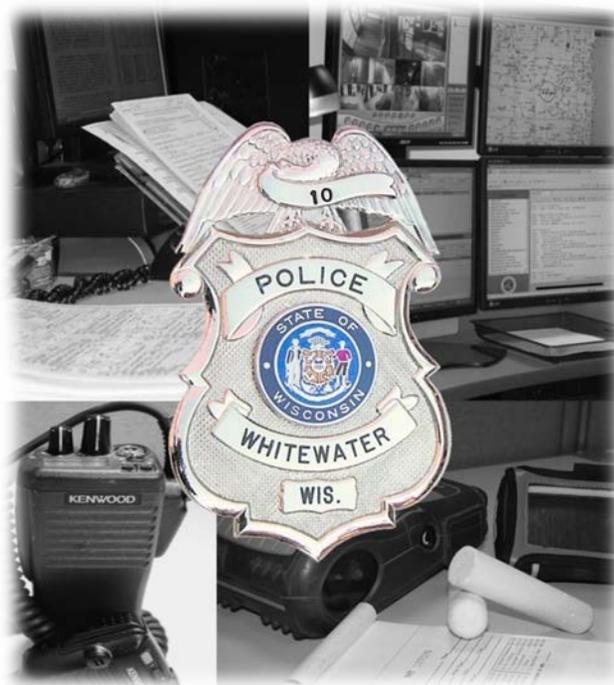


# **Whitewater Police Department**

## **2015 Annual Report**

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## **2016 Management Plan**



**Whitewater Police Department  
312 West Whitewater Street  
Whitewater, Wisconsin 53190**

**Non-Emergency Phone Number: (262) 473-0555**

**Emergency Phone Number: 9-1-1**

**[www.whitewater-wi.gov](http://www.whitewater-wi.gov)**

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## Introduction

I am pleased to present the Whitewater Police Department's 2015 Annual Report. Through the years the men and women of the Whitewater Police Department have worked diligently to maintain a progressive and professional law enforcement agency.

As we navigated through 2015, our most notable change came with two unexpected vacancies in the command staff of the organization. This unique situation provided the department with an opportunity to reanalyze the organizational structure of the department. With a critical eye, we sought to enhance departmental efficiencies and reassess the span of control of several key management and supervisory positions.

The past year brought forth a number of significant achievements to include the Department's re-accreditation through the Wisconsin Law Enforcement Accreditation Group (WILEAG). The department's first accreditation took place in 2001, through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The department was formally accredited through WILEAG in 2003, 2008 and 2012. This recognition is both an honor and a credit to every member of the department, as it took a team of highly dedicated personnel to ensure we were successful in our efforts to become reaccredited. Accreditation is essentially the culture within an organization. Accreditation isn't a certificate, but rather the adherence to foundational principals a department operates within through every facet of their profession. Accreditation standards were met because every member of our department sought to deliver a service that consistently follows each accreditation standard while maintaining strict adherence to department policies and procedures, all within the framework of the Department's mission and values statement.

With the reoccurring threats against our country and local community, the Whitewater Police Department continues to partner with the community, businesses, school districts, and city personnel to strengthen our united response to safety. The Whitewater Police Department hosted its 8th Citizen Police Academy in January and February. The six-week course provided members of the community with a hands-on opportunity to experience the profession of public safety. Our overall goal for the Citizen Academy has been to make our Department more accessible to the people we serve, and to work with the citizens in addressing issues of mutual concern. Through lecture, hands-on practical application and frank discussions surrounding public safety, we have sought to create goodwill ambassadors in our community. Each academy graduate leaves with the knowledge to better inform others about the nature of police work. Additionally, the department also hosted our third annual "By the Community for the Community" K9 5K/10K Run fundraiser and National Night Out event and presented several "Response to an Active Threat" trainings to our schools and community businesses. Members of the Detective Bureau also created and implemented the department's official Facebook page.

The department responded to several high profile crimes which were a serious threat to public safety and created a great deal of concern and fear throughout the community. Department members solved a bank robbery in February, a rooftop BB gun shooting incident in July that injured several citizens, a string of car entries, a vehicle theft, a child sexual assault, and a home invasion burglary with residents present in January and February. Thanks to the dedicated efforts of the dispatchers and responding patrol officers and detectives, each of these crimes was solved in a short duration of time.

The department continues to appreciate the assistance from the volunteer Cadet Program. The Cadet Program provides students from universities and area technical colleges with an understanding of the functions and responsibilities of local government. In 2015, the Cadets assisted the Citizen Academy during the drunken

driving, room clearing and firearms presentations, conducted traffic control for several parades, participated in hosting our annual K9 run and National Night Out event, and participated in several undercover alcohol abatement programs.

In closing, I would like to extend my appreciation to all the men and women of the Whitewater Police Department. The foundation of the Whitewater Police Department continues to be our trusted and loyal personnel who have dedicated their careers to the law enforcement profession. We strive to be leaders in policing for our community as we model strong character, honorable service and commitment to excellence. With the support of the Police and Fire Commission, Common Council, city management team, and city support personnel, we will continue to proudly serve the city of Whitewater into 2016 and beyond.

*Lisa K. Otterbacher  
Chief of Police*





# Whitewater Police Department Mission Statement

We strive to be leaders in policing for our community and models of character, honor, service, and excellence. We resolve to develop a creative and problem solving workforce dedicated to innovation and meeting the challenges of tomorrow. In times of crisis, we strive to defend public safety, maintain order, and restore a sense of personal wholeness. Our goal is to protect and serve our diverse and dynamic community with integrity, dignity, and respect.

## Values Statement



**COMMITMENT TO SERVICE** - Maintain an enduring commitment to serve the people of our community

- The Whitewater Police Department will maintain a commitment to serving the varied needs of our community, both in times of crisis and in peace.
- We understand that dedicated service is far larger than self and encompasses duty to the city, state, and nation at different times.
- Commitment to service inspires strength under adversity, swift protection of those in need, innovative problem solving, and planning for the future.



**LEADERSHIP** - Lead with a success-oriented mindset

- We will be leaders in our community and consistently demonstrate a success-oriented mindset.
- Leadership requires understanding, initiative, and goal-setting to achieve positive results and find solutions.
- To that end, we must maintain outstanding law enforcement capabilities and inspire others by example.
- We expect to lead and be led in the course of our duties, but in the absence of orders, we will adapt and take the right action at the right time for the right reasons.



**JUSTICE** - Demonstrate integrity, fair treatment and wisdom in all our duties

- We will demonstrate integrity, fair treatment, and wisdom in all our duties.
- Justice is at the heart of our law enforcement mission, and it is based on impartial and empathetic treatment of all people.
- Members of the community rightly expect employees of our department to live out the highest standards of behavior and professionalism.
- Therefore, we will maintain honor and dignity in all situations, make judicious decisions, and prompt others to do the same.



**COMPASSION** - Treat people with compassion and attempt to restore a sense of wholeness

- We will treat all people in a courteous and understanding manner regardless of race, gender, lifestyle, religion, or circumstance.
- We shall provide compassion and sincerity to those who are in need, show concern and empathy for the victims of crime, and treat violators of the law with fairness and dignity.
- We will seek to rebuild a sense of wholeness after a crisis in an effort to help restore what was lost.
- We consider compassion to be the cornerstone of humanity and social connection.



**PARTNERSHIP** - Work in partnership and unison with the community as a whole

- We will maintain a strong partnership with our community, working collaboratively to maintain public safety and fight crime.
- Partnership fosters confidence and real understanding that we are much stronger working together than apart.
- Partnership also develops a bond of trust over time, which is absolutely necessary to develop an enjoyable, family friendly community to live, work, and play.



**PRIDE** - Take pride in the law enforcement profession and achieve personal excellence in policing

- We will honor the law enforcement profession, those who came before us, and those courageous enough to follow in our footsteps.
- We take pride in our ability to solve the challenges of tomorrow.
- We continually strive to achieve personal excellence in our work, our demeanor, and our service to the community. Our training is never complete.
- In every situation that arises, we will strive to maintain honor and dignity for all.

*"Protecting Our Community"*

## 158 Years of Professional Policing

In 1858 the first two law enforcement officers, James Shrom and Dominic O'Donnell, were hired to patrol what was then the Village of Whitewater. S.D. Ferguson was later appointed Village Marshall. The town was patrolled primarily on foot, with outlying areas covered by horseback.

With the dawn of the 20th Century came new and innovative ways to serve the incorporated City of Whitewater. The first motorcycle began to patrol the streets, criminals were now fingerprinted and telephone lines extended throughout the city into the police station. In 1911, George Gill was appointed the first Chief of Police. In the early 1900's an officer's salary was established at \$55 per month.

The Great Depression-era of the 1930's saw the police department battling the effects of prohibition while policing with very meager resources. In 1952 a civilian Police and Fire Commission was created to oversee the hiring and discipline of officers. By the 1950's the city's population had grown and so too had the size of the Police Department, comprised then of seven sworn officers.



The 1960's brought change, turmoil, and reform. The Vietnam War, social unrest, and the battle for civil rights brought protests and demonstrations to the UW-Whitewater campus. In 1970 an arson fire destroyed a famous campus landmark, "Old Main". By the early 1970's the Police Department had grown to 20 officers. In 1971, Whitewater was distinguished as the first city in the State of Wisconsin to install a 911 system. Although the overall crime rate remained stable, the City experienced its first homicide in 1977.

In the 1980's the Whitewater Police Department entered the age of technology with computers, a fax machine, and a new radio system. In 1990, the first fully sworn female officer was hired. Throughout the 1990's the Department saw continued organizational growth and development. In 2008, we increased our sworn staff to 24 officers, the first increase in sworn staffing since the late 1980s.

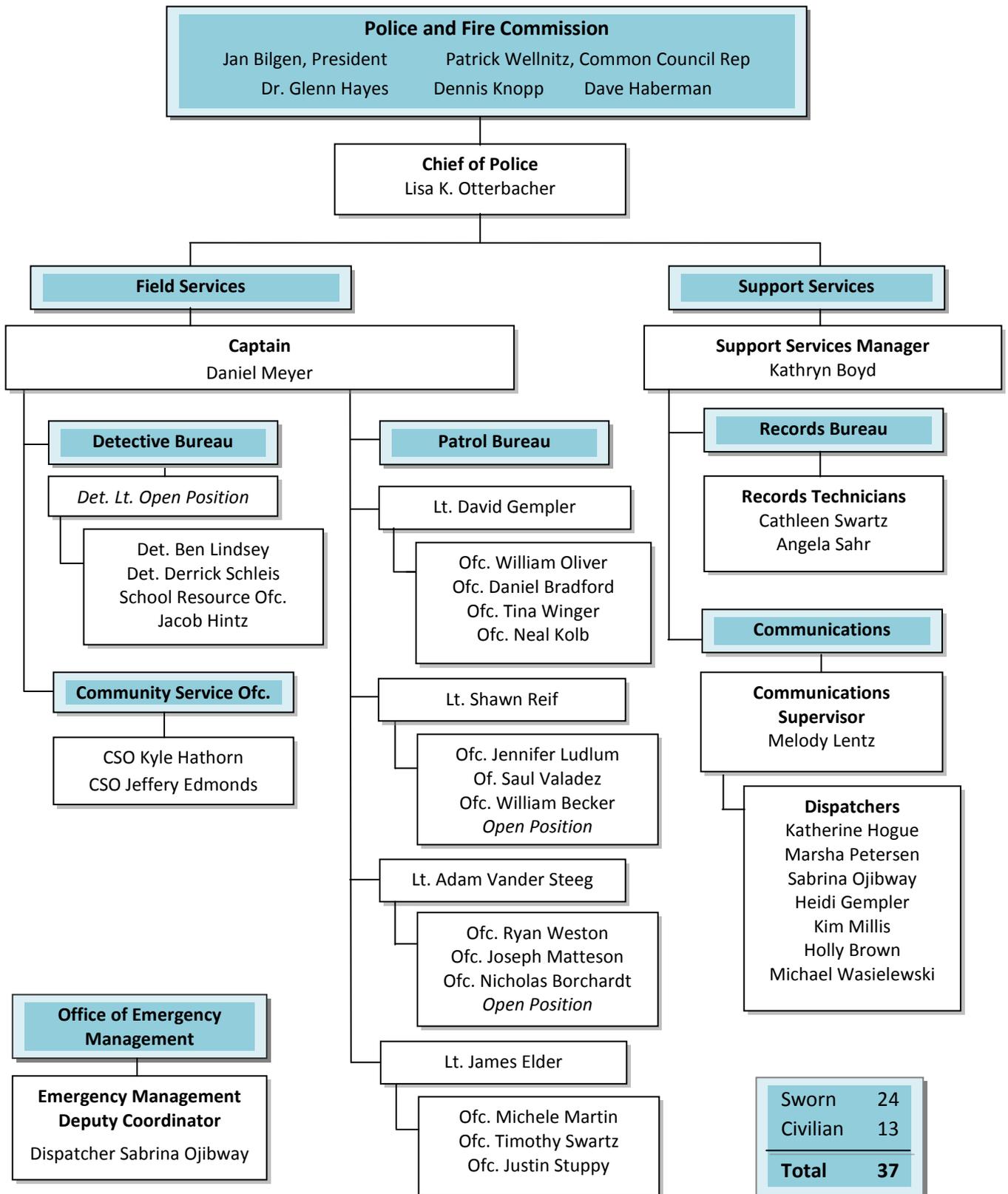


Today, the Whitewater Police Department has 37 members who remain dedicated to professional policing and committed to public service. The Department is accredited through Wisconsin Law Enforcement Accreditation Group (WILEAG), which ensures that we adhere to best practices and maintain sound policies and procedures that are compliant with governing laws. In order to keep up with continually changing crime trends, technology, and laws, we

develop up-to-date strategic plans that provide a roadmap of where we have been and where we intend to go. Whitewater remains safe in part due to the department's commitment to crime prevention initiatives and our diligence to proactively enforcing municipal and criminal violations. We stand united, ready to partner with our community to counter crime and promote safety and security in Whitewater.

### Whitewater Police Department Organizational Chart

as of December 31, 2015



## **Police and Fire Commission**

Police and Fire Commissions date back in time, nearly a century ago, when the Wisconsin Legislature enacted a measure establishing such commissions as municipal bodies. Recognizing the critical role of police officers and fire fighters in assuring the public's safety, the legislature believed that by creating an independent body, one that no political party could come to dominate, the selection and removal of police officers and fire fighters would be insulated from the vagaries of partisan politics.

The statutory powers, duties, and responsibilities of a Police and Fire Commission are significant. A commission has authority to appoint, suspend, or remove the Chief of Police, to approve appointments and promotions, to hear appeals of disciplinary action or to impose discipline.

The City of Whitewater Police and Fire Commission was established in 1952 and was created in pursuant to Chapter 2.28 of the Whitewater Municipal Code as well as Wisconsin State Statutes. In 2010, the Common Council voted to change the commission's name to the Police Commission considering there was no oversight of the volunteer fire department. The commission consists of four citizen members and one member of the Common Council appointed by the City Manager/Common Council. The addition of a Common Council representative also occurred in 2010. In January of 2013, the Common Council voted to add Fire back to the commission's name. The citizen member's terms are for a five year period. We have been very fortunate over the years to have had many thoughtful and dedicated citizens serve our community as Police and Fire Commissioners.



## **Chief of Police**

Our Chief of Police is the highest level management position within the police department. The Chief of Police is ultimately responsible for the complete control, operation and representation of the Whitewater Police Department and its employees. Work involves supervising departmental activities, formulating and enforcing departmental rules of conduct, developing policies, coordinating activities with outside agencies, preparing and justifying operational budgets, making recommendations for hiring, promotions, commendation and discipline, setting individual and departmental goals and objectives, and representing the city and the department to the general public, governmental agencies, news media, etc. Work is performed under the general supervision of the City Manager and the Police and Fire Commission.

*"Protecting Our Community"*

## **Field Services**

The Field Services provides the uniformed patrol, investigation, training and community service for the Department.

**Field Services Commander** – Our Captain is responsible for a wide range of duties including: internal affairs, audit and inspections, planning and research, personnel and training, policy development, accreditation, directing the field operations of the Department and facilitating the delivery of police services to the community. This position acts as an advisor for his/her subordinates by providing the necessary level of guidance and assistance required by first line supervisors and patrol officers to accomplish their tasks in an efficient and effective manner and organizational functions designed to enhance the efficiency, effectiveness, and professional competence of employees of the Department. The Captain is an upper management, command level position and serves as second-in-command of the Department.

**Lieutenant** - Our Lieutenants are first-line supervisors who direct the field operations of the department and who facilitate the delivery of police services to the community. These individuals act as advisors for their subordinates by providing the necessary level of guidance and assistance required by the patrol officers to accomplish their assigned tasks in an effective and efficient manner. Duties are performed under general supervision of the Captain

**Patrol Officer** – Our Patrol Officers are entry level sworn positions responsible for the protection of life and property through the enforcement of laws and ordinances. Work involves patrolling assigned areas, responding to calls for service, investigating crime, conducting traffic enforcement, apprehending violators, protecting victims and property, and responding to emergency situations. Duties are performed under general supervision of a Lieutenant.

**Detective Lieutenant** – Our Detective Lieutenant is responsible for managing and directing the investigative function of the Department. This individual directly supervises assigned personnel and performs complex investigations and necessary follow-ups of crimes against persons and property. The Detective Lieutenant also works closely with internal elements of the Department, other law enforcement and Criminal Justice agencies, and with the general public in the reporting, investigation, and prosecution of offenders.

**Detective** – Our Detectives perform complex investigations and necessary follow-ups specializing in crimes against persons and property occurring in the City of Whitewater. These individuals work closely with internal elements of the department, other governmental agencies, and the general public in the reporting, investigation and prosecution of offenders.

**School Resource Officer** - Our School Resource Officer is assigned to investigate sensitive crimes, property offenses, acts of violence, and drug/alcohol violations that involve juveniles as suspects or victims. In addition to investigative work, the Juvenile Officer acts as a liaison between the police department and the school system. The School Resource Officer is responsible for educational presentations and the patrol and supervision of various school functions.

**Community Service Officer (CSO)** - Our Community Service Officers work in part-time, limited term, non-sworn, para-professional positions responsible for performing limited law enforcement and animal control functions for the department. Work involves parking enforcement, traffic direction, park patrol, motorist assist, recovering lost/found property, code enforcement, crossing guard duties, funeral escort, traffic and crowd control at civic events, pickup and delivery duties, and other miscellaneous tasks as may be assigned.



Captain  
Daniel Meyer



Detective  
Ben Lindsey



Detective  
Derrick Schleis



School Resource Officer  
Jacob Hintz



Lieutenant  
David Gempler



Lieutenant  
Shawn Reif



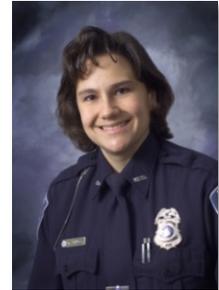
Lieutenant  
Adam Vander Steeg



Lieutenant  
James Elder



Patrol Officer  
William Oliver



Patrol Officer  
Tina Winger



Patrol Officer  
Daniel Bradford



Patrol Officer  
Neal Kolb



Patrol Officer  
Michele Martin



Patrol Officer  
Timothy Swartz



Patrol Officer  
Ryan Weston



Patrol Officer  
Jennifer Ludlum



Patrol Officer  
Saul Valadez



Patrol Officer  
William Becker



Patrol Officer  
Nicholas Borchardt



Patrol Officer  
Justin Stuppy



CSO  
Kyle Hathorn



CSO  
Jeffery Edmonds

*"Protecting Our Community"*

### K9 Unit

**K9 Officer** – Our K9 Officer is responsible for the protection of life and property through the enforcement of laws and ordinances. Work involves partnering with a police canine, training of the canine, patrolling assigned areas, responding to criminal, suspicious, traffic, and unusual situations as directed; investigating crime, gathering evidence, apprehending violators, solving problems, protecting victims and property, responding to emergency situations, completing appropriate paperwork, crime prevention presentations, and other related duties as required. Duties are performed under general supervision of a Lieutenant.

### **K9 Unit Year in Review**

Boomer is trained in detecting the odor of narcotics such as marijuana, methamphetamine, cocaine, heroin, and their derivatives and is primarily used on traffic stops, school searches and building searches. In addition, he is trained on tracking passive individuals including children and the elderly.

Since Boomer's deployment, he has reliably alerted to the source of the odor of narcotics by biting, scratching, and/or barking. The lack of detecting the presence of drugs supports that Boomer will not randomly alert on vehicles for reasons other than detecting the odor of narcotics. Much of Boomer's training includes rooms and vehicles with both the presence and absence of drugs.

In 2015, Boomer assisted with narcotics sniffs at local schools. Public demonstrations included: Whitewater Police Department Citizen's Academy, Lincoln Elementary School, Washington School, Lima Center 4H, UW-Whitewater Law Enforcement Workshop, Whitewater Public Library, Lion's Club, and National Night Out.



K9 Officer  
Joseph Matteson



Canine  
Boomer

<b>2015 Deployments</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sept</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Total</b>
Traffic Stops by K9 Unit	4	16	6	4	2	6	11	3	8	7	-	2	<b>69</b>
Vehicle Sniffs – Assists	5	5	1	4	4	2	7	4	3	4	1	2	<b>42</b>
Building Sniffs	-	2	-	1	-	-	-	-	1	-	-	1	<b>5</b>
Narcotic Detection	-	-	-	1	-	-	-	-	-	-	-	-	<b>1</b>
Search Warrants	-	-	-	-	-	-	1	-	1	-	-	-	<b>2</b>
Lost Adults	1	-	-	-	-	-	-	-	-	-	-	-	<b>1</b>
Demonstrations	-	2	-	2	1	2	3	1	-	-	-	-	<b>11</b>
<b>Total Deployments</b>	<b>10</b>	<b>25</b>	<b>7</b>	<b>12</b>	<b>7</b>	<b>10</b>	<b>22</b>	<b>8</b>	<b>13</b>	<b>11</b>	<b>1</b>	<b>2</b>	<b>131</b>
Arrests	3	2	3	1	-	6	6	2	5	2	-	3	<b>33</b>
Training Hours	17	19	28	28	19	18	22	21	16	17	17	19	<b>241</b>

**Support Services Bureau**

The Support Services Bureau is the communications, clerical and records component of the Department.

**Support Services Manager** – This is a non-sworn, supervisory position responsible for the management of the records and communications staff of the Police Department. Work involves supervision of the clerical staff in maintaining the official records of the police department, assisting in preparation and monitoring of the departmental budget, and oversight of the department computer system. Additional responsibilities include oversight of the department payroll, monies collected, and support to the administrative staff.

**Records Technicians** – Our Records Technicians provide clerical support for the administrative staff and police officers to include transcription of interviews and dictation, maintenance of the filing system, computer data entry, record keeping, development and updating of documents, and assistance to the general public both by telephone and in person.

**Communications Supervisor** - The Communications Supervisor supports the operations of the communications center. This individual acts as an advisor by providing the necessary level of guidance and assistance required by the dispatchers to accomplish their assigned tasks in an effective and efficient manner.

**Dispatcher** – Our Dispatchers provide communications services for the City of Whitewater Police, Fire and EMS as well as the University of Wisconsin – Whitewater Police Services. Duties include answering emergency and non-emergency phone lines, operating our radio system, monitoring unit activity for response and well being, maintaining accurate records, maintaining station security by video monitors and speakers, and assisting the general public by telephone and in person.



Support Services Manager  
Kathryn Boyd



Communications Supervisor  
Melody Lentz



Dispatcher  
Katherine Hogue



Dispatcher  
Marsha Petersen



Dispatcher  
Sabrina Ojibway



Dispatcher  
Heidi Gempler



Dispatcher  
Kim Millis



Dispatcher  
Holly Brown



Dispatcher  
Michael Wasielewski



Records Technician  
Cathleen Swartz



Records Technician  
Angela Sahr

### **Office of Emergency Management**

The Office of Emergency Management coordinates the planning for the City of Whitewater's response to natural and man-made disasters.

**Emergency Management Coordinator and Deputy Emergency Management Coordinators** - The Emergency Management Coordinator and Deputy Emergency Management Coordinators work closely with City government, the fire department, EMS, and with the county emergency management director in matters of mutual concern. Duties include conducting training, development of policies and procedures, management of grants, and the readiness of our Emergency Operations Center.

### **Office of Emergency Management Year in Review**

In 2015, the Whitewater Office of Emergency Management continued to be staffed by Emergency Management Coordinator Todd Lindert, and Deputy Emergency Management Coordinators Ryan Dion and Sabrina Ojibway. The review and update of the current Emergency Operation Plan was completed, reviewed by department heads and brought before the common council for approval. An Emergency Action Plan for the Old Stone Mill Dam was developed by Ayres Associates and reviewed and approved by the Streets/Park Superintendent & City Forester, the Emergency Management office, the Chief of Police, the Fire Chief, the WDNR State Dam Safety Engineer and the Regional Water Management Engineer for Walworth County.

On June 23<sup>rd</sup>, all members of the Emergency Management office assisted with the set up of the Whitewater Emergency Operations Center for the WILEAG Accreditation on-site and fielded questions from the assessment team regarding emergency management responsibility, planning and training. On July 21<sup>st</sup>, Deputy Coordinator Ojibway attended training put on by Wisconsin Emergency Management that dealt with assessing and documenting disaster damage immediately after an event and before a federal disaster request. In 2015, Coordinator Lindert obtained his Basic Instructional Design certificate and Basic Instructor certificate through FEMA.

In August, Deputy Coordinator Ojibway participated in National Night Out; which is an annual event to inform the public about various police and community programs. Literature on emergency preparedness was made available and hands-on demonstrations were held during this event.

During 2015, there were no snow emergencies issued or storms that necessitated the activation of the tornado sirens. The spring/summer season resulted in a few storms that moved through the city and resulted in minor damage (i.e. down tree limbs/power lines and power outages), no infrastructure was affected. There were no incidents that resulted in the activation of the Emergency Operation Center.

It is the goal of this office to continue training and conducting exercises with city employees, UW-Whitewater officials and both Jefferson and Walworth County Emergency Management agencies in 2016. We will be planning for a full scale exercise to be conducted in tandem with a June statewide drill involving Wisconsin Emergency Management and the Wisconsin National Guard. It is our hope that additional training in the field of emergency management will be obtained by all three members. Finally, the annual review and update of the current Emergency Operation Plan will be completed. Most importantly, the Whitewater Office of Emergency Management will remain committed to providing emergency preparedness and overall safety to the city and citizens of Whitewater.

### Personnel Changes

#### APPOINTMENTS



Holly Brown  
*Dispatcher*  
February



Justin Stuppy  
*Patrol Officer*  
March



Jeff Edmonds  
*CSO*  
May



Mike Wasielewski  
*Dispatcher*  
November

#### AWARDS & COMMENDATIONS



*Officer of the Year:*  
Officer Derrick Schleis



*Training Officer of the Year:*  
Officer Ryan Weston

#### PROMOTIONS

Ben Lindsey, *Detective*, January  
Derrick Schleis, *Detective*, September  
Dave Gempler, *Lieutenant*, September  
Shawn Reif, *Lieutenant*, September  
Adam Vander Steeg, *Lieutenant*, October  
James Elder, *Lieutenant*, October  
Dan Meyer, *Captain*, November

#### RETIREMENTS

Timothy Gray, *Lieutenant*, August

#### RESIGNATIONS

Ellen Reddy, *Dispatcher*, January  
Brian Uhl, *Captain*, August  
Cathy Pierce, *Dispatcher*, October

## Specialized Programs

**Accreditation** - Accreditation is a process by which a police department comes into compliance with a body of standards which covers virtually every aspect of a law enforcement operation. Accreditation formally recognizes, through an outside source, the quality of our organization, the caliber of our personnel, and serves to place the Whitewater Police Department among the elite in law enforcement agencies in the State of Wisconsin.

**Bicycle Patrol** - Bicycle patrol provides an alternate and highly visible means of policing special events and areas of the city which are inaccessible by motor vehicle and promotes greater interaction with citizens of the community. Specially trained officers on all-terrain bikes are involved in targeted patrol, crime prevention, public relations, special operations, and bike safety.

**Cadet Program** – The Cadet program was created to provide students from University or area Technical Colleges with a better understanding of local government, its functions and responsibilities. Cadets are given the opportunity to experience various trainings, in a non-sworn capacity, to help foster potential future law enforcement careers. Cadets assist with traffic control during parades and special events and participate in alcohol abatement and speed watch assignments.

**Citizen Academy** - In an effort to enhance our community policing effort, the Whitewater Police Department has developed a citizen police academy. The academy is designed to provide selected members of the community with a hands-on look at the important job of law enforcement. The curriculum covers such topics as criminal investigation, police ethics, firearms training, officer survival techniques, crime prevention, first aid, court procedures, tactical operations, and police administration. Various members of the department act as instructors for the course.

**Communications Training Officers Program** – Communications Training Officers (CTO) use their knowledge, skills and abilities to train and evaluate new telecommunicators utilizing a structured CTO program. The one-on-one instruction introduces the basic theories, practices and guidelines for daily application in the dispatch communications environment.

**Crime Prevention** - The mission of the Whitewater Police Department includes crime prevention among its areas of greatest concern. The department is committed to the development and fostering of community based crime prevention efforts. We have developed a crime prevention team which consists of officers from each shift.

**Department Newsletter** - In 1995, the Whitewater Police Department introduced a highly successful newsletter. The quarterly publication promotes a feeling of belonging, teamwork, and community policing among our employees. Although the newsletter is directed at our own members, it is made available to interested city officials, citizens, and members of the local law enforcement community. The newsletter is aimed at making a positive statement about our people and our organization.

**Field Training Officers Program** - Field Training Officers are responsible for training and educating new officers through a very comprehensive and structured program. The intense training prepares recruit officers to face and correctly respond to a wide range of physically and mentally challenging situations.

**Honor Guard** - The Honor Guard is a voluntary unit comprised of uniformed officers of the Whitewater Police Department. The Honor Guard represents our department and our city at funerals and special events.

**ID/Evidence Technicians** - Evidence Technicians are trained and equipped to process crime scenes, e.g. fingerprints, photographs, collection and preservation of evidence. Evidence Technicians allow for the rapid response to situations, which may require the gathering of evidence in a timely manner.

**McGruff Program** - The McGruff the Crime Dog safety project started in December of 1992. Using the universally recognized McGruff Dog, children are taught to say no to drugs, alcohol, vandalism, gangs, molestation, and abuse. McGruff's primary function is to bring his message to the elementary school children through public appearances in the Whitewater area. McGruff is always accompanied by a uniformed officer.

**Sensitive Crimes Investigations** - Recognizing the intense and painful psychological and social pressures placed on the victims of sensitive crimes, the Whitewater Police Department approaches the investigation of such offenses with great sensitivity for the victim and with the unique skill afforded by a specialized Sensitive Crimes Investigative Team. The team is comprised of officers who are responsible for the investigation of complaints related to sexual assault and child abuse/neglect that require specialized training and intervention.

**Unified Tactics Instructors** – These officers are responsible for the development and presentation of various tactical skills and techniques to other Department personnel. These instructors are specifically responsible for training and educating officers in defense and arrest tactics, emergency vehicle operation, and in firearms qualification and proficiency.



Accreditation



Bike Patrol



Citizen Academy



Defensive Tactics Instructors



Emergency Vehicle Operation



Firearms Instructors



ID/Evidence Technicians



Honor Guard



McGruff the Crime Dog

### Community Involvement

The Whitewater Police Department is committed to many of the precepts of a community-oriented philosophy of policing such as our emphasis on problem solving, addressing quality of life concerns, and in developing partnerships with our community. The following photos illustrate some examples of the way in which our personnel reach out and interact with our community throughout the course of the year.



Citizen Academy



LINCS Elementary School Spring Fling



4<sup>th</sup> of July Parade



Fairhaven Senior Living Tour of Police Department



LINC'S Law Enforcement Luncheon



Special Olympics Law Enforcement Torch Run



Washington Elementary Appreciation Lunch



National Night Out



Active Threat Training for the Community



Whitwater Fire Department Pancake Breakfast



K9 Fundraising 5K/10K Run/Walk Kiddie Run



*Keeping the Community Safe*  
UW-Whitwater Police Department  
Whitwater Fire Department and Rescue Squad  
Whitwater Police Department

## Maintaining Professional Policing

It is crucial for the community to have confidence in its police department. The internal affairs function of the Whitewater Police Department is an important checks and balance system for the maintenance of professional conduct. The integrity of a law enforcement agency depends on the personal ethics and discipline of each employee.

It is the policy of the Whitewater Police Department to promptly investigate allegations of misconduct or wrongdoing by department members and to take appropriate action to discipline, change policy, or exonerate the employee.

The Department encourages citizens to bring forward legitimate complaints regarding misconduct by employees. It also recognizes that malicious and false accusations are sometimes made. Nevertheless, all allegations must be properly investigated so as to ensure the integrity of the Department and our employees. This is accomplished through an internal system of investigation and review founded on objectivity, fairness, and justice.

At the conclusion of 2010, the Internal Affairs Policy was modified to include all citizen complaints other than informal operational or procedural concerns that were answered during an informal meeting with a supervisor.

This summary of 2015 citizen complaints was compiled in accordance with the Internal Affairs Policy. Complaints received during 2015, which were handled via informal inquiry, are not included in this report.

An internal affairs investigation can result in five different findings:

- Unfounded:** Investigation indicates that the allegations are false.
- Sustained:** The allegations are supported by sufficient evidence to conclude they are true.
- Not Sustained:** Insufficient evidence to either prove or disprove the allegations.
- Exonerated:** Investigation indicates that the incident occurred, but was justified, lawful, and proper under the circumstances.
- Policy Failure:** The investigation revealed that the allegations are true; however, the employee was acting in accordance with an established department policy.

A sustained disposition may result in disciplinary action ranging from a written/verbal reprimand, suspension, demotion or dismissal.

In 2015, the Whitewater Police Department received ten (10) citizen complaints. The complaints alleged improper conduct by an officer or unlawful use of authority by the police department.

1. A complaint was received via the web based citizen complaint process. The complainant claimed a dispatcher was not helpful with a parking situation during a winter snowfall. After review of the phone call recording the department found no evidence of policy or prioritization error of the incoming calls for service. The dispatcher was found to be fair and reasonable in her explanation of city ordinances. The complaint was found to be Exonerated.
2. The complainant met with Lt Gray and indicated that he wasn't read his Miranda warning and the officer applied unnecessary force when he took the complainant into custody. After reviewing incident reports, video, corresponding written documentation and interviewing personnel involved, it was determined officers followed proper procedures when handling and affecting the arrest. The investigation supported that the incident occurred, but that officers were justified, lawful and their actions were proper under the circumstances. The complaint was found to be Exonerated.

3. This complaint was received verbally through Captain Uhl. The complainant indicated that she felt that an officer harassed her by stopping her for suspended registration and later traveled past her home. After reviewing incident reports, video, corresponding written documentation and interviewing personnel involved, it was determined that the officer had probable cause for the stop and had traveled to her home in an attempt to deliver the citation in lieu of mailing it as the printer had failed during the traffic stop. The investigation supported that the incident occurred, but that the officer was justified, lawful and his actions were legal under the circumstances. The complaint was found to be Exonerated.
4. Captain Uhl received an anonymous phone call from a complainant stating officers violated federal law by illegally making people wait for a dog to search their car. After reviewing incident reports, video, radio recordings, CAD time entries, corresponding written documentation and interviewing personnel involved, it was determined that the officer had probable cause for the stop and the vehicle stop was within the federal mandates recently released in 2015 specific to K9 searches. The investigation supported that the allegations were false. The complaint was found to be Unfounded.
5. Sergeant Gempler received an anonymous phone call by a complainant who stated that he had observed an officer driving an identified squad car run the stop sign on S. Franklin Street at the railroad tracks. After reviewing incident reports, video, radio recordings, corresponding written documentation and interviewing personnel involved, the investigation supported that the incident occurred, but it was determined that the officer was justified due to officer safety concerns. The incident was lawful and the officer's actions were legal under the circumstances. The complaint was found to be Exonerated.
6. Captain Uhl received a complaint via email advising that the complainant felt that the detective had mentally abused him during an interrogation. After reviewing incident reports, video, radio recordings, corresponding written documentation and interviewing personnel involved, it was determined that the complainant's email contradicted the interview footage. The complainant did not return Captain Uhl's follow-up inquiries. The investigation supported that the complaint was unfounded as the allegations were false. The complaint was found to be Unfounded.
7. Chief Otterbacher received a complaint from a tavern manager, via the City Manager, regarding the reoccurring practice of Whitewater police officers conducting walk-through's in his tavern. The complainant advised he felt the actions of the officers were viewed as anti-business and borderline harassment. After reviewing incident reports, video, radio recordings, corresponding written documentation and interviewing personnel involved, it was determined that the officers have the authority and expectation to walk-through taverns as a proactive measure to ensure public safety, ensure adherence to local and state laws, deter disorderly and criminal behavior and encourage professional working relationships with tavern staff and patrons. The investigation supported that the incident occurred, but that the officers were justified, lawful and their actions were legal under the circumstances. The complaint was found to be Exonerated.
8. Chief Otterbacher received a complaint advising that Whitewater officers violated the City's code of ethics policy regarding their failure to provide fair and equitable treatment because officers granted special consideration to another. After reviewing incident reports, video, corresponding written documentation and interviewing personnel involved, it was determined that the officers followed appropriate protocol surrounding issuing warnings for noise violations. The investigation supported that the incident occurred, but that the officer was justified, lawful and his actions were legal under the circumstances. The complaint was found to be Exonerated.

9. Chief Otterbacher received a six page complaint via fax advising that Whitewater officers unnecessarily harassed, physically assaulted, illegally entered a residence, executed an unfair arrest and displayed prejudice against the complainant's heritage. The complainant shared that she suffers from mental illness and clinical depression and currently resides in Alaska. After reviewing incident reports, video, corresponding written documentation and interviewing personnel involved, it was determined that the officers followed department policy, state statutes and protocols surrounding health and human services mandates and sought mental health intervention plans. The complaint was found to be Exonerated.
  
10. Captain Meyer received a complaint from the web based citizen complaint process. The complainant indicated that she had been touched inappropriately by an unidentified male. The complainant's friend tried to physically confront a group of males that the friend believed were involved in the incident. The responding officer had to decentralize the friend to make him stop confronting the group of males. The complainant reported that she believed the officer should have been more sensitive to what happened to her and her friend who was defending her. During the investigation, the complainant would not respond to provide additional details. After review of the available video, corresponding written documentation and interviewing personnel involved, the officer was found to have acted appropriately and within policy. The complaint was found to be Exonerated.

### Wisconsin Unified Crime Reporting Index Offenses

**TOTAL INDEX CRIME** decreased by 9% in 2015, according to the Office of Justice Assistance. This is due to a decrease in property crimes.

Violent Crime Offenses	2014		2015	
	# offenses	loss amount	# offenses	loss amount
Murder/Non-Negligent Manslaughter	-	\$0	-	\$0
Forcible Rape *	2	\$0	5	\$0
Robbery	4	\$718	3	\$4,390
Aggravated Assault	12	\$0	14	\$0

\* There were nine additional sexual assault incidents; three incidents were classified as forcible fondling, five incidents were classified as sex offenses-other and one was classified as ejaculate/excrete on victim (Note: these numbers are not reflected in the Wisconsin Unified Crime Reporting Index Crime statistics.)

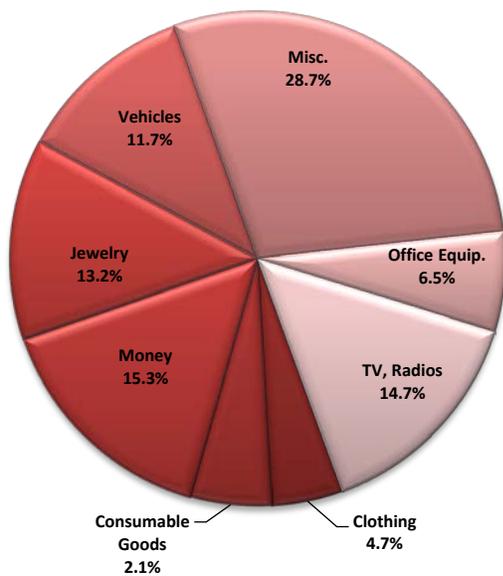
Property Crime Offenses	2014		2015	
	# offenses	loss amount	# offenses	loss amount
Arson	2	\$253,988	0	\$0
Burglary	43	\$43,646	42	\$50,878
Motor Vehicle Theft **	5	\$18,240	3	\$13,100
➤ 1 van, 1 car and 1 moped – keys left in 1 vehicle				
Thefts (breakdown of thefts below)	227	\$61,481	197	\$43,844
▪ All Other	55	\$22,156	64	\$14,795
▪ Motor Vehicle Parts/Accessories	11	\$1,339	4	\$390
▪ Bicycles	9	\$3,184	14	\$2,672
▪ Coin Operated Machines	-	\$0	3	\$320
▪ From Motor Vehicles	70	\$16,947	40	\$7,598
▪ From Buildings	46	\$11,567	42	\$15,999
▪ Pocket Picking	-	\$0	-	\$0
▪ Purse Snatching	-	\$0	-	\$0
▪ Shoplifting	36	\$6,288	30	\$2,070
<b>Grand Total of All Offenses</b>	<b>295</b>	<b>\$378,355</b>	<b>263</b>	<b>\$112,212</b>

\*\* All of the motor vehicles were recovered, but none of the thefts was cleared by arrest or exceptional clearance.

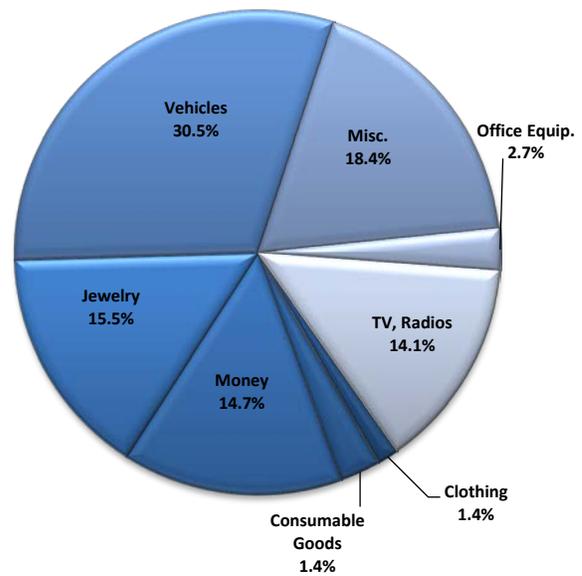
### Property Stolen vs. Property Recovered

Type of Property	Stolen	Recovered	Recovery Rate
	dollar amount	dollar amount	percentage
Clothing and Furs	\$5,237	\$622	12%
Consumable Goods	\$5,922	\$1,153	19%
Currency, Notes, Etc.	\$17,183	\$6,291	37%
Jewelry and Precious Metals	\$14,757	\$6,630	45%
Locally Stolen Motor Vehicles	\$13,100	\$13,100	100%
Miscellaneous	\$32,228	\$7,885	24%
Office Equipment	\$7,309	\$1,175	16%
Televisions, Radios, Stereos	\$16,476	\$6,047	37%
<b>2015 Total</b>	<b>\$112,212</b>	<b>\$42,903</b>	<b>38%</b>
<b>2014 Total</b>	<b>\$124,085</b>	<b>\$48,643</b>	<b>39%</b>

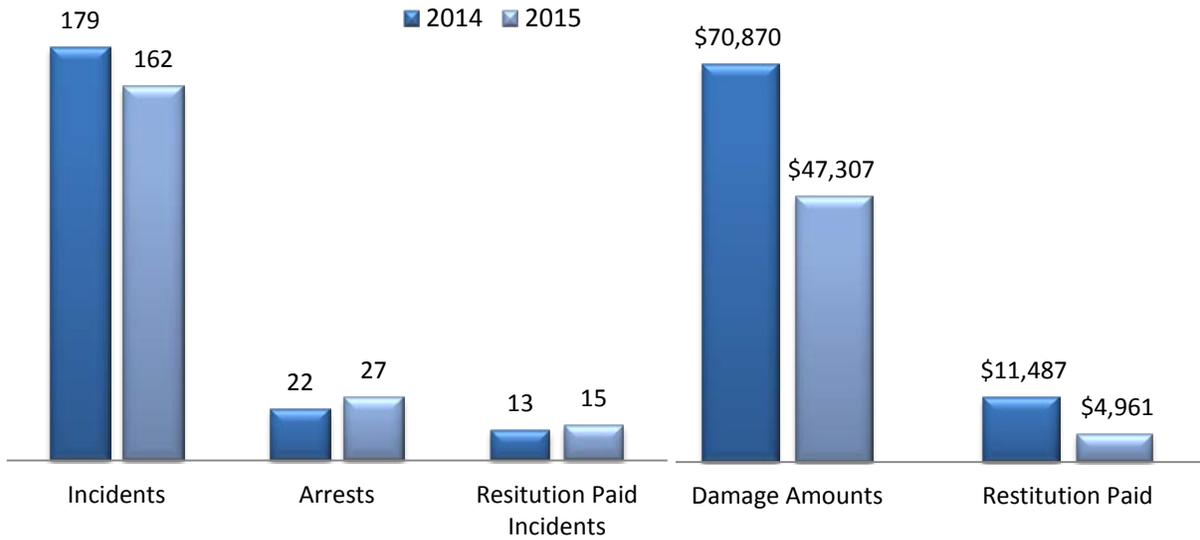
Stolen Property



Recovered Property



### Incidents Involving Criminal Damage



### Monthly Breakdown of Charges

Month	Adult	Juvenile	Total
	# of charges	# of charges	# of charges
January	199	25	224
February	257	20	277
March	291	13	304
April	270	16	286
May	297	17	314
June	206	6	212
July	232	22	254
August	210	21	231
September	258	31	289
October	364	32	396
November	239	23	262
December	170	19	189
<b>Total</b>	<b>2,993</b>	<b>245</b>	<b>3,238</b>
<b>Monthly Average</b>	<b>249</b>	<b>20</b>	<b>270</b>

### Comparison of Charges (Adult and Juvenile) by Year by Category

Type of Charge	2011	2012	2013	2014	2015
	# of charges				
Abuse of Hazardous Substance	-	-	1	-	-
Animal Cruelty	-	1	1	-	4
Animal Ordinance Violations	17	13	8	9	2
Arson	1	-	1	2	-
Assault (Aggravated)	7	11	14	11	16
Assault (Other)	32	32	43	30	50
Bail Jumping	65	42	37	36	27
Burglary	22	13	16	27	8
Burglary Tools - Possess	-	1	-	-	-
Cause < 18 to Listen/View Sex Activity	-	-	2	-	1
Cigarette/Tobacco Violation	12	14	1	5	11
Citations Written for Parking Tickets	4	-	-	2	2
City License Violations	-	-	-	1	-
Contribute to Delinquency	1	2	-	-	1
Contribute to Truancy	3	1	5	3	12
Controlled Substance – Possession	66	106	83	114	134
Controlled Substance – Sale/Manufacturing	22	60	58	25	14
Court Order Violation	1	3	3	10	7
Criminal Damage	37	45	35	22	27
Criminal Trespassing	5	3	7	10	4
Curfew	20	10	18	24	19
Disorderly Conduct	330	368	309	297	358
Duty to Aid Victim/Report Crime	-	-	-	1	-
Embezzlement	-	12	1	-	-
Emergency Detention/Protective Custody	50	36	41	41	60
Failure to Obey Officer	15	24	14	20	18
False Imprisonment	-	6	3	2	7
Fireworks - Sell/Discharge without Permit	1	4	-	1	2
Forgery and Counterfeiting	10	4	-	9	7
Fraud	53	33	16	33	14
Harbor / Aid Felon	-	-	-	-	2
Illegal Blood Alcohol Content (IBAC)	95	95	92	86	64
Impersonate Peace Officer	-	1	4	-	-
Intentionally Neglect Child	-	-	-	6	5
Kidnapping	-	2	-	-	-
Lewd and Lascivious Behavior	1	-	2	-	1
Liquor Laws	575	385	268	306	520

Type of Charge (continued)	2011	2012	2013	2014	2015
	# of charges				
Littering	2	1	5	2	-
Manufacture / Delivery of Drug Paraphernalia	-	-	-	-	2
Mental Harm of Child	-	-	4	-	8
Motor Vehicle Theft	2	2	4	-	-
Murder & Non-Negligent Manslaughter/Attempt	-	3	-	1	-
Negligent Handling of Burning Materials	-	-	-	-	1
Noise	38	27	28	41	51
Obstruct/Resist Officers	37	36	40	48	50
Offenses Against Family and Children	2	4	-	-	-
Open Burning Permit Violation	-	-	1	1	-
Operate Auto While Under the Influence (OAWI)	103	104	115	113	98
Park Regulations	1	-	2	-	-
Pornography / Obscenity	5	-	3	-	6
Possession of Drug Paraphernalia	52	81	55	84	108
Prostitution (Enticement)	2	6	2	-	1
Reckless Endangering Safety	3	-	-	9	4
Registered Sex Offender Violations	1	1	-	-	2
Robbery	-	1	6	5	2
Runaway	5	11	7	5	2
Sex Offenses (Other)	5	3	4	2	4
Sexual Assault – 1 <sup>st</sup> Degree	6	10	5	2	0
Sexual Assault – 2 <sup>nd</sup> Degree	13	6	9	2	2
Sexual Assault – 3 <sup>rd</sup> Degree	-	-	1	1	1
Sexual Assault – 4 <sup>th</sup> Degree	1	-	1	-	2
Solicitors/Peddlers Prohibited	2	-	-	-	-
Stolen Property	1	5	-	2	5
Theft (Except Motor Vehicle)	84	81	112	111	86
Throw/Discharge Bodily Fluid at Public Safety Worker	-	-	-	2	1
Traffic Offenses	1,568	909	1,050	1,033	1,143
Traffic Ordinance Violations	4	1	1	2	1
Truancy	32	19	25	17	32
Warrants Served - Local	136	114	103	101	106
Warrant/Pickups for Other Agencies	127	111	103	106	114
Weapons (Conceal/Possess/Negligent Use)	5	8	4	5	2
Zoning Violations	5	4	1	6	6
<b>Total</b>	<b>3,687</b>	<b>2,875</b>	<b>2,774</b>	<b>2,834</b>	<b>3,238</b>

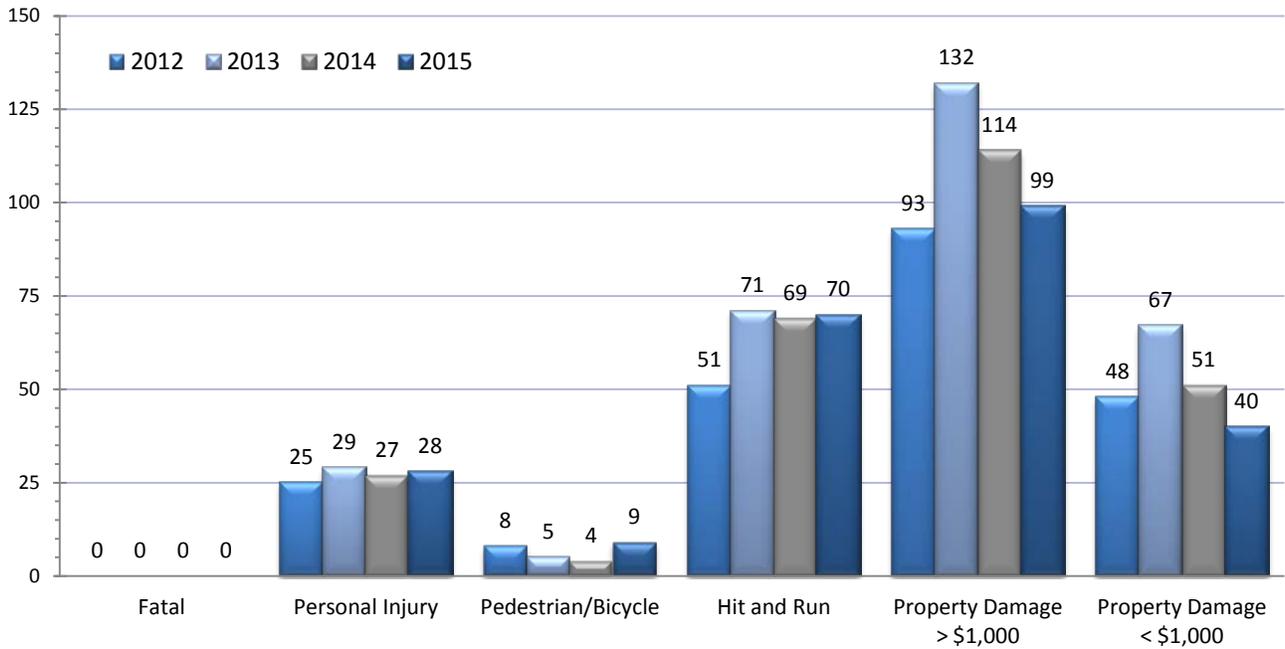
### Comparison of Juvenile Charges by Age by Category

Type of Charge	12 & under	13-14	15	16	17	Total
	# of charges					
Assault (Aggravated)	-	-	1	-	-	1
Assault (Other)	-	1	1	2	1	5
Cigarette/Tobacco Violation	-	-	3	4	4	11
Controlled Substance – Possession	-	-	2	2	4	8
Court Order Violation	-	-	4	-	-	4
Criminal Damage	3	-	1	1	1	6
Disorderly Conduct	17	22	17	7	6	69
Emergency Detention/Protective Custody	-	2	1	1	-	4
Fail to Obey Officer	-	-	-	-	1	1
Fireworks - Sell / Discharge without Permit	-	1	-	-	-	1
Liquor Laws	-	-	2	4	16	22
Obstruct/Resist Officers	-	-	2	-	-	2
Pornography / Obscenity	-	2	-	-	-	2
Possession of Drug Paraphernalia	-	-	1	1	1	3
Runaway	-	-	-	2	-	2
Sex Offenses (Other)	-	-	1	-	-	1
Sexual Assault – 3 <sup>rd</sup> Degree	-	-	1	-	-	1
Sexual Assault – 4 <sup>th</sup> Degree	1	-	-	-	-	1
Theft (Except Motor Vehicle)	1	-	4	-	4	9
Traffic Offenses	-	1	-	12	17	30
Traffic Ordinance Violations	-	-	-	2	-	2
Truancy	1	2	7	6	13	29
Warrant Served – Local	-	-	-	2	-	2
Warrant / Pickups for Other Agencies	-	3	2	1	2	8
<b>Total</b>	<b>23</b>	<b>38</b>	<b>52</b>	<b>50</b>	<b>82</b>	<b>245</b>

### Comparison of Juvenile Charges by Age by Year

Year	12 & under	13-14	15	16	17	Total
	# of charges					
2011	28	47	27	50	88	240
2012	15	27	50	71	61	224
2013	18	26	27	44	59	174
2014	21	26	31	43	74	195
2015	23	38	52	50	82	245

**Motor Vehicle Accidents by Category by Year**



**Motor Vehicle Accidents by Year by Month**

Month	2011	2012	2013	2014	2015
	# accidents				
January	20	29	19	42	34
February	25	23	47	32	20
March	21	15	27	22	25
April	13	12	16	18	27
May	17	17	24	18	20
June	14	13	15	15	16
July	18	17	17	15	17
August	17	14	20	14	11
September	25	17	32	26	22
October	19	26	21	26	29
November	17	11	30	20	19
December	17	31	36	17	6
<b>Total</b>	<b>223</b>	<b>225</b>	<b>304</b>	<b>265</b>	<b>246</b>

**Miscellaneous Activity Comparisons by Year**

Type of Activity	2011	2012	2013	2014	2015
	# activities				
Calls for Service	7,888	7,294	7,482	8,071	8,208
Emergency Medical Calls	516	685	735	848	816
Activity Logs *	231	177	201	199	259
Traffic Stops *	3,822	2,290	2,169	2,378	2,118
Family Disturbances	35	35	38	59	78
Noise Complaints	408	386	425	357	372
Animal Complaints	312	283	280	260	266
False Alarms	114	66	94	71	111
Bike Licenses Issued	23	17	21	25	9

\* Officer Initiated Activities

Officer unobligated time focused on crime prevention initiatives, response to major crimes and corresponding follow-up, oversight and implementation of large scale public safety events such as National Night Out, active response training, meetings with tavern owners and community safety presentations.

**Persons Held in City Temporary Holding Facility by Year**

Sex of Person	2011	2012	2013	2014	2015
	# of persons				
Total Persons Incarcerated	8	8	7	7	3
> Male	7	6	5	6	3
> Female	1	2	2	1	0

In accordance with Wisconsin State Statutes and Wisconsin Law Enforcement Accreditation Group (WILEAG) accreditation mandates, the annual inspection found our temporary holding facility to be in compliance with all statutory and departmental requirements, and in an orderly condition.

**Parking Activity Comparisons by Year**

Type of Activity	2011	2012	2013	2014	2015
	# activities				
Parking Tickets Issued	4,027	3,872	3,321	4,059	4,194
Parking Permits Issued**	297	348	363	336	164
> Resident	275	318	325	302	151
> Employee	22	30	38	34	13
Parking Revenue	\$ 99,332	\$ 126,767 *	\$ 114,252 *	\$134,918 *	\$125,661.57*

\* Includes all revenue obtained from parking tickets, honor box parking and parking permit fees. Previous years totals only include revenue from parking tickets. All revenue collected is deposited in the city of Whitewater general fund.

\*\* The city changed to yearly parking permits starting in June of 2014.

**Open Records Requests**

Type of Request	2011	2012	2013	2014	2015
	# requests				
Incident Reports (to government agencies)	1,032	1,121	1,098	1,265	1,212
Incident Reports (to public)	465	472	479	451	457
Motor Vehicle Accident Reports	191	147	236	159	163
Background Checks	632	637	705	742	706
➤ Alcohol Beverage License Applicants *	44	42	47	45	50
➤ Beverage Operators License Applicants*	214	174	224	192	208
Miscellaneous	4	5	8	6	19
<b>Total Requests</b>	<b>2,324</b>	<b>2,382</b>	<b>2,526</b>	<b>2,623</b>	<b>2,557</b>

\* Breakdown included in Background Checks total.

**Personnel Training and Overtime**

Type of Statistic	2011	2012	2013	2014	2015
	# hours				
Training Hours	1,871	2,136	2,538	1,982	2,506
Overtime Hours (less Holiday)	3,624	4,136	3,165	3,595	3,683
Holiday Hours Worked Overtime	1,119	997	973	995	1,077

**Presentations and Outreach Programs**

Type of Statistic	2011	2012	2013	2014	2015
	# presentations				
Presentations/Outreach by WPD Personnel	21	25	40	36	43

- Active Threat Response – Whitewater Unified School District Staff and City Library
- Army National Guard Site Security – Whitewater Army National Guard
- Bicycle Safety – Golden State Foods
- Career Preparation – UW-Whitewater Legal Eagles Learning Community
- Community Safety at Whitewater Fire Department’s Pancake Breakfast
- DAAT, Dispatch Presentation, Drug Enforcement Training, Evidence Technician, Room Searches/Clearing, Sensitive Crimes, Simmunitions, TASER Instruction, and Vehicle Contacts – Citizens Academy
- Drugs/Alcohol Abuse for Middle Schoolers – Whitewater Middle School
- Drunk Driving and Safe Ride Community Event at Walmart
- Internet Safety – Association for the Prevention of Family Violence
- K9 Unit Presentations – Citizens Academy, LINCS School, UW Whitewater Class Workshop, Lima Center 4H, UW Whitewater Class, LINCS, Washington School, Whitewater Public Library, Lion’s Club, National Night Out
- McGruff the Crime Dog appearances –National Night Out
- Run, Hide, Fight Presentation – Whitewater Unified School District Staff, Cambridge School District, and Fort Health Care
- Sexual Assault/Domestic Violence/Sexual Harassment – Whitewater High School Health Class
- Standardized Field Sobriety Test (SFST) – Citizens Academy and Volunteer Cadets
- “State of the Department” Safety Trends – Fairhaven
- Summer Safety – LINCS Elementary School
- Police Work Information and 911 Safety – Auntie’s Helping Hand Daycare

## 2015 Accomplishments and 2016 Management Plan

### I. MISSION:

The Whitewater Police Department's mission is to strive to be leaders in policing for our community and models of character, honor, service, and excellence. We resolve to develop a creative and problem solving workforce dedicated to innovation and meeting the challenges of tomorrow. In times of crisis, we strive to defend public safety, maintain order, and restore a sense of personal wholeness. Our goal is to protect and serve our diverse and dynamic community with integrity, dignity and respect. Department values include "Commitment to Service", "Leadership", "Justice", "Compassion", "Partnership", and "Pride".

### II. INTRODUCTION:

I am pleased to present the 2016 Whitewater Police Department Management Plan. Through the years the men and women of the Whitewater Police Department have worked diligently to maintain a progressive and professional law enforcement agency. There are a variety of quantitative and qualitative measurements that can help define the performance and effectiveness of a law enforcement agency. How people feel about their police and how safe they feel in their community are two important measures; we believe the outline of our 2015 accomplishments and comprehensive list of 2016 goals and objectives are solid examples of the department's collective commitment to the city and citizens of Whitewater.

### III. DEPARTMENT ACCOMPLISHMENTS

Last year we were very successful in meeting many of our organizational goals and team objectives. Many of our goals were developed from challenges experienced in previous years coupled with a vision for the future of our organization and the community. As we navigated through 2015 our most notable change came with two unexpected vacancies in the command staff structure of the organization. This unique situation provided the department with an opportunity to reanalyze the organizational structure of the department. With a critical eye we sought to enhance department efficiencies and reassess the span of control of several key management and supervisory positions.

Taking a comprehensive look at our organizational effectiveness provides an opportunity to review existing procedures and assess if the addition, modification, or possible elimination of a process may enhance the operational effectiveness of our organization.

The past year brought forth a number of significant achievements to include the Department's re-accreditation through the Wisconsin Law Enforcement Accreditation Group (WILEAG) governing board in 2015. This recognition is both an honor and a credit to every member of the department, for it took a team of highly dedicated personnel to ensure we were successful in our efforts to become reaccredited. Accreditation is essentially the culture within an organization. Accreditation standards were met because every member of our department sought to deliver a service that consistently adheres to each accreditation standard while maintaining strict adherence to department policies and procedures, within the framework of the Department's Mission and Value Statements.

With the reoccurring threats against our country and local community, the Whitewater Police Department continues to partner with the community, business and school districts and city personnel to strengthen our united response to safety. The Whitewater Police Department hosted it's 8th Citizen Police Academy January-February, 2015 Our overall goals for the Citizen Academy has been to make our Department more accessible to the people we serve, and to work with the citizens in addressing issues of mutual concern. Each academy graduate will have the knowledge to better inform others about the nature of police work. Additionally, the department also hosted our third annual "By the Community for the Community" K9

fundraiser and National Night Out events and presented several “Response to an Active Threat” training to our schools and several community businesses. Members of the Detective Bureau also created and officially implemented the department’s official Face Book page.

The department continues to utilize and embrace the volunteer Cadet Program. The Cadet Program provides adult students from universities and area technical colleges with a better understanding of local government, its functions, and responsibilities as they provide the community with voluntary support. In 2015 the Cadets assisted with Citizen Academy for the OAWI, Room clearing and firearms, traffic control for several parades, participated in hosting our annual K9 run and National Night Out event, and assisted with several undercover alcohol abatement programs.

A. 2015 ACCOMPLISHED DEPARTMENT GOALS:

The overview of our accomplishments exemplifies how productive and useful well defined goals can result in notable public safety gains. As directed by the City Manager, 2014 department goals were required to be incorporated with the City of Whitewater goals which are underlined below.

- 1) Facilitate K9 public demonstrations for the community.
  - a. Citizens Academy on January 21<sup>st</sup>
  - b. Lincoln Inquiry Charter School (LINCS) on May 11<sup>th</sup>
  - c. UW Whitewater class workshop on February 19<sup>th</sup> and April 19<sup>th</sup>
  - d. Lima Center 4H on April 13<sup>th</sup>
  - e. LINCS “Spring Fling” event on May 15<sup>th</sup>
  - f. Washington Elementary on June 5<sup>th</sup>
  - g. National Night Out safety on August 4, 2015.
- 2) Address and implement recommendations from the Communications Center Staff Study.
  - a. The Common Council approved to move forward with the Communications bridge concept and corresponding records management system (RMS) upgrade. The Pro Phoenix RMS was purchased in 2015 and the software implementation is currently underway. Once the RMS is in place departments will begin to move forward with implementing the bridge between the Walworth County Sheriff’s Office and the Whitewater Police Department.
- 3) Continue annual department crime prevention initiatives.
  - a. Annual K9 run was hosted on May 30<sup>th</sup>. This continues to be a “By the Community for the Community” partnership and the fundraiser netted approximately \$3,000.
  - b. Our department child passenger safety officer participated in child passenger seat inspections on April 15<sup>th</sup>.
  - c. As a crime prevention initiative, members of the detective bureau created the department’s first Facebook page on February 24<sup>th</sup>.
  - d. “Response to an Active Threat” trainings were conducted at the Whitewater Library and Mercy Sports Rehabilitation Center.
  - e. The department partnered with Fairhaven’s Leisure Coordinator to create several public safety seminars for seniors.
  - f. August 27<sup>th</sup> Whitewater Police Department tactical instructors and crime prevention officers partnered with the Whitewater Unified School District to provide “Response to an Active Threat” update. The instruction included several verbal and hands-on training

- opportunities. Instructors were Bradford, Becker, Meyer, Vander Steeg, Hintz, Kyle and Jeff
- 4) Complete bike patrol certification training for remaining sworn staff.
    - a. Nineteen sworn officers have been trained in police bicycle certification; this excludes sworn members of the command staff. The training was conducted by our in-house International Police Mountain Bike Association (IPMBA) certified instructor, in conjunction with a University of Wisconsin-Whitewater instructor. Two remaining officers will need bicycle certification in 2016.
  - 5) Partner with the Information Technology Administrator and Building Coordinator to enhance public camera systems.
    - a. City cameras were installed at the Treyton's Field of Dreams at Starin Park
    - b. Updated camera installed in the lobby of City Hall, to address safety and security concerns regarding after-hour observation.
  - 6) Participate in state facilitated safety traffic initiatives.
    - a. Traffic Safety "Click it or Ticket" public safety campaign occurred May 22 through June 1 2015. The following statistics resulted from this initiative:
      1. Seatbelt Violation Tickets: 71
      2. Child Restraint Tickets: 2
      3. Speeding Tickets: 6
      4. Signal/Stop sign: 1
      5. OAWI: 3
      6. Operate after Revocation or Suspension: 11
      7. Other Misc. violations: 7
      8. Total citations issued: 101
      9. Total written warnings: 17
      10. Total number of stops with no action: 34
      11. Total number of Stops: 99
      12. Total number of hours spent on initiative: 108.5

The above numbers are overall the best concerted effort our department has had since we've started to participate in the "Click It or Ticket" and "Drive Sober or Get Pulled Over" programs.

- 7) Explore the use of senior citizen volunteers.
  - a. Officer Oliver worked with Fairhaven to develop a core training program focused on fraud awareness, being a good witness, when to contact the police and other topics. Once finalized this training program will be used at other retirement facilities throughout 2016.

#### Additional 2015 Accomplishments

- 8) The department underwent a formal on-site assessment by the Wisconsin Law Enforcement Accreditation Group (WILEAG) on June 23<sup>rd</sup> through June 25<sup>th</sup>. The on-site team included team leader Chief Tom Frank - Cedarburg Police Department, assessor Chief Dennis Nasci - West Milwaukee Police Department, and assessor Sergeant Brian Vaughn - Janesville Police Department. Members of the command staff will go before the WILEAG governing board in August for their final decision on re-accreditation status for the department.
- 9) The department hosted our 9<sup>th</sup> Citizen Police Academy from January 21<sup>st</sup> through March 4<sup>th</sup>. Fourteen attendees graduated from the academy.
- 10) At the end of June, we partnered with the Walworth County Sheriff's Office and sent three officers to Crisis Intervention Training (CIT). This training focused on how law enforcement

identifies and responses to calls involving individuals who are mentally ill, mind altered and/or have special needs. This remains a strong department training initiative and we have added this training to our sworn officer core training mandates.

- 11) The department created a law enforcement information binder to counter anti-police/local "militia" organizations. The information was shared with neighboring law enforcement agencies, federal officials and local military personnel.
- 12) The department created, coordinated and facilitated an advanced "Response to an Active Threat" training for National Guard Amory personnel on Wednesday, July 22<sup>nd</sup>.
- 13) Implemented bi-annual SOR checks – This allows the department to keep a rapport with the sex offenders living in our city and will ensure that we all have a good knowledge of where these individuals reside.

#### B. 2015 DEPARTMENT GOALS AND OBJECTIVES

We anticipate that 2016 will be another year of significant innovation, professional development, and continued progressive change for the organization. Our department goals represent direct and definitive objectives for us to accomplish over the course of the year. Other issues will be reviewed and projects developed as opportunities arise or as conditions change.

The following is an outline of the Whitewater Police Department's 2016 goals. Goals were selected by supervisory and command staff members based on the department's needs and assessment of the 2015-2020 Strategic plan.

1. **Construct an evidence shed/garage** – This continues to be a long term need for the department to maintain the integrity of physical evidence as well as secure storage for vehicle seizures. An updated evidence/storage garage will likely pay for itself in the long-term by keeping seized vehicles inside a secure storage facility.
2. **Outfit High School with a gun safe containing tactical equipment (rifle/vest/helmet/trauma bag)** - This provides the School Resource Officer (SRO) or any other sworn officer who may respond to an active shooter incident. Currently the SRO does not have a rifle available at the high school and considering today's active shooters are often times heavily armed and wearing bullet-proof vests, our handguns are less effective than a rifle.
3. **Assign an additional Detective to become trained in Internet Crimes Against Children (ICAC)** – ICAC continues to increase in frequency in Whitewater, in part to the continued increased use of social media. These are very sensitive cases often containing graphic material that needs to be handled according to national ICAC standards.
4. **Train every sworn officer in the new Advanced Law Enforcement Rapid Response Training (ALERRT) curriculum for responding to an active shooter.**
5. **Obtain an electronic firearms training simulator for use during in-house training.** The simulator should be capable of projecting "shoot/don't shoot" decision-making scenarios, which is a necessary element to a complete firearms program. This simulator could also be used for citizen academies and other events where it would be beneficial to demonstrate the mental and physical challenges faced by officers during law enforcement involved shootings.
6. **Expand the use of the volunteer.**
  - a. Expand the existing Volunteer Cadet Program to include training as intelligence gatherers, targeted patrol assignments, undercover abatement programs, etc.

- b. Implement a new Senior Volunteer Program to include neighborhood watch, volunteer support hours in records and with special events
- c. Implement a Senior Citizen Academy
- 7. **Implement a bi-annual departmental social event.** In support of the organizational culture component of the department's Strategic Plan, implement a bi-annual department social event to support and encourage a sense of department pride and unity.
- 8. **Review and enhance the employee evaluation process**
- 9. **Implement a Career Resiliency Team (CRT)**  
Create a CRT policy and team goals, implementing 1 to 2 new goals annually.
- 10. **Research utilizing bikes by the Community Service Officer (CSO).** With the enhanced commitment of all sworn officers becoming bike certified, we will seek to assess the value of broadening the scope of the police bike program to include two bikes to be utilized by the CSOs.

C. 2016 ANNUAL SHIFT GOALS:

Each shift is required to provide annual shift goals. The selection of goals are designed to address an organizational need, counter an ongoing traffic concern, foster community partnerships and or address the public safety needs of the community. The following is a brief synopsis of the shift goals and outcomes that have been outlined by the respective shifts.

1. First Shift

- a. Traffic: Suspended and revoked drivers are a result of poor driving behaviors which can negatively impact our community. Using a variety of resources to include Department of Transportation monthly reports and records, officers will seek to focus patrol and enforcement on disqualified drivers.
- b. Crime Prevention: To focus on being the conduit for notifying the public about scams as they come up to include working with the elderly, posting public flyers, press releases to local media, etc.

2. Second Shift

- a. Traffic Goal: Our focus on traffic for 2016 will be monitoring crosswalks. We wish to educate and enforce drivers and pedestrians on the rights and responsibilities concerning crosswalk violations. An education with a warning or a citation will be issued to all observed violators of crosswalk rules at the discretion of the involved officer. Any crosswalk will be subject to be monitored. We are not focusing on any particular crosswalk but I'm sure W. Main St. and school related crosswalks will be the most monitored locations.
- b. Crime Prevention Goal: Our focus will be conducting patrols in parking lots that are open to the public. This would include business parking lots, parks and apartment complexes with four or more units. We will be conducting these patrols by squad, on foot and on bike when staff/weather permits. Our goal here is to investigate suspicious activity and provide a police presence to deter criminal activity.

3. Third Shift

- a. Traffic: Third shift officers will focus on speed enforcement, specifically in the early morning hours (4a-7a). Officers will largely focus on areas with moderate to heavy traffic during these hours, generally in the area of the industrial park (Newcomb St., Main St., Janesville St., Milwaukee St, and the Hwy 12 bypass).
- b. Crime Prevention Goal: One of the most common preventable offenses that occur in the City of Whitewater is thefts from motor vehicles. The vast majority of these thefts occur from

unlocked/unsecure vehicles. This has been a consistent problem for many years. The department does have a security check card that has been utilized in the past as a crime prevention measure.

4. Swing Shift

- a. Traffic: The Power Shifts goal for 2016 is to try and continue that downward trend of fatalities by increasing self initiated traffic stops in an attempt to identify and arrest people operating a motor vehicle while under the influence of intoxicants, a restricted controlled substance, and/or absolute sobriety. With officers working 8:00pm to 4:15am, the Power Shift works the ideal hours for locating and arresting violators of the OAWI law so they can be held accountable for their actions.
- b. Crime prevention: The Power Shift's goal is to disrupt the ease of allowing those users and dealers from getting those controlled substances to that final destination. The Power Shift officers intend to enforce the state laws regulating the possession and delivery of these controlled substances from many different angles.

5. Detective Bureau

- a. **Obtain a mobile med kit for Detective Bureau** (In the works) - The primary use for this equipment will be for undercover drug buys/buy busts. Having a mobile med kit allows us to carry the necessary medical supplies in our UC cars and this equipment is critical in the event that a CI would be injured during a buy.
- b. **Begin bi-annual SOR checks** – This will allow us to keep a rapport with the sex offenders living in our city and will ensure that we all have a good knowledge of where these individuals reside.
- c. **Get another Detective fully trained in ICAC** – ICAC cases seem to be increasing in frequency in Whitewater due to the ever increasing options with social media. These are very sensitive cases often containing graphic material that needs to be handled according to national ICAC standards. Having a second detective trained in these cases would be useful to ensure that our agency can continue to handle these cases in-house without relying on the Sheriff's Office or DCI to investigate.

VI. CONCLUSION

As we look forward, we will continue to seek new and innovative ways to maintain our high standard of professional policing on a reduced fiscal budget. The foundation of the Whitewater Police Department remains the valued, trusted and loyal personnel who have dedicated their careers to the law enforcement profession and the community. A career in law enforcement, in every facet; support services, community service officers, patrol officers, dispatchers, detectives, and supervisory staff, remains a professional calling. It takes an individual with strong character and a compassionate foundation to enter the doors of the police department prepared to tackle any task with professionalism, patience, compassion and dedication. With the support of the Police and Fire Commission, Common Council, city management, city support personnel, and our citizens we will continue to collectively serve the City of Whitewater.