



MESSAGE

By Dale Bormann Jr
MPA President

Members,

As 2020 closes, we are reminded of the year that each of us has had. You have dealt with the Covid-19. You had dealt with the peaceful and unfortunately, the unpeaceful protesting. As we have always said, peaceful protesting is a right for each person. There is no reason for unpeaceful protesting. Unpeaceful protesting gets nothing done. I think the most remarkable thing that each of you have done is coming in to work each and every day and doing your job. The Milwaukee Police Department DOES NOT shut down! You have been professional and continue to protect the citizens of Milwaukee.



One of the hardest things to understand is the Mayor's and the Common Council's decision to not have any academy classes in 2021, and, quite frankly, into the future. Their inability to understand that the citizens of Milwaukee want officers to protect them is unfathomable. Within the next few years, the police department will be down about 500 officers without any replacements filling the shoes of those leaving. This cannot happen. The Common Council does not listen to their constituents. The citizens of Milwaukee deserve to be protected by officers.

As issues arise for each of you, I would ask you to call me at the union. It is my job to hold the Police Department and the City of Milwaukee accountable. I WILL continue to do that.

MPA members, continue to keep your information and your beneficiaries up to date. It is especially important to make sure this is done. If you need the information to accomplish this, please let me know. Unfortunately, all too often we find ourselves with old addresses, disconnected phone numbers, or even beneficiary information from past relationships.

If you are involved in an incident at work, ie. shootings, shots fired, chases resulting in accidents or deaths, on-duty deaths, or any other thing that may not seem right, please call. The phone numbers are in the front of the calendar book. I would rather you call us than not. You can call us at any time. We cannot count on communications division to call us, because many times they do not.

[Continued on Page 4](#)



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Milwaukee **BADGE**

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CRITICAL INCIDENT

A critical incident is defined as any incident in which the actions of a department member result in death or great bodily harm to a person, death or great bodily harm occurs while a person is in the custody of the department, or in which the discharge of a member's firearm results in an injury to a person, or any incident that the Chief of Police, or his/her designee (must be assistant chief or inspector rank), declare a critical incident. [Examples, but not limited to... Death in Custody, Officer involved Shooting, Squad Accident]

- Contact the MPA **IMMEDIATELY** if you OR a coworker is involved in a critical incident.
- **DO NOT** make a statement regarding the incident until your union/legal representative arrives.

Pending the arrival of your union/legal representatives you should **only answer questions related to the following "Community Caretaker" issues.**

- 1. Type of force used.
- 2. Direction and approximate number of shots fired by the involved officer(s) and suspect(s).
- 3. Location of injured persons.
- 4. Description of outstanding suspect(s) and his/her direction of travel, time elapsed since the Suspect was last seen, and suspect weapon.
- 5. Description and location of any known victims or witnesses.
- 6. Description and location of any known evidence.
- 7. Other information as necessary to ensure officer and public safety, and assist in the apprehension of outstanding suspects.

****DO NOT make any other statements, especially regarding WHY you took the actions you did.** REMEMBER, ONLY YOU CAN EXERCISE YOUR RIGHT TO REPRESENTATION.**

President's Message (Con't from page 1):

If you receive a PI-21 or FPC-21, you must call the office as soon as you get them. Due to the volume of PI-21/FPC-21's, please contact the MPA office at 778-0740 the day you receive the notice to facilitate representation. Even if your partner scheduled his interview with us, please notify us of YOUR interview. Often times we have back-to-back interviews at different locations and without the knowledge of your interview we may not be able stick around.

Lastly, please take care of yourself. We have lost several officers over the past couple of years. Any officer that is finding it difficult to get through tough times, The MPA wants you to reach out to us or MPA/MPD Chaplain George Papachristou. It is ok to reach for help. Seeking help is not a weakness, it's strength.

On behalf of the MPA board, we would like to wish all of you and your family a Merry Christmas and a Happy New Year.

Stay safe,

Dale Bormann, Jr.
President
Milwaukee Police Association

FAITH SUPPORT AND STUDY GROUP FOR ALL MPD MEMBERS

When: EVERY Thursday 9:00am AND 7:00pm

Where: MPA Hall 6310 W. Bluemound Rd

This group meets to discuss what it takes to live out a faith-based life as a police officer in an ever-increasing stressful environment. It is open to all members of MPD regardless of rank or religious affiliation. Each week will have a new topic that will build upon previous weeks but will standalone since off-days and work schedules may cause you to miss some weeks. We meet every Thursday at the MPA hall. There will be a 9:00am and 7:00pm session offered to accommodate all shifts.



Any questions please call or email:
Chaplain George Papachristou
414-935-7891 (O)

George.papa@att.net
or
gpapac@milwaukee.gov



REMEMBER WHY

By: George Papachristou

MPD / MPA Chaplain

George.papa@att.net
Gpapa@milwaukee.gov

During your career as a police officer there will be highs and lows of great depth. There will be times that you will need to remind yourself why you entered this noble and honorable profession. That is right, this **noble and honorable** profession. No matter what extreme groups and media say, this is a noble and honorable profession that provides invaluable service to the citizens, and indescribable fulfillment to those who serve. 2020 has caused many to doubt all of this and caused great discouragement and division in the nation and in our ranks. It is important to remember that discouragement and division are the two greatest tools of the devil.

Questioning your “why” often manifests into negative thoughts and beliefs. An example of such thoughts may be, “I can’t do my job right now because I will be charged for serving my community with integrity.” It is important to note that questioning your “why” is a normal reaction to events. However, ruminating on negative thoughts can damage your psychological and physical health. How do we counteract questioning our “why” with associated feelings of helplessness and hopelessness? Maintaining healthy habits such as exercising, reading, writing and other hobbies provide a needed distraction from those thoughts and beliefs. And please do not forget to practice your spiritual life.

So, the bottom line and lasting question is still WHY: One of the best answers I have heard is from a speech given at a funeral when two officers were gunned down in Miami Florida:

“And when you begin to doubt the nobility of your mission or the sanctity of your profession because your heart is heavy, or you feel anger, disillusionment, disenfranchisement, betrayal or confusion – Stop and listen to the voices... the voices that rise up from sacred walls in Wash-

ington DC. If you listen, you will hear those departed souls saying “Thank you” for carrying on the traditions and honor of our profession. Let them carry you through these difficult times. You are admired, respected and loved for you are the best at what you do.”

Do it for those who came before us, stay the course, and stay together.

Another great reminder can be found in this simple passage from scripture: Psalm 82:3-4

*Defend the weak and the fatherless,
uphold the cause of the poor and the oppressed.*

*Rescue the weak and the needy,
deliver them from the hand of the wicked.*

God wants us to fulfill our purpose in life, regardless of the trials and tribulations He allows us to face. We must be strengthened by these times and seek our Lord for answers on how to push past the hard times. At times we let God lead us. At times we hold His hand. And at times we allow Him to carry us. Whichever position you are in at in this moment, keep your eyes on God and let Him lead you in the way He knows is right for you. Let your setbacks become the strength of your life, not the destroyer of your dreams. Do not let the dark forces of the world distract you from your mission to serve and protect and to take away the joy of this life. As we enter a New Year it is my sincere prayer for a safe and healthy 2021 for all the men and women of the MPA. May God bless you and watch over your every step and movement as you perform this noble and honorable profession. My phone is on 24/7 for you all, God bless!

— George Papachristou (262) 617-9153

“Buck up and move on”

by Shelley Jones



For generations law enforcement officers were told to “buck up and move on.” That was the way they dealt with the trauma and cumulative stress of the profession. Over time, officers become numb to the human cruelty they come across every day. They go from call to call and simply try to forget what they just saw, smelled and heard. Every day, they dress out and begin their shift not knowing what they will face — whether they will end their day by going home to their family or going to the morgue. As the years pass, the stress starts to impact them significantly at home and on the job while they continue to buck up and move on.

Our wish is for law enforcement suicides never to happen, but the reality is that they do. Until they stop, there will be countless families, co-workers and agencies left behind, reeling over their loss. Agencies are trying to navigate the funeral, the investigation, their officers who are suffering from the loss of their friend, partner and co-worker, all while wanting to do what is right by the family without sensationalizing the way the officer died. Agencies vary in their response to law enforcement suicide. Some do nothing and some do everything. How an agency addresses suicide will forever leave an impact on families, co-workers and the community.

An officer recently said, “I’m proud of my agency and how they respond to line-of-duty deaths, police suicide, off-duty deaths and retired officers who have died. They aren’t all done the same, but the honor is there. It’s not how they died, it’s how they lived.” They are right. We should be talking about how the officer lived and not just about how they died. The more we talk about it, the more awareness there is. The more awareness, the less it happens. Right? In 2019, Blue HELP reported that 228 officers died by suicide while Officer Down Memorial Page (ODMP) reported that 147 officers died in the line of duty. A new study shows that police are at the highest risk of suicide of any profession. Our law enforcement officers are suffering.

The funeral is over. The family has left. The co-workers have returned to work. Families are left to pick up the pieces and try to figure out what their new normal looks like. They are left with so many unanswered questions, many of which will never be answered. They are left with feelings of guilt because they think they should have seen the signs or knew what was about to happen. They are angry, sad, hurt, lonely and utterly devastated. Some families will stay united and some won't. Others will isolate themselves simply because they do not want to answer the questions or talk about suicide. Our co-workers are left to endure the same grief and roller coaster of emotions while continuing to serve and protect 24/7, adding to the cumulative stress. As a survivor, you may get the feeling that others are telling you to buck up and move on. Get back to life. Move on.

How an agency addresses suicide will forever leave an impact on families, co-workers and the community.

Survivors do not want to buck up and move on. They want to talk about how their officer lived and should be remembered, not how they died. They want their officer identified with the sacrifices they made because of their commitment to their communities and their profession. They want them remembered as brave men and women who sacrificed it all. They need organizations like Survivors of Blue Suicide Foundation to unite them to other survivors and honor the fallen.

Kim Goldberg, surviving spouse of Michael Goldberg, EOW July 19, 2007, advised that one of the struggles she is having is helping her children remember that their father was a good police officer in spite of the negative press aimed at law enforcement today. Staying connected with the blue family allows the children to see police officers in a positive light rather than just hearing about them in the news.

As a co-worker, friend or loved one, reach out to the family. As a family member, reach out to the co-workers. Grief is not a journey meant to be taken alone. Lean on each other for support. Talk about your officer with the family and other co-workers. Look at pictures. Laugh at the stories. Remember the good times. Honor their life.

Remember that the family is larger than the spouse, kids and parents. If the officer had siblings, reach out to them. Grief is not reserved for just the spouse, kids and parents. Grief is for everyone touched by the officer's life: grandparents, aunts, uncles, nieces, nephews and cousins. The families have just lost their officer. They don't want to lose their blue family too. Document and remember the special dates, kids' birthdays, graduation days, communion, anniversaries. It can be a visit, a phone call, a text, a letter; just remember. Be there for each other. Remember, the grief journey is a lifelong experience after losing a loved one.

Reach out and ask for help. Your decision doesn't affect just you, it affects your families, co-workers, agencies and community. With the resources available today for law enforcement officers struggling or in crisis, the awareness being spread and the organizations out there to help, there is no need to buck up and move on.

Shelley Jones is the executive director and co-founder of Survivors of Blue Suicide Foundation, Inc. (SBS), survivorsofbluesuicide.org. This article was published in American Police Beat in September 2020 and reprinted.

If you or someone you know is having thoughts of Suicide, or are feeling depressed or in despair, Please reach out to someone. The following confidential resources are available to you free of charge, they do not report back to the department: EAP: www.milwaukee.gov/der/eap; POST: www.milwpost.org; Safe Call Now (Public Safety Employees Only): www.safecallnowusa.org or (206) 459-3020; Cope Hotline: (262) 377-COPE (2673) or online chat -COPEservices.org; Blue H.E.L.P.: bluehelp.org (800) 267-5463; National Suicide Prevention Lifeline: (800) 273-8255; **MPA Chaplain George Papachristou**: (262) 617-9153. Additional Resources: www.copsalive.com; Tearsofacop.com



Congratulations to these MPA Members that progressed their careers by promoting to the rank of Detective. Good Luck on your future!





Congratulations to these MPA Members that progressed their careers by promoting to the rank of Sergeant. Good Luck on your future! The MPA will miss your membership.



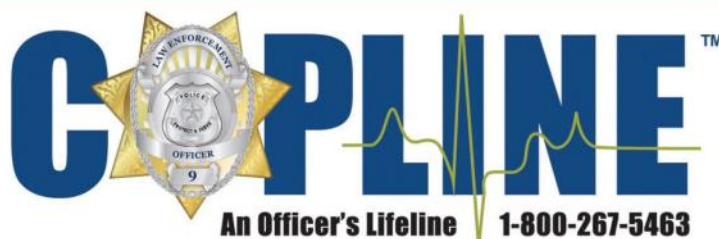


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Stop The Statistics
Of Law Enforcement
PTSD & Suicide

THE STIGMA STOPS HERE!



You do a great job keeping people safe. Make sure you take care of yourself. It's OK to **NOT** be OK. Help is available. **YOU MATTER!** 2020 saw 166 Police Officer Suicides, that is 166 too many! Please reach out if you are having thoughts of Suicide, or are feeling depressed or in despair.



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STAYING RESILIENT DURING TURBULENT TIMES IN POLICING

by Baron Dyer

Merriam-Webster's dictionary defines resilient as capable of withstanding shock without permanent deformation or rupture; tending to recover from or adjust easily to misfortune or change. That is exactly what law enforcement is currently experiencing. We are experiencing rupture and misfortune.

The misfortune is that on May 25, 2020, our profession changed as we know it. An incident in Minneapolis, Minnesota, sent shockwaves through our nation and beyond. Some of the citizens who we protect and serve each day do not trust the police anymore. They don't trust us because they believe what happened in Minneapolis and other related unfortunate incidents can happen to them.

What do we do about that? Do we as police officers turn our backs and give up? Absolutely not! Because 99% of police officers are exceptional in what we do, and we do it because it is a profession we love.

We have been ruptured, and now is the time to overcome it through our own form of resiliency. Here is how to accomplish that.

Of importance is to show your communities you are part of the 99% who put the uniform on daily and carry out their duties with dignity and pride

UNDERSTAND WHAT WE CAN'T CONTROL

Dr. Kevin Gilmartin, the author of "Emotional Survival for Law Enforcement," writes that the only thing we have control of is our "integrity and professionalism." We must understand we cannot control the actions of others.

We are currently faced with the prospect of police reform and police accountability bills. In my state of Connecticut, this is police reform Bill No. 6004. In many states, some kind of police reform is or has been put into motion and voted into law. What can we do about it?

First, we must trust that our leaders, chiefs, police lobbyists and advocates are fighting what they find wrong in these bills, but keep in mind, not all of what is in these bills is negative.

The main takeaway for officers is that these bills are meant to open the doors of transparency and maintain accountability. As officers, this is out of our immediate control, but what is still in our control is how we respond to the public.

UNDERSTAND WHAT WE CAN CONTROL

Of importance right now is to show your communities you are part of that 99%, the good men and women who put the uniform on every day and carry out their duties with dignity and pride.

Get out of your patrol vehicles and talk to people. Answer the questions they may have and show them you are human.

A short while ago in my department, a few of us were asked to speak to a committee of representatives who were looking to create a civilian review board for use-of-force complaints. I, as well as other officers, who spoke to the committee, were candid in our responses and expounded upon our beliefs. At the end of the meeting, everyone on the panel noted that not only were we forthcoming with information and honest in our answers but we also showed we were human, just like anyone else.

Do this on the road when you investigate incidents, or when people make unnecessary comments based on social media; be candid, be honest and be real. Nine times out of ten, those same individuals who viewed you as a “cop with a badge” will more than likely look at you from then on as an honest human being.

For that officer you work with who is on the fence, unsure of how this is going to play out in the end, remind him or her that there are always controversial times in policing. Not just now, or five years ago, but 10 and 20 years ago. Our profession has got through difficult times before and so will we. Five years from now, we will be going to a call for service with some changes in how we police but it will be the “norm” because we were resilient during this controversial time in policing and more than that, maintained how we treated people to continue our strong bonds with our communities.

A NOTE FOR SUPERVISORS

One thing my department does from the chief on down is to talk about the police reform bill. When there is an update, a change, a rumor, it is addressed. It is addressed in person and e-mails and leaders in the department – including captains and lieutenants – review what is going on, how it will impact us and how we will maintain our resiliency despite it all. All departments should do the same.

Both the formal leaders – sergeants and above – and even the informal leaders (the cops other officers look up to and respect), should do this. Talk about the current climate and show your officers that this is going to pass. There will be changes, but what you can control – your integrity and professionalism – will never change. That is how we will stay resilient during these turbulent times in policing.



Getting out of your patrol vehicles and connecting with your communities is a key part of policing. (Photo/New Britain Police Department)

This article was reprinted from the a September 1, 2020, post on Police1.com

About the author: Baron Dyer is a sergeant with the New Britain Police Department with over seven years of law enforcement experience. He is part of the Crisis Negotiation Team in New Britain and serves on the recruitment selection committee. He holds a Master of Public Affairs degree from the University of Texas Rio Grande Valley and a Master of Arts in Criminal Justice Degree from American Military University.

COCKTAIL CORNER

This edition of the Milwaukee Badge features Trustee Michael Lees' choice cocktail.
Great drink for the Holiday Season.

POMEGRANATE MARTINI

Ingredients

- 1/4 cup pomegranate juice
- 1 1/2 oz citrus vodka (orange or mandarin preferred)
- 1/2 oz Cointreau (you may substitute another orange liqueur like Triple Sec)
- 1/4 oz freshly squeezed lime juice
- 1/8 tsp orange blossom water (optional)
- 6-8 ice cubes
- 1 tbsp pomegranate seeds



Directions

Place all ingredients except for pomegranate seeds into a cocktail shaker along with ice cubes. Cover shaker and shake vigorously for a few seconds until well chilled. Scoop pomegranate seeds into the bottom of a martini glass. Strain cocktail into the martini glass and serve.

BLUE LINE CHAPEL

First and Third Thursday of the Month

Starting October 1st.

MPA Hall 6310 W. Bluemound Rd

- 6:00pm Light meal and refreshments
- 6:30pm Music and message

Please join us at 6:00PM for a light family dinner or just come for the worship gathering at 6:30PM. The worship gathering will consist of one or more songs, a life and profession related message focusing on the Bible, and a time for fellowship afterwards.

George Papachristou (262) 617-9153

NOTES FROM THE SECRETARY

by Danilo Cardenas

Happy Holidays! I just wanted to write a brief message to keep everyone updated on things the MPA Board of Trustee's has worked on for the membership in 2020. My first year as your Secretary/Treasurer has been exciting, a learning experience, and challenging. Those of you that know me understand I am not one to shy away from challenges, and that is why we have been working hard to protect the membership while continuing to improve the Association. We all certainly had some very big shoes to fill after the retirement of our last officers and the amazing job they had done for years.

In 2020 we represented members in over 210 PI/FPC-21's, filed 8 Grievances with the Chief, participated in an LESB Hearing, and filed over 10 disciplinary appeals to the FPC. We were successful in 4 grievances (filed for arbitration on 1), reduced discipline in 3 FPC hearing, to include reinstating two members, reached an agreement of reduced discipline in four hearings, and lost in three hearing, however one has been appealed to circuit court, and another is being considered for appeal. I provide this information to showcase that we are fighting for you!

In February we rolled out a text message application that allowed us to quickly put information out to the membership. This proved to be valuable as the unexpected pandemic struck the world and we were able to keep members informed of rapidly changing department wide mitigation attempts, and mask distribution. If you are an active member and have not received a text message from the MPA please contact the office and update your information and ask to have the text app updates as well.

I wish all of you a very happy holiday season and a blessed New Year! May 2021 bring you and your family joy and happiness.



WE BACK THE BLUE



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MILWAUKEE POLICE ASSOCIATION WATCH PRESENTATION



RETIRED AND RESIGNED

CONGRATULATIONS!!

<u>Name</u>	<u>Appointed</u>	<u>Retired</u>
HOPGOOD, TROY L	01/16/1995	05/03/2020
VAN ERDEN, STEVEN J	04/25/1995	05/11/2020
COLKER, LISA R	01/16/1995	05/30/2020
KLEMSTEIN, DENA M	01/16/1995	05/30/2020
LUNA, JOSE M	08/20/2001	05/31/2020
SCHNELL, PATRICIA A	08/24/1987	05/31/2020
NICHOLS, CRAIG W	01/16/1995	05/31/2020
REILLY, DANIEL T	04/01/2002	06/01/2020
HARTWELL, CYNTHIA	04/12/2004	06/01/2020
HUSTON, BRETT A	04/12/1993	06/06/2020
AGUILAR, CHRISTOPHER A	07/08/1991	06/13/2020
NOGALSKI, MATTHEW M	04/24/1995	06/14/2020
SARENAC, MICHAEL	04/12/1993	06/16/2020
ZIEBELL, DAVID R	06/19/1995	06/20/2020
PARKER, KELLY D	09/26/1994	06/28/2020
BURRIS, DEVLIN H	04/24/1995	07/01/2020
GOLDBERG, MATTHEW A	04/24/1995	07/15/2020
RUEDA, CURTIS J	04/12/1993	07/25/2020
COLKER, GREGORY T	03/18/1991	07/26/2020
PIONTKOWSKI, RANDY M	04/24/1995	08/08/2020
ROESKEN, CHRISTINA M	08/14/1995	08/14/2020
POLK, DEON A	08/14/1995	08/15/2020
GRAHAM, TIMOTHY B	08/14/1995	08/15/2020
WALKOWIAK, KENNETH G	08/14/1995	08/23/2020
CALDWELL, JOHN	12/02/1996	08/23/2020
CLAAS, DAVID L	08/14/1995	08/23/2020
DAVILA, CARLO J	08/14/1995	08/23/2020
INMAN, GARY W	01/16/1995	08/23/2020

RETIRED AND RESIGNED

CONTINUED

<u>Name</u>	<u>Appointed</u>	<u>Retired</u>
GORDY, RICHARD R	08/14/1995	08/23/2020
GORDY, VIRGINIA S	08/17/1992	08/23/2020
SMITH, CULLAN J	08/14/1995	08/25/2020
MOUTRY, ANDREW D	11/08/1993	08/25/2020
SANCHEZ, DENNIE J	05/11/1992	09/01/2020
ADAMEAK, MARCIE L	08/14/1995	09/05/2020
LAZO, ALFONSO	09/26/1994	10/03/2020
LITWIN, RICHARD K	04/24/1995	10/31/2020
WOULFE, MAURICE	04/24/1995	12/01/2020
LIBAL, CHARLES P	12/04/1995	12/11/2020
ESQUEDA SR, WILLIAM J	12/04/1995	12/12/2020
JACOBS, RICHARD C	12/04/1995	12/12/2020
JAMES, STEPHANIE L	12/04/1995	12/19/2020
WHITELEY, JERRY	12/04/1995	12/22/2020
CARRILLO, DANIEL	08/14/1995	12/26/2020

<u>Name</u>	<u>Appointed</u>	<u>Resigned</u>
GOMEZ III, RAFAEL	03/26/2018	05/15/2020
PURCELLI, LISA R	05/22/2006	06/20/2020
COLLINS, JAMES P	07/29/1996	06/24/2020
REID, NICHOLAS J	07/22/2013	06/28/2020
RUBLEE, MICHAEL J	07/12/2010	07/01/2020
ILIC, JOVICA	03/23/2020	07/06/2020
SANCHEZ, GABRIELA I	03/23/2020	07/07/2020
JEZIORSKI, ADAM R	12/04/2017	07/24/2020
MOORE, CHRISTOPHER T	07/26/2010	07/24/2020
RATZMANN, ERIC C	04/12/2004	08/05/2020
BRESSLER, KIRA L	07/26/2010	08/05/2020
FJELD, ERIC J	04/01/2002	08/06/2020
DELANEY, KENDRA L	03/22/2020	08/22/2020
AWE, SHAWN J	12/07/2015	09/04/2020
MATTIOLI, MICHAEL A	08/14/2006	09/09/2020

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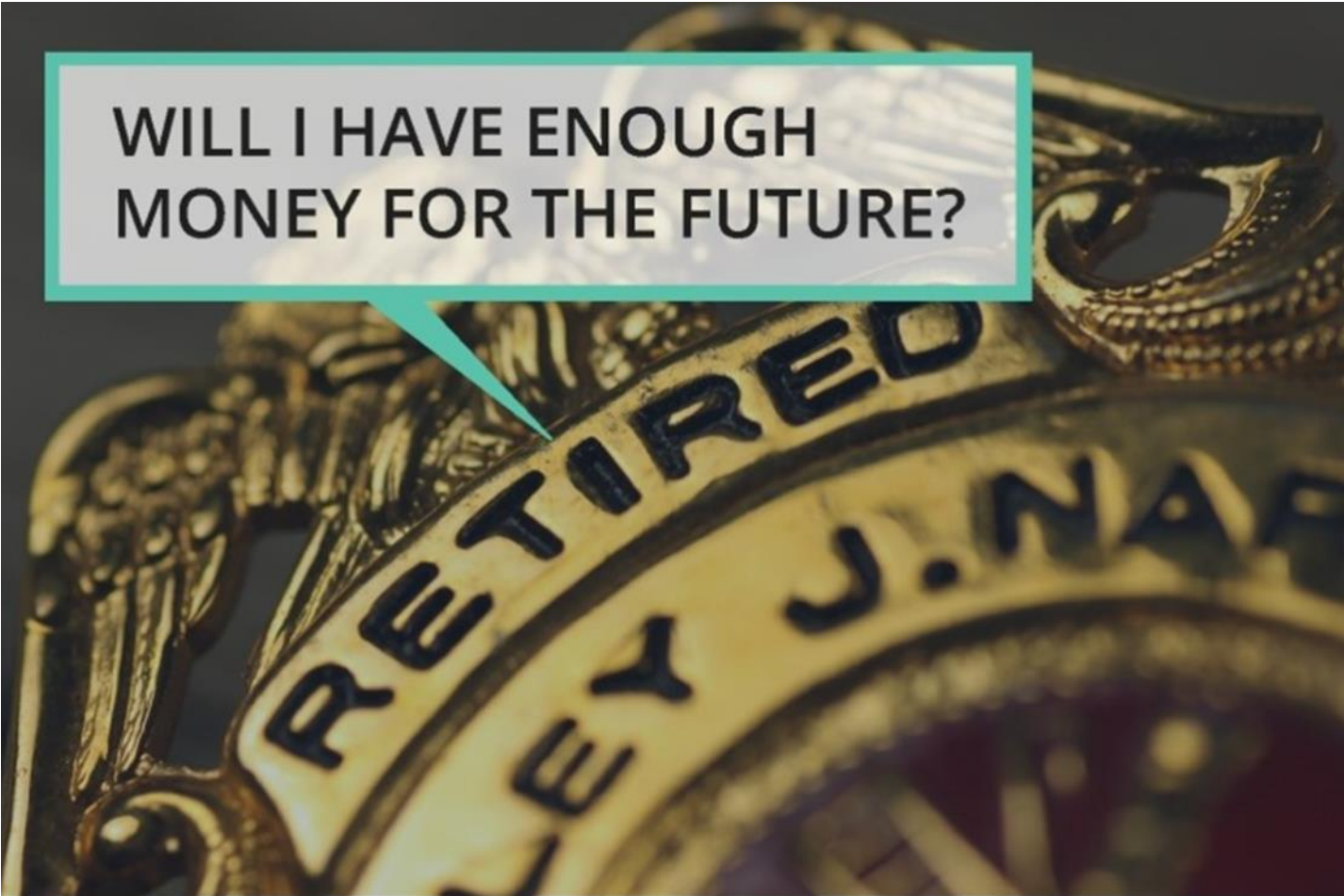
- Squad Accidents
- Motorcycle Accidents
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