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The FREEMAN

Waukesha County's Daily Newspaper

'I have no excuse for my actions'
County Sheriff's Department detective suspended for coming to shooting range shift late, intoxicated

By Matt Masterson
Freeman Staff

WAUKESHA — A Waukesha County Sheriff's Department detective was suspended for 20 days without pay after he showed up both late and intoxicated to a shift at the shooting range of the McMiller Sports Center in September.

Documents released through an open records request by The Freeman reveal Detective Shawn M. Friedbacher was served with the suspension in November, two months after he came to the shooting range on Sept. 15, 45 minutes late for his shift as a firearms instructor and reportedly with an "odor of intoxicants" as well as blood-shot eyes.

At the request of another detective, Friedbacher submitted to a preliminary breath test which read .047. While he was on the range with other officers, he was not directly overseeing any of the shooters on the line, according to the documents.

Friedbacher reportedly told his colleagues he had been out drinking the previous night, consuming somewhere between five and six 22-ounce beers before going to sleep by 11 p.m. He said his alarm did not go off the following morning, resulting in his being late for his 7 a.m. shift.

The previous day, the detective had also made an unauthorized modification to his shift, working from 11:15 a.m. to 4:30 p.m., instead of his scheduled 11 a.m. to 7 p.m. shift.

At a Nov. 4 Sheriff's Grievance Committee meeting, Sheriff Dan Trawick recommended the 20-day suspension after Friedbacher committed the following standards of conduct violations: unbecoming conduct, impairment while on duty or in uniform, failing to report for duty at the time and place required by position and assignment, and failure to work a full shift without being excused by a supervisor. He was also found to have violated policy and procedure regarding his attendance.

See **DETECTIVE**, PAGE 8A

United Way to merge Milwaukee, Waukesha County organizations

New president: Merger will pool resources, integrate customer service

By Sarah Pryor
Freeman Staff

WAUKESHA — United Way in Waukesha County and United Way of Greater Milwaukee are merging to create a new organization called United Way of Greater Milwaukee & Waukesha County, officials announced Thursday.

"This decision enables United Way to raise additional resources and help more people across Milwaukee, Waukesha, and southern Washington and Ozaukee counties," said Mary Lou Young, who has been named president and CEO of the new organization. "The change also allows United Way to maximize



Young

our customer service and increase our operational efficiency, ultimately resulting in additional dollars available for funding programs that improve lives and strengthen the

greater Milwaukee and Waukesha County communities."

Young said conversations about the merger have been going on since August 2013, and the Greater Milwaukee branch ultimately approached the Waukesha County branch to discuss joining forces.

"The driver is our cus-

tomers," Young said.

Previously, partners such as Aurora Healthcare, Froedtert Health, GE Healthcare, Husco International, UPS and Wells Fargo Bank interacted separately with both United Ways, according to a press release.

See **UNITED**, PAGE 8A

Truck catches fire after rolling in Town of Waukesha



Tim Snopek/Special to The Freeman

TOWN OF WAUKESHA — A pickup truck burns after rolling over in a field next to Oakdale Road at Crest Drive Thursday afternoon. Jennifer Wallschlaeger, public information officer for the Waukesha County Sheriff's Department, said a young man had been driving the truck in circles around the field when he lost control of it at approximately 4:45 p.m. The truck then rolled over and its engine burst into flame. Sheriff's Department deputies and Town of Waukesha firefighters responded to the blaze. No one was hurt, said Wallschlaeger.

State Senate leader Fitzgerald to pursue right-to-work bill

'We'll fight this every step of the way,' says AFL-CIO president

MADISON (AP) — The state Senate will act quickly to pass a bill making Wisconsin a right-to-work state, the Republican majority leader said Thursday, thrusting the issue into the forefront even though Gov. Scott Walker has repeatedly said he doesn't want the Legislature to take it up.

"We can't tiptoe through this session without addressing this," Scott

Fitzgerald said on WTMJ-Radio. "We're not tackling this six months from now. We're not tackling this a year from now. ... There's no way we avoid this issue. We have to deal with this issue right now."

Wisconsin became the focus of a national debate in 2011, when Walker signed into law Act 10, which effectively ended collective bargaining for most public-sector workers and



Fitzgerald

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no longer required them to join a union or have dues automatically deducted.

That triggered weeks of massive protests and led to a recall election against Walker that he won in 2012. Those events raised his profile to the point that he's considering a run for

president. So Walker may not want to stir up a new labor fight with that decision still looming, said Paul Secunda, labor law professor and program coordinator for Marquette Law School's Labor and Employment Law Program in Milwaukee.

"I see this being a more live issue in 2017 or 2018," Secunda said.

Walker didn't propose prohibiting unions from forcing private-sector workers to join or pay dues as a condition of employment in 2011, but has sup-

ported the concept and introduced a bill when he was a freshman member of the Assembly in 1993.

During his re-election campaign this year, Walker said right-to-work was not a priority and would be a distraction.

He repeated that position when asked about it Wednesday.

But Fitzgerald's comments indicate the Senate is going to move aggressively whether Walker likes it or not.

See **BILL**, PAGE 8A

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Volume 156,
Number 177

Fun Things To Do This Weekend

"Joy to the World," concert by Waukesha Choral Union, 7:30 p.m. today at St. Luke's Lutheran Church, 300 Carroll St., Waukesha, and 3 p.m. Sunday at St. Catherine's Church, W359-N8512 Brown St., Town of Oconomowoc. \$15 adults, \$13 students and seniors and \$4 for youth younger than 12. www.choralunion.org

Jazz Extravaganza, 7:30 p.m. today, UW-Waukesha Lunt-Fontanne Theatre, 1500 N. University Drive, Waukesha. \$5 general admission.

Horse-drawn carriage rides, 6 p.m. to 9 p.m. today, 1 p.m. to 5 p.m. Saturday, downtown Waukesha. \$5 per person or \$12 for a family. Through Dec. 27.

Pajama Time! Story hour, 6:30 p.m. to 7:30 p.m. today, Books & Company, 1039 Summit Ave., Oconomowoc. Winter and snow theme. www.booksco.com

Mistletoe Market Craft and Art Fair, 10 a.m. to 8 p.m. today and 10 a.m. to 4 p.m. Saturday, Waukesha County

Expo Center, 1000 Northview Road. \$3 admission, children 15 and younger are free. www.craftproductionsinc.com

Public Skywatch, 7 p.m. to 9 p.m. today, Retzler Nature Center, S14-W28167 Madison St., Town of Genesee. See the outdoor sky as you learn how to use a telescope and binoculars. A telescope will be available, but feel free to bring your own. \$2 donation per person is appreciated.

"Candy Cane Tales and Holiday Carols," 7:30 p.m. today and Saturday, 2 p.m. Sunday, Waukesha Civic

Theatre, 264 W. Main St., Waukesha. 262-547-0708, www.waukesha-civictheatre.org

Cookie Walk, 9 a.m. to 11 a.m. Saturday, First United Methodist Church, 121 Wisconsin Ave., Waukesha. Cookies sold by the pound. 262-542-4256.

First Saturday Delafield Contra Dance, lessons from 7 p.m. until the 8 p.m. dance Saturday, Prairie Hill Waldorf School, N14-W29143 Silver-nail Road, Town of Delafield. \$8 adults, \$5 for students. www.delafield-contra.com or 262-490-0769 for tickets.

WEATHER



Tomorrow:
Mostly sunny
High 33 / Low 23

See the complete forecast on back page



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FIVE-DAY FORECAST

TONIGHT
 Mostly cloudy
27


TOMORROW
 Mostly sunny
33/23

SUNDAY
 Mostly sunny
35/27

MONDAY
 Chance of rain and snow
35/26

TUESDAY
 Partly sunny
32/23

REGIONAL FORECAST



COMFORT INDEX
 What the air will feel like tomorrow, based on the temperature, humidity and wind speed.
 7
 1 poor; 10 excellent.

ALMANAC
 Statistics for yesterday
 High.....33
 Low.....20
 Normal High / Low.....37/24
 Precip. month to date.....31.11"
 Precip. year to date.....0.0"
 Snowfall yesterday.....0.0"
 Snow season to date.....5.3"
 Precipitation, Waukesha.....0.00"
 Precip. month to date.....0.03"
 Precip. year to date.....31.11"
 Snowfall yesterday.....0.0"
 Snow season to date.....5.3"

WIND CHILL TOMORROW
 A composite of the effects of temperature and wind on the human body.
 8 a.m. 17
 Noon 24
 4 p.m. 24
 8 p.m. 20

HEATING DEGREE
 An index of energy consumption indicating how many degrees the day's mean temperature was below 65 degrees.
 Yesterday.....38
 Month to date.....156
 Season to date.....1727
 Normal season to date.....1501

SUNSET
 Today.....4:18 p.m.
 Tomorrow.....7:09 a.m.

MOONRISE
 Tomorrow.....4:07 p.m.
 Tomorrow.....6:58 a.m.

NATIONAL FORECAST Saturday, Dec. 06, 2014



SOUTHEASTERN WISCONSIN
 Tonight: Mostly cloudy. Lows in the upper 20s. North winds up to 15 mph. Saturday: Mostly sunny. Highs in the mid-30s. North winds 10 to 15 mph.

WINTER RECREATION
 After some drizzle and fog early on Friday, dry and seasonably mild weather will move into the region for the weekend. Skies will be mostly sunny with high in the mid-30s Saturday and Sunday.

DRIVING CONDITIONS FOR SE WISCONSIN
 Dry and seasonably mild conditions over the weekend will keep the roads in good driving conditions. The next chance for some snow will approach Sunday night with rain and snow possible Monday.

TRAVEL ADVISORY FOR TOMORROW

ATLANTA High: 64 Low: 53	CHICAGO High: 38 Low: 27	DALLAS High: 60 Low: 50
DENVER High: 50 Low: 32	LOS ANGELES High: 68 Low: 56	MIAMI High: 79 Low: 66
MINNEAPOLIS High: 27 Low: 17	NEW YORK High: 53 Low: 32	PHOENIX High: 72 Low: 56
SEATTLE High: 52 Low: 44	ST. LOUIS High: 43 Low: 30	WASHINGTON High: 53 Low: 37

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LIVE LOVE WAUKESHA

Police cases converge to stir national debate

NEW YORK (AP) — From the White House to the streets of some of America's biggest cities, the New York chokehold case converged with the Ferguson shooting and other investigations to stir a national conversation Thursday about racial justice and police use of force.



Protesters rally against a grand jury's decision not to indict the police officer involved in the death of Eric Garner in Foley Square on Thursday in New York.

A day after a grand jury cleared a white New York City officer in the death of a black man, civil rights leaders pinned their hopes on a promised federal investigation. Demonstrators protested for a second night in New York, carrying replicas of coffins across the Brooklyn Bridge, and turned out in such cities as Denver, Detroit and Minneapolis. And politicians and others talked about the need for better police training, body cameras and changes in the grand jury process to restore faith in the legal system.

President Barack Obama weighed in, saying one of the chief issues at stake is "making sure that people have confidence that police and law enforcement and prosecutors are serving everybody equally."

At a news conference in New York after a night of protests led to 83 arrests, the Rev. Al Sharpton called the state-level grand jury system "broken" when it comes

to police brutality cases and urged federal authorities to fix it.

"The federal government must do in the 21st century what it did in the mid-20th century," he said. "Federal intervention must come now and protect people from state grand juries."

Still, federal civil rights cases against police officers are exceedingly rare.

In the past two decades, only a few such cases have reached trial in New York — most notably the one involving Abner Louima, who was sodomized with a broom handle in a police station in 1997. Several other high-pro-

file cases didn't come together.

That's largely because federal prosecutors must meet a high standard of proof in showing that police deliberately deprived victims of their civil rights through excessive force, said Alan Vinegrad, who as a federal prosecutor handled the Louima case.

Federal intervention "doesn't happen often and it shouldn't happen often," said James Jacobs, a constitutional law professor at New York University Law School. "They should only step in when the local prosecution was a sham."

Bill

From Page 1A

Fitzgerald also suggested trade unions could be exempt from the law, just as police and firefighters were excluded from the 2011 law. No other state has such an exemption, which would almost certainly be subject to a legal challenge, Secunda said.

Twenty-four other states, including neighboring Michigan, Indiana and Iowa, have right-to-work laws.

No bill has been drafted, Fitzgerald said, and he's looking at other states to see what may work in Wisconsin.

"We don't know yet what can or can't be done," he said.

Walker spokeswoman

Laurel Patrick repeated the governor's position Thursday without coming out against Fitzgerald's plan.

"As he has said previously, Governor Walker's focus is on growing Wisconsin's economy and creating jobs," Patrick said in a statement. "Anything that distracts from that is not a priority for him."

Republican state Rep. Chris Kapenga of Delafield has said he will introduce a right-to-work bill, and a longtime conservative activist this week announced the formation of a group called Wisconsin Right to Work to push the issue.

Supporters of right-to-work laws say they give workers more freedom since they aren't required to join unions or have dues deduct-

ed, and argue such laws help attract businesses. Opponents, including Democrats and labor unions, argue the laws are bad for workers, hurt the economy and are designed to weaken union power and political clout.

"We'll fight this every step of the way," said Phil Neuenfeldt, president of the Wisconsin AFL-CIO.

Democrats don't have the votes to stop a right-to-work bill in Wisconsin. Their leaders in the Senate and Assembly have urged Walker to stop the bill before it comes up for a vote.

Last year, 12.3 percent of private- and public-sector workers were members of unions in Wisconsin, just above the national average of 11.3 percent, based on figures from the U.S. Bureau of Labor Statistics.

Detective

From Page 1A

Neither the Sheriff's Department nor Friedbacher's union representative John Dillon were available for comment Thursday.

In a letter to Detective

Bureau Capt. Charles Wood, Friedbacher wrote that he had been out watching a Green Bay Packers game the night before his shift, and after waking up he did not believe he had any alcohol in his system.

"I have no excuse for my actions," he wrote. "I am

embarrassed for myself and feel like I let my wife, my family and my friends down by my actions. I also let the Sheriff's Department down. I take great pride in my job and I know that being an instructor is not to be taken lightly."

Email: mmasterson@conley.net

United

From Page 1A

"The single most question we'd get is 'Why is there a United Way in Waukesha,' because our customers and corporate partners' footprints cross both counties on a regular basis. It's easier for them, and it will be easier for us to provide better customer service if it's integrat-

ed," Young said. The organization will be headquartered in Milwaukee but will still maintain a strong presence and an office in Waukesha County. Former United Way in Waukesha County Executive Director Jayne Thoma is now the vice president of a center for community collaboration, which deals with volunteers.

"I'm excited about the

greater together vision. Sharing resources and best practices will ultimately result in increased resources for needs in both communities," Thoma said. "I'm also looking forward to increasing volunteer engagement. It's a great move for our community to better address needs and serve donors and customers."

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