



**GERMANTOWN POLICE DEPARTMENT**  
**UNIFORM PATROL DIVISION**

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**MEMORANDUM**

**DATE:** December 15, 2011  
**TO:** SPIRIT Award Committee Members  
**FROM:** Capt. Marc A. Molina  
**SUBJECT:** Nomination of Lt. William E. Stemmler III

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Please accept this nomination for Lt. William E. Stemmler III of the Germantown Police Department for the city's SPIRIT Award. Lt. Stemmler exemplifies every aspect of this award in his daily efforts and dealings within and outside of the police department. He has consistently shown his professionalism, dedication and devotion to the city, police department and the citizens of Germantown throughout his career. This is just a short list of the ways Lt. Stemmler excels at being a superb employee and deserving recipient.

Lt. William "Bill" Stemmler has been employed with the City of Germantown Police Department since 1997. During his tenure with the city, he has served in multiple capacities and roles, to include patrolman, detective and currently patrol lieutenant. In addition to serving as a proactive, professional officer, responding to calls for service and assisting citizens and the general public, Lt. Stemmler had many responsibilities as a patrolman. He served as a Field Training Officer, where he trained newly hired police officers to prepare them for their careers as law enforcement professionals. He also served as a crime scene officer and crisis intervention team member. As a patrolman, he maintained a high level of professionalism, service excellence, dedication, integrity and worked as a team member with other officers and supervisors. As a detective, Lt. Stemmler was very organized, and he investigated over 1200 cases, which resulted in over 350 arrests. As an investigator, he was the lead investigator on the Hacks Cross Creeper case and investigated homicides, burglaries and robberies. He continues to display these honorable characteristics to this day, in his role as a supervisor.

Lt. Stemmler has always taken a proactive role in performing his duties and serving the city. He actively engages subordinates, co-workers and the public. He continuously evaluates areas of concern and ways for improvement. He has repeatedly shown himself

to be able to respond under the pressure of highly stressful situations, deal with the general public in times of crisis, mentor officers under his supervision, and make the right decision whenever he is faced with an opportunity to do so. On numerous occasions, he has been able to calm irate, frantic, disorderly and non-compliant subjects with minimal effort, using his skills as a communicator. His innate ability to listen to people's concerns, identify areas in need of attention, quick response to take appropriate action in an efficient and timely manner and always maintain professionalism are truly talents he has refined. As a lieutenant, he has served on the midnight shift for the past 4 years. In that capacity, he has continued to perform in a productive, positive and supportive role to his subordinates, fellow co-workers and supervisors.

Lt. Stemmler constantly looks for ways to improve officer safety, training and reporting accuracy. Recently, Lt. Stemmler began researching and working on ways to better track and utilize CIT officers, utilizing new forms, ongoing training and reviewing policy and procedures. He has recognized officers' value and offered career and training advice for younger officers who are beginning to look at ways to develop themselves for future assignments and advancement. He is dedicated to developing quality employees and providing high quality service to the city and its citizenry by constantly offering training and guidance to officers on his shift. He took it upon himself to train officers on his shift in crime scene processing by holding a training class on-duty without being requested to do so. Lt. Stemmler has always been conscious of giving the city value by minimizing the use of overtime without jeopardizing quality or service. He has always been actively involved in daily patrol activities by patrolling and working side-by-side with his officers. This was demonstrated by his assisting detectives with using an investigation by interviewing an armed robbery victim to obtain a computerized description of the suspect, and his willingness to be out in the field and search for suspects under any circumstances. He was received the Optimist Club Officer of the Year in 2004 and the Lawman of the Year Award by the Germantown Kiwanis Club in 2009 for his efforts.

Lt. Stemmler has been recognized for his efforts in being innovative and taking initiative in proactive law enforcement. During times of suspected auto/home burglaries, Lt. Stemmler has deployed directed enforcement and used department assets to offer better surveillance, in order to assist in the detection and capture of burglary suspects. He is actively involved in reviewing police policies, so as to ensure they are current and effective. Lt. Stemmler is often observed addressing possible issues and potential concerns by taking the initiative to review calls with officers, offer training ideas and review the effectiveness of responses to calls. He has always served as a positive role model for others. His integrity as a police officer and person is beyond reproach. His honesty, dedication and ability to work with others are not only admirable, but genuine. Tasks and responsibilities are performed and completed in a timely manner, often within the same day of the request! He holds himself and those he works with to a high level of accountability and is dedicated to being a fair and just supervisor.

Lt. Stemmler is an exemplary police officer, supervisor and leader. He is a valuable asset to the City of Germantown, and he deserves the recognition of the city for his tireless efforts to provide the city with a top-notch, respected and highly respected police department.