

For the second year in a row Annex Wealth Management stepped up and became our Major Sponsor. Not only did they donate 5,000 dollars to our outing, but they donated their VIP foursome spot to the Irvine Family.

Annex has shown that they are a true partner with the Milwaukee Police Association. Their actions demonstrate their care for all police officers and their families.

We also welcomed Gov. Scott Walker, State Representative Leah Vukmir and Attorney General Brad Schimel. All of our distinguished guests have shown overwhelming support for law enforcement over the years.



*Continued on Page 20*





The Golf Outing would not be possible without the support of our amazing volunteers and all board members of the MPA who gave their time and efforts to make the Golf Outing run smoothly and a truly enjoyable event for the participants.



Most importantly though the outing could not exist without the continued support of all of you. On behalf of the board of trustees I personally thank all of you have participated in the outing.



With your generous support we raised over 10,000 dollars for the Fallen Hero's fund. Through your generosity you have greatly improved the lives of children and families who have suffered so much by their loved ones making the Ultimate Sacrifice.



**THANK YOU!**









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High School Diploma. Knowledge, Skills and Abilities To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this position. Problem solving: Identifies and resolves problems in a timely manner. Gathers and analyzes information skillfully.

**CONTACT:** **Theretha King** [tking@expressdrugscreening.com](mailto:tking@expressdrugscreening.com) or **Debra Auer** [dauer@expressdrugscreening.com](mailto:dauer@expressdrugscreening.com)





## ALWAYS PROTECT YOUR RIGHTS WHEN INVOLVED IN A CRITICAL INCIDENT

By: Jon Cermele & Brendan Matthews  
CERMELE & MATTHEWS, S.C.

Would you allow yourself or your partner to be treated worse than the criminal suspects you arrest? Of course not. However, that's exactly what you would do if you provide a statement without legal counsel to a detective or the District Attorney after being involved in the use of deadly force.

### TO THE RESPONDING OFFICERS:

You are the front line in the MPA's efforts to assist and protect the rights of the officers actually involved in the critical incident. As a result, make certain to: assist the officers involved; obtain contact information (especially cell phone numbers) for all officers involved; remind the involved officers that they have to ask for legal counsel before MPA's legal counsel can assist them, and; contact the MPA and/or legal counsel and relay the information obtained. The quality of information you provide is critical to ensuring that the involved officers receive due process.

### TO THE OFFICERS INVOLVED:

You will not be given *Miranda* warnings, as you will not be taken into custody after using deadly force. Nor will you feel as though you're in custody. However, make no mistake about it -- you are under criminal investigation. As a result, you have the same constitutional right to either: 1) remain silent and make no statement at all, or; 2) wait until after you've consulted with legal counsel before you do make a statement. Understand that, while the detectives who are investigating the use of deadly force are law enforcement officers just like you, any statements you provide them can be used against you to the extent they are incriminating.

Keep in mind that your decision to use deadly force (as well as the extent of actual force used) will be scrutinized by the District Attorney. The DA's investigation will ultimately determine whether the use of deadly force was "privileged" and "justified" (in the defense of yourself or others), or whether you committed any number of criminal acts, including Endangering Safety by Use of a Deadly Weapon (ESBUDW), Recklessly Endangering Safety (RES), Homicide or Attempted Homicide.

Just like criminal suspects, you have to request a lawyer before one will be provided to you. Do not be reluctant to ask for counsel. Neither the MPA nor our firm can assert that right for you.

Let's look at reality in terms of what you will face at a critical incident. You will be separated from your partner(s). You will (naturally) be filled with adrenaline and scared, agitated or confused. You will be placed in a squad (initially with a Sergeant, and then probably with a Detective). You will be questioned (both in the squad and at the scene). You may even be personally familiar with the investigating detective(s) (i.e., same academy class, etc.). He/she may tell you he/she "just want to get it cleared up." Naturally, you will want to explain how your use of force was justified -- after all, you did nothing wrong, and you know it. If you're injured, you will be questioned by detectives even at your hospital bed (and likely before you've received medical treatment). If you request it, MPA attorneys will actually go to the hospital to ensure that you can focus on healing before being subject to interrogation. Eventually, you will be questioned (either by CIB or another investigating

*Continued on Page 24*

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authority). You may even be questioned by the District Attorney and/or his investigators. Remember the focus of that investigation is whether you committed a crime. Remain firm. Insist upon legal counsel.

The matter will not likely be over that day, that night, or even for some time thereafter. It may go on and on. The press may hound you. What you have told detectives and the District Attorney will become public. Your statement, observations and opinions will then be set in stone. The investigation may end up as a formal Inquest or, in the rare event, may even result in the filing of criminal charges. It can also be used against you during a subsequent internal (non-criminal) investigation by Internal Affairs.

Before you deal with any of that ask yourself one thing. Are you really willing go through all of those things without making certain you have the assistance of legal counsel? If not, don't wait until you've made a statement or have been videotaped before asking to speak to counsel. Insist on counsel prior to making a statement.

Assert that RIGHT immediately. Never forget that, no matter how "clean" the incident may seem to you, there are always issues, and there are always risks. Look no further than what has happened to your fellow MPA members in the last few years!

There is absolutely no reason to risk your career (and possibly more) by making a statement without the advice of competent legal counsel. MPA's legal counsel have assisted officers involved in critical incidents for more than 25 years. We are free to you and available to respond to critical incidents, 24 hours a day, seven days a week.

The bottom line is this -- when you're involved in a critical incident, limit your comments to the questions posed in the Public Safety Statement. Once you've provided that information, those investigating can "take it from there." Respectfully request an attorney and firmly decline to give any further information whatsoever. After all, it's not just your career that's at stake, it's potentially your liberty . . . and it's always better to be safe than sorry.

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## CONCERNS OF POLICE SURVIVORS CO-WORKER RETREAT FOR LINE OF DUTY DEATHS

A weekend retreat held in Potosi, Missouri at the YMCA Trout Lodge to help officers understand the Trauma of a LODD and the effects it can have on the co-worker. Officer Matt Schulze was one of over 90 officers that participated and the only one from the MPD. Matt is pictured here – right, with his roommate Patrick.

Matt did participate in the Sky Lantern Release in memory of his partner, Charles “Chuckie” Irvine, Jr.



## MPD MEMBER SURVIVOR’S RESOURCE INFORMATION

These resources are intended for the use by surviving family members upon the death of a MPD member.

- **Milwaukee Police Department Specialized Patrol Division Phone #414-935-7219**  
e-mail Lieutenant of Police Derrick Harris: [dharris@milwaukee.gov](mailto:dharris@milwaukee.gov)

Call to notify the department of the death of member and for information concerning the employee’s dates of service and last work location.

- **City of Milwaukee Employees Retirement System (ERS) Phone #414-286-3557**

This office coordinates employee pension benefits, life insurance, deferred compensation (Voya) and will transfer pension payments to beneficiary, if applicable. There are four “specialists” in the office available to guide you through the process.

- **Milwaukee Police Relief Association (if deceased was a member—not sure? Call anyway) Phone #414-649-8373**

Upon notification and confirmation, the Association will forward a death benefit check up to the current amount of \$9000. (as of November 2018)

- **Milwaukee Retired Police Association Phone# 414-235-9992**
- **Milwaukee Police Association (if the deceased was a member of the MPA) Phone # 414-778-0740**
- **Milwaukee Police Supervisors Association (if the deceased was a member of the MPSO) Phone# 414-672-6776**
- **Milwaukee Police Department Chaplin**

The following organizations will provide services ONLY upon the request of the designated family survivor.

- **Milwaukee Police Honor Guard** **Phone# 414-218-9279**  
**Contact Person: Lieutenant Derrick Harris or Lt. Charles Berard** **Phone# 414-235-1776**
- **Milwaukee Police American Legion Post #415** **Phone #262-536-4499**  
**Contact Person: Commander Kendel Feilen** **Continued on Page 26**

- **Greater Milwaukee Fire and Police Pipes and Drums**

Phone #414-313-2303

Contact Person: President Craig V. Hasting

- **Milwaukee Police Historical Society**

Often, the family will discover MPD-related physical items (badges, patches, records, equipment etc).

If desired, these items may be donated to the Milwaukee Police Historical Society.

Contact the **Milwaukee Police Training Bureau, Phone# 414- 935-7960**

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Helpful hints:

- When calling any of the above, have the deceased members FULL NAME, INCLUDING MIDDLE NAME OR INITIAL, DATE OF BIRTH, SOCIAL SECURITY NUMBER AND MAILING ADDRESS.
- Dates of service, rank and last work location if known of the member.
- Location, date and time of the funeral services.
- Provide the name, telephone number of the family member authorized to handle the arrangements.

---

### **If the Deceased Member Is a U.S. Military Veteran** **How to Request Military Funeral Honors in Wisconsin**

**Family members of the deceased veteran should first notify their funeral director of their desire to have military funeral honors rendered.** (There is no cost to the veteran's family to have military funeral honors provided by Wisconsin department of veterans Affairs (WDVA) or the military.) The family should provide the funeral director with the following information, if available:

1. Name of deceased, date of birth and Social Security number.
2. A form DD-214 or equivalent will be needed and it simplifies the process if the family can locate it at home.
3. Branch of service and type of service (active, reserve, National Guard or retired).

#### **What is a DD-214? *IT IS NOT THE MEMBERS DISCHARGE CERTIFICATE! THIS IS NOT NEEDED.***

The **DD Form 214** is the capstone military service document (similar to a resume). It represents the complete, verified record of a service member's time in the military (Active and Reserve), [awards and medals](#), and other pertinent service information (e.g. highest rank/rate and pay grade held on active duty, total military combat service and/or overseas service, [Military Occupational Specialty](#) (MOS)).

The first DD Form 214 was issued in 1950. ***If the deceased served after this date***, this is the form you need.

***If having been discharged prior to 1950***, the older "WD AGO" (War Department Adjutant General's Office) Forms and the NAVPERS (Naval Personnel) discharge documents were issued.

One of the following forms should apply for these vets:

- Army, Army Air Corp: **WD AGO 53 – 55**
- Navy: **NAVPERS 553**
- Marine Corp: **NAVMC 78-PD**
- Coast Guard: **NAVCG 553**

At a later date, you may want to contact your local County Veterans Service Officer (VSO) who can also be of assistance should you have any questions about any miscellaneous benefits you might be entitled to. They can be very helpful.

#### **The VSO for Milwaukee County:**

6419 W Greenfield Ave, West Allis, WI 53214

Phone: (414) 266-1234



# RETIRED AND RESIGNED

JOPLIN, Lisa M	APPOINTED: 08/17/92	RETIRED: 04/01/18
BLOMME, Sarah C	03/18/91	↓ 06/01/18
ROUSSEAU, Michael A	08/17/92	06/01/18
STEPHENS, Cole T	03/13/94	06/01/18
KUSPA, John P	05/10/92	06/30/18
PRINCE, Devennette	05/11/92	06/30/18
YOUNG, Larin P	02/12/90	07/01/18
RADJENOVIC, Milan	09/26/94	07/15/18
BECKER, Tracy T	09/23/85	07/29/18
CARRASCO JR, Gilbert R	03/18/91	07/29/18
RUDSTROM, Jay A	07/08/91	07/23/18
KUMBIER, David H	04/12/93	08/16/18
POST, Gary L	01/16/95	06/30/18
MOORE, Jennifer	04/01/02	08/30/18
JOHNSON, Todd R	08/17/92	08/18/18
SCHOTT, Kerri A	09/07/93	09/15/18
WROBLEWSKI, Richard J	11/05/90	09/22/18
KEGLEY, Dustin J	09/27/93	09/30/18
KUJAWA, Jennifer L	09/27/93	09/28/18
WILLIAMS, Deona	09/27/93	09/28/18
FISCHER, Todd J	02/17/92	09/01/18
TORRES, Raymond	09/27/93	10/06/18
BOAZ, Thomas B	09/27/93	10/05/18
STOTT, Lynda D	09/27/93	10/07/18
BRUNS, Christopher J	07/08/91	10/16/18
BENDER, Terrence D	09/27/93	10/07/18
CARTER, Leo A	09/27/93	10/06/18
QUIST, Matthew	10/28/91	09/29/18
MC CLINTON, Deneen F	08/17/92	10/20/18
JONCAS, Edward C	09/27/93	10/20/18
ROTRAMEL, Barbara M	09/27/93	11/02/18
HUERTA, Shonda V	11/08/93	11/18/18
NELSON, Robert R	12/05/16	RESIGINED: 11/10/17
DAVIS, Monica	12/05/16	↓ 01/17/18
KLEIN, Michael R	05/08/17	05/21/18
AVANT, Aleia M	06/17/07	07/17/18
WEISKOPF, Cullin J	05/22/06	07/31/18
HART, Brandon J	07/22/13	07/29/18
SHANNON, Patrick M	01/20/14	08/14/18
GASSER, Michael L	12/03/07	08/30/18
MAZUR, Matthew E	07/16/18	08/18/18
SAAVEDRA, Luiz R	03/26/18	09/01/18
RAMIREZ, Abraham O	07/16/18	09/06/18
BLACKWELL JR, Dean F	07/16/18	09/06/18
HERNANDEZ, Mary L	03/26/18	10/05/18
WILSON SR, Tommy L	02/19/01	10/02/18
XIONG, Chueshie	03/26/18	10/22/18
SCHNUR, Jacob M	07/20/15	11/18/18
NEUREUTHER, Timothy D	03/26/18	10/26/18
POST, Joshua J	08/14/06	11/03/18
SOBCZYK, Joshua D	05/08/17	06/12/17
TENHAKEN, Violeta F	12/18/06	06/04/17

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## We congratulate Mike Crivello on his big move!

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