

Whitewater Police Department

2023 Annual Report



**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

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Introduction

The City of Whitewater Police Department's 2023 Annual Report is herein presented. The report documents the department's key achievements and community involvement, along with crime and calls-for-service data. We continue to be diligent in our efforts to maintain transparency and foster connection to the community. Law enforcement's role in society is undoubtedly complex, but by placing our community at the forefront and striving to serve, our goal is to continue enhancing the trust and confidence of our citizens.

Our effectiveness hinges on the relationships we build with our citizens and stakeholders. Every single member of our department, brings a wealth of skill, knowledge and dedication in order to make us better as a group, then we could ever be alone. Fostering this type of open and participative organization helps ensure that the service we offer you, our community, is the best that it can be. We are committed to saving lives, protecting property, reducing disorder and solving problems. However, our police department does not operate in a vacuum. We depend on the support and partnership of all who live, work, study, and play in Whitewater.

From a strategic perspective, much of our focus in 2023 was on improving the police department's technological stance. As our resources are increasingly tapped, adding technology is a means of promoting efficiency. We utilized funding from the State's Law Enforcement Agency (LEA) grant for many of the purchases. The department added two unmanned aircraft systems (UAS), also known as drones, both with unique functionality. In order to properly operate and train this specialized equipment, the Whitewater PD UAS Team was created, and seven officers were assigned to it. This equipment was deployed multiple times to assist in the search for lost, at-risk individuals, as well as to assist in the apprehension of fleeing criminals. Additionally, grant funding was used to purchase several items that with the goal of increasing officer safety including a fentanyl hood, Guardian Angel lights, and 360-degree lighting for our unmarked squad cars.

Thanks to the Common Council, our department was also able to invest in Flock automated license plate reader technology at the end of 2023. This network of cameras is an exceptional investigative tool that helps our staff quickly search for, and identify, vehicles involved in criminal activity. The Flock network also allows the police department to share and receive information with other law enforcement agencies throughout the country, which is important given the fact that crime does is not limited to the geographic boundaries of our city.

The police department continued to adapt to demographic change in 2023, which included developing strategies on how to better serve the community. Plans to complete an organizational and workload study in 2024 were funded by the Common Council in 2023. While the outcomes of that study will help direct the next steps, the Common Council also prefunded work by a firm to educate community members in preparation for a potential public safety referendum in the future. All of this strategic planning has been grounded in the firm commitment to ensuring that we are providing our residents with the highest level of service now and into the future.

I continue to witness firsthand the hard work and dedication of our staff here at the Whitewater Police Department. The actions and interactions we engage in today will further define the character and reputation of this police department and the effect that we have on reducing crime and disorder in our community for years to come. We are stronger for their daily efforts, and I am confident that we will be successful in our quest for constant improvement as we enter 2024.



Daniel A. Meyer
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.

165 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 building "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, in 1977 the city experienced its first homicide in many years.

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.

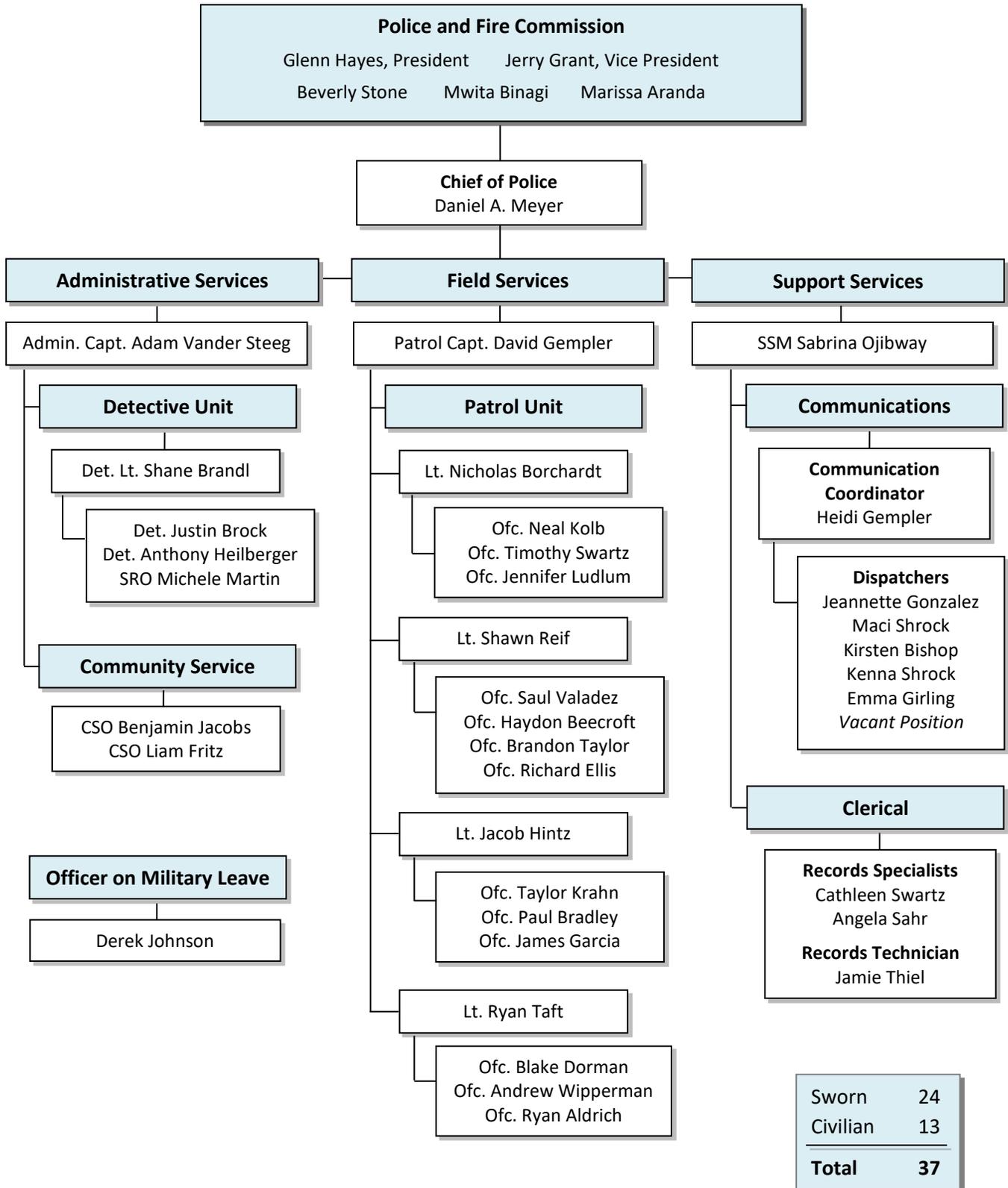


Today, the Whitewater Police Department has 37 members who remain dedicated to professional policing and committed to public service. The department is accredited through Wisconsin Law Enforcement Accreditation Group (WILEAG), which ensures that we adhere to best practices and maintain sound policies 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, 2023



Police and Fire Commission

Police and Fire Commissions date back to 1885 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 pursuant to Chapter 2.28 of the Whitewater Municipal Code as well as Wisconsin State Statutes. The commission consists of five citizen members appointed by the City Manager and the Common Council. 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



Chief of Police
Daniel A. Meyer

The Chief of Police is the highest-level management position within the police department. The Chief is ultimately responsible for the control, operation, and representation of the Whitewater Police Department and its employees. The Chief supervises department activities, formulates and enforces department rules of conduct, approves policy, coordinates with outside agencies, prepares and presents the department budget, makes hiring and promotional recommendations, recommends commendation and discipline, and sets department goals and objectives. The Chief represents the city and department to the general public, government agencies, news media, etc. The Chief is under the general supervision of the City Manager and the Police and Fire Commission.

Administrative Services

Administrative Services provides the investigative, training, and community service component for the department.

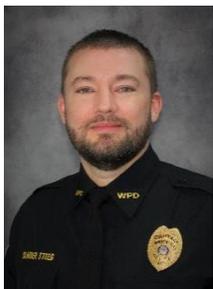
Administrative Captain – The Administrative (Admin) Captain is an upper-management, command level position that serves as second-in-command of the department. The Admin Captain supervises the Detective Lieutenant and Community Service Officers. The Admin Captain also oversees administrative functions within the department including department accreditation, policy development, internal affairs, and coordination of hiring and promotional processes. The Admin Captain plays an integral role in budget preparation, oversight of department training, and the completion of special projects within the department. 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. The Admin Captain is under the supervision of the Chief of Police.

Detective Lieutenant – Our Detective Lieutenant is a first line supervisor who 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. Duties are performed under general supervision of the Administrative Captain.

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. Duties are performed under general supervision of the Detective Lieutenant.

School Resource Officer – Our School Resource Officer (SRO) acts as a liaison between the Police Department and the Whitewater Unified School District. The SRO is responsible for educational presentations at the schools, the patrol of Whitewater school buildings, and the supervision of school functions. The SRO is also assigned to investigate sensitive crimes, property offenses, acts of violence, and drug/alcohol violations that involve juveniles as suspects or victims. Duties are performed under general supervision of the Detective Lieutenant.

Community Service Officer – Our Community Service Officers (CSO) work as part-time, limited term, non-sworn, para-professional positions responsible for performing limited law enforcement and animal control functions for the department. Their work involves parking enforcement, traffic direction, park patrol, motorist assist, recovering lost/found property, code enforcement, crossing guard duties, funeral escorts, traffic and crowd control at civic events, pickup and delivery duties, and other miscellaneous tasks as assigned. Duties are performed under general supervision of the Administrative Captain.



Administrative Captain
Adam Vander Steeg



Detective Lieutenant
Shane Brandl



Detective
Justin Brock



Detective
Anthony Heilberger



School Resource Officer
Michele Martin



Community Service Officer
Benjamin Jacobs



Community Service Officer
Liam Fritz



Administrative Services Year in Review

In 2023, the Whitewater Police Department continued with our commitment of ensuring the safety and security of all residents and visitors. In doing so, our department focused on ensuring our staff was properly prepared to handle all the different trending calls for service and crimes occurring in our city. With that, we focused on implementing new programs and advanced training to address some of the challenges we were facing in our community. Two of the most significant programs added in 2023 were the implementation of our Whitewater Unmanned Aerial System (UAS) program along with the creation of the Whitewater Search Warrant Response Team (SRT).

The Whitewater Police Department purchased two UAS systems in 2023. The first UAS is a larger M30T drone designed for being able to sustain flight in some of the harshest of weather Mother Nature in Wisconsin can throw at us. The UAS systems allow for quick deployment and search and rescue capabilities of large and small areas, while providing live video feeds to our officers, the Communications Center, and the Command Post. In July of 2023, seven of our patrol officers/detectives conducted extensive training to certify in the M30T UAS. These officers are required to know and follow all State and Federal laws while utilizing the UAS in a safe manner. Additionally, these select officers are required to conduct monthly training and scenarios to perfect their skills so they can be prepared for any mission asked of them at a moment's notice. At times, this could also lead our staff to assist our Whitewater Fire and EMS departments with intelligence gathering. Our officers train regularly with other teams throughout Walworth County. As with major incidents, all departments will work collectively to bring a serious incident to a successful conclusion.

After the department found great success with the larger M30T UAS, we quickly realized that particular drone had its limitations. The greatest obstacle we faced was inside commercial buildings, homes, schools, etc. Since the larger UAS was unable to navigate indoors safely, we researched the best UAS option to address this challenge. With that, the department purchased a much smaller AVATA drone. With the addition of the AVATA drone, it provided the department with the ability to send the UAS into situations ahead of our officers. This allows for an additional standoff de-escalation tool, without putting our officers and citizens into harm's way as we negotiate a peaceful conclusion to those serious incidents. Additionally, it provides for excellent information gathering and a dedicated forward observer, as these video feeds are able to be provided to officers and Command Staff in real-time. The AVATA drone is also able to travel at high speeds both indoors and outdoors as needed.



Photo of smaller AVATA drone being flown by Officer Swartz.



Photo of WPD UAS Team operating M30T drone

The second area of concern that our department felt needed to be addressed, was ensuring search warrants were being executed in the safest manner possible, for both the officers and citizens alike. When the Whitewater Police

Department investigates major crimes, often times this requires our personnel to enter undesirable locations by use of a search warrant. With that, the Whitewater Police Department created the Search Warrant Response Team (SRT) to address this hazardous situation. Only select officers are on this team, which requires officers to have specially trained tactics, advanced firearms training and other demanding skillsets not everyone has. These select officers continually train to high levels to address these higher-level threats in our community. With the SRT Team and Whitewater UAS/Drone team working together on every search warrant, it ensures our department is handling each incident in the safest manner possible.



Photo containing three WPD SRT members. From left to right, Officer Beecroft, Detective Heilberger and Officer Bradley.

In 2023, our department engaged with our community and our community's youth through a multitude of events. Some of these events included, but was not limited too; Cops 'N Kids book reading program (in partnership with Whitewater Kiwanis), shop with a Cop (in partnership with Generac and Walmart), the Walworth County School Resource Officer Food Drive, Pick a Day Come and Play and Law Enforcement Luncheon events at our elementary schools, the Special Olympics Torch Run (hosted in Whitewater for the first time) and Polar Plunge, and helped build a home in Whitewater with Habitat for Humanity. This just names a few highlights our staff participated in 2023, as we continue to plan for other great interactive opportunities in 2024.



Photo (left) containing Chief Meyer, Captain Vander Steeg and Lieutenant Borchardt framing the roof of a Habitat for Humanity house.
Photo (right) containing City of Whitewater PD, Fire and EMS employees framing the front porch roof section of the home.

Also in 2023, we continued our focus of hiring only the highest quality of personnel. We conducted two different hiring processes to fill three vacant patrol positions. With the first hiring process, we secured two great additions to our team. Officers Ryan Aldrich and James Garcia were both hired in April of 2023 as they came to us from other neighboring departments. In July of 2023, our Community Service Officer Derek Johnson was promoted to fill the third patrol officer vacancy we had. Shortly after Officer Johnson's promotion to Patrol Officer, his services

were required elsewhere. Since Officer Johnson is also a member of the United States Army Reserve, his services were requested as he was required to go to active military service in 2023. Officer Johnson will be coming back to the Whitewater Police Department at the end of 2024, where he will then ultimately be sent to the police academy for 720 hours of initial training followed by 14 weeks of on the job training with our department's Field Training Officers.

Year, over year, we recognize that high quality training has, and always will be, a top priority at the Whitewater Police Department. The State of Wisconsin requires that officers receive a minimum of 24-hours of continued quality training each year to maintain certification. In Whitewater, we feel this isn't enough and will always go above and far beyond the minimum training requirements. We clearly understand the importance of having well trained officers with higher standards, as it provides for a more professional and well-rounded department in order to provide a higher level of service to our community. In 2023, our sworn staff averaged just over 124 hours of training. Some of the training obtained in 2023 included, but wasn't limited to: UAS/Drone, SWAT, CPR/AED/Bloodborne Pathogens, High Risk Vehicle Contacts, Sexual Harassment/Misconduct, Advanced Evidence Technician, Death Investigation, Sexual Assault Best Practices, Railroad Investigations, REID Interview & Interrogation, Computer Investigations Training, SRT training, Wisconsin Police Leadership, Mobile Field Force, Tactical Response, Transnational Gang, Legal Update, Major Crime Response, FBI LEEDA, Conducting Effective Personnel Investigations, Conducting Trauma Informed Sexual Assault Investigations, FTO Training, Defense and Arrest Tactics, De-Escalation Instructor, and daylight/night hours Firearms Qualification shoots to name just the highlights.

As we conclude 2023 and move into 2024, the Whitewater Police Department looks forward to seeing what the new year will bring. We will continue to serve the community with honor, pride, and integrity, while making Whitewater a safe place to live, work, and obtain a higher education.



Adam C. Vander Steeg
Administrative Captain

Field Services

Field Services provides the uniformed patrol component for the department.

Patrol Captain – The Patrol Captain is an upper-management, command level position that serves as third-in-command of the department. The Patrol Captain supervises the four Patrol Lieutenants. The Patrol Captain is responsible for a wide variety of duties to include audits and inspections, department training, department scheduling, report review and approval, and directing field operations for the department. The Patrol Captain also assists in policy development, internal affairs, and department accreditation. 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. The Patrol Captain is under the supervision of the Chief of Police.

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 Patrol 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.



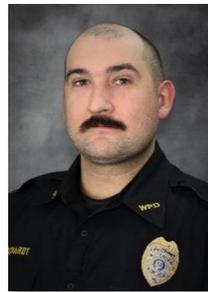
Patrol Captain
David Gempler



Lieutenant
Shawn Reif



Lieutenant
Jacob Hintz



Lieutenant
Nicholas Borchardt



Lieutenant
Ryan Taft



Patrol Officer
Neal Kolb



Patrol Officer
Timothy Swartz



Patrol Officer
Jennifer Ludlum



Patrol Officer
Saul Valadez



Patrol Officer
Haydon Beecroft



Patrol Officer
Taylor Krahn



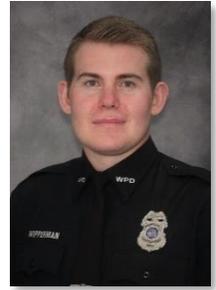
Patrol Officer
Blake Dorman



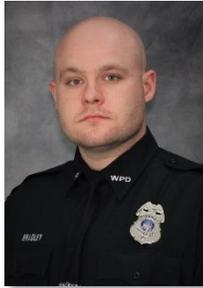
Patrol Officer
Brandon Taylor



Patrol Officer
Richard Ellis



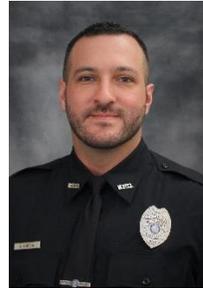
Patrol Officer
Andrew Wipperman



Patrol Officer
Paul Bradley



Patrol Officer
Ryan Aldrich



Patrol Officer
James Garcia



Patrol Officer
(on military leave)
Derek Johnson



Support Services

Support Services is the communications, clerical, and records component of the department.

Support Services Manager – The Support Services Manager is a non-sworn, supervisory position responsible for supervising the Communications Center, in maintaining operational readiness to manage emergency and non-emergency calls for service, and the support services staff, in maintaining the official records of the police department. Work includes assisting in preparation and monitoring of the departmental budget, the oversight of the department’s computer systems, payroll, monies collected, and conducting analyses of a wide range of departmental activities. The Support Services Manager is under the supervision of the Chief of Police.

Communications Coordinator – The Communications Coordinator is a non-sworn, supervisory position who shares responsibility for performing and directing the operations of the Communications Center and ensures efficient and effective communications for the department. Work includes completion of administrative tasks, scheduling and training for the Communication Center, and 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. Duties are performed under general supervision of the Support Services Manager.

Dispatcher - Our Dispatchers provide communications services for the City of Whitewater Police, Fire and EMS, as well as, the UW-Whitewater Police Department. 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. Duties are performed under general supervision of the Communications Coordinator and shift Lieutenant.

Records Specialist and Records Technician - Our Records Specialists and Records Technician provide clerical support to the department to include processing open records requests, compiling required statistics, data entry, record keeping, development and updating of documents, transcription of interviews and recordings, and assisting the general public by email, telephone, and in person. Duties are performed under general supervision of the Support Services Manager.



Support Services Manager
Sabrina Ojibway



Communications Coordinator
Heidi Gempler



Dispatcher
Jeannette Gonzalez



Dispatcher
Maci Shrock



Dispatcher
Kenna Shrock



Dispatcher
Kirsten Bishop



Dispatcher
Emma Girling



Records Specialist
Cathleen Swartz



Records Specialist
Angela Sahr



Records Technician
Jamie Thiel

Support Services Year in Review

This year marked significant achievements and challenges for our civilian team. Despite facing unprecedented circumstances and evolving demands, our staff demonstrated resilience, adaptability, and unwavering commitment to ensuring efficient operations and excellent service. In 2023, we were once again faced with the unexpected challenge of providing emergency services while facing unprecedented staffing shortages. According to the National Emergency Number Association (NENA), 911 communication centers are seeing a 15 to 20 percent rate of staff turnover. We were fortunate to add Emma Girling to our dedicated telecommunicators team. Going into 2024, the Communications Center will continue to work on finding and developing one more qualified individual to reach our goal of being fully staffed.

The City of Whitewater Police Department has begun collaborating with AT&T to transition to Next Generation 911 (commonly referred to as NG911). Unlike traditional 911, NG911 integrates multimedia communication capabilities, enabling citizens to transmit not just voice calls but also text messages, images, and videos to emergency dispatchers. This evolution promises faster, more accurate responses to emergencies, empowering dispatchers with a richer stream of information for situational assessment. Moreover, NG911 facilitates seamless communication between



various emergency response agencies, fostering better coordination and collaboration during crises. Embracing NG911 heralds a future where emergency services are more accessible, responsive, and equipped to handle the diverse needs of our community.

In 2016, Walworth County began the process of evaluating the current radio infrastructure in extensive detail to plan for a system replacement. Various consulting firms recommended a 700/800MHZ APCO Project 25 Compliant Phase 2 Digital Trunked Public Safety Radio System with an anticipated project cost of \$25 million. RACOM of Marshalltown, Iowa was the chosen vendor and will be working with GenComm/Radicom to install the L3Harris system. A trunked system permits many users to share a limited number of repeater channels and will eliminate the need for municipalities to maintain their own local repeater channels. This allows Whitewater to maintain our own Public Safety Answering Point (PSAP) while having complete interoperability with other Walworth County agencies. The one single transmitter site within Walworth County will be replaced with ten transmit and receive sites and has been designed with terrain in mind to provide reliable coverage throughout the county. Another component of this project involves county agencies deploying new radio equipment, which includes mobile and portable radios, updated radio consoles and incorporation of the Phoenix G2 system. The Phoenix G2 is an automated fire department station alerting system, which will allow for all Walworth County communication centers to automatically tone out fire agencies in conjunction with the Computer Aided Dispatch (CAD) program. On December 6th, 2022, Whitewater City Council approved the purchase of this new equipment with the anticipated \$943,990 cost to be shared between Police, Fire/EMS, DPW and Emergency Management. It is anticipated that the radio upgrade will be completed by the end of 2024/beginning of 2025.

Civilian department members remained committed to their professional development by obtaining training in the areas of open records compliance, active shooter response, Transaction Information for the Management of Enforcement (TIME) entry validations, Communication Training Officer, crisis negotiation for dispatchers, de-escalation, initial response and practical applications of the Incident Command System.

We look forward to meeting the unexpected challenges in 2024. Your trust and support of local law enforcement is vitally important to our success as a police department. We take great pride in our community and strive every day to earn your trust and support by carrying out our work with integrity, accountability, professionalism and respect.



Sabrina Ojibway
Support Services Manager

Personnel Changes

APPOINTMENTS

Marc Linse, Dispatcher – January 2023
Ryan Aldrich, Patrol Officer – April 2023
James Garcia, Patrol Officer – April 2023
Kyliegh Jeffords, Dispatcher – April 2023
Derek Johnson, Patrol Officer – July 2023
Emma Girling, Dispatcher – September 2023
Liam Fritz, Community Service Officer – October 2023

RESIGNATIONS

Marc Linse, Dispatcher – January 2023
Josiah LaBreche, Dispatcher – February 2023
Ray Boro, Patrol Officer – March 2023
Kyliegh Jeffords, Dispatcher – July 2023

PROMOTIONS

Anthony Heilberger, Detective – January 2023

AWARDS & COMMENDATIONS for 2022 (given in 2023)

Officer of the Year – Officer Brandon Taylor
Civilians of the Year – SSM Sabrina Ojibway & Records Specialist Angela Sahr
Training Officer of the Year – Lt. Nicholas Borchardt
Distinguished Service Award – Officer Saul Valadez
Exceptional Service Award – Communications Coordinator Heidi Gempler,
Dispatchers Jeannette Gonzalez and Maci Shrock
Life Saving Award – Lt. Nicholas Borchardt, Det. Anthony Heilberger, Ofc. Haydon Beecroft,
Ofc. Taylor Krahn, Ofc. Brandon Taylor, Ofc. Richard Ellis

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.

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 courses.

Communications Training Officer Program - Communications Training Officers (CTO) use their knowledge, skills and abilities to train and evaluate new dispatchers 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.

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.

Field Training Officer Program - Field Training Officers (FTO) 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.

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 employee.

Mobile Field Force - The Mobile Field Force (MFF) is a multijurisdictional team consisting of members from participating agencies throughout Walworth County that have specialized training in controlling large crowds of people using trained crowd control tactics.

Search Warrant Response Team – The Search Warrant Response team (SRT) is a group consisting of specially trained sworn personnel with specialized training and tactics. The SRT team is responsible for executing the departments low to moderate level search warrants. This SRT team is overseen by a Team Leader and Assistant Team Leader, under the umbrella of the Patrol and Administrative Captains.

Sensitive Crimes Team - 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.

UAS/Drone Team - The UAS/Drone team is a group consisting of specially trained sworn personnel that have specialized training to operate the department’s M30T and AVATA drones. The operators use the UAS/drones for a variety of situations that include, but is not limited to: search and rescue operations, searching for subjects that have fled from officers, searching for those subjects that have committed, are committing, or about to commit crimes, missing persons, traffic crashes and crime scene mapping, a de-escalation tool during standoff situations, as a forward observer and overwatch during tactical situations in conjunction with the SRT team, and other applicable uses under law.

Unified Tactics Instructors - These instructors are responsible for the development and presentation of various tactical skills and techniques, including defense and arrest tactics (DAAT), emergency vehicle operation (EVO), and in firearms qualification and proficiency.



Accreditation



Bike Patrol



Defense and Arrest Tactics



Emergency Vehicle Operation



Firearms



Honor Guard



McGruff the Crime Dog



Mobile Field Force (MFF)



UAS/Drone

“Protecting Our Community”

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.



Cops 'N Kids Reading Events at Whitewater Elementary Schools



Law Enforcement Luncheon at Lincoln Elementary



Polar Plunge for Special Olympics



Habitat for Humanity



Pick a Day Come and Play at Washington Elementary School



Ghouls Night Out



Shop with a Cop at Walmart

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.

In each citizen complaint investigation, known complainants were advised that their complaint would be investigated and were subsequently provided with a written conclusion to their complaint. All known complainants were provided with a Citizen Complaint brochure in the event they sought to further pursue their complaint.

This summary of 2023 citizen complaints were compiled in accordance with the Internal Affairs policy. Complaints received during 2023, which were handled via informal inquiry, are not included in this report.

Number of Citizen Complaints Received

Three (3) formal citizen complaints were received throughout 2023.

Type of Complaints Received

The complaints alleged improper conduct by an officer or unlawful use of authority by the police department.

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 2023, the Whitewater Police Department received three (3) citizen complaints. The complaints alleged improper conduct by an officer or unlawful use of authority by the police department. Below is a brief description of the complaints and their dispositions. Detailed information is located in the department citizen complaint files in the Administrative Captain's office and in the administrative electronic files.

1. On August 20th, 2023, a complainant reported:
 - a. They were sexually assaulted by an officer during a search incident to their custodial arrest.

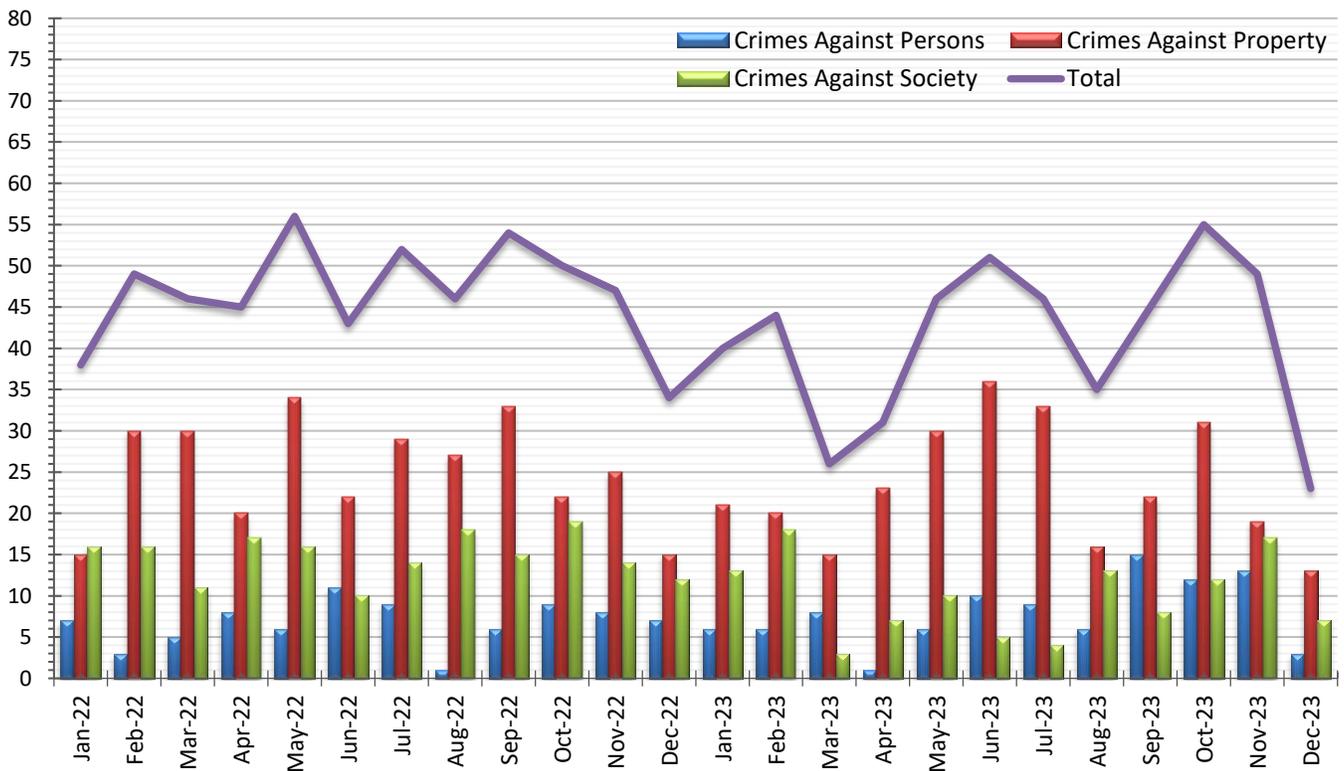
- After a comprehensive investigation and review of body camera footage it was determined that this complaint was unfounded.
- b. A request for a different officer to transport them to jail was denied.
- After a comprehensive investigation and review of body camera footage it was determined the complainant never made this request and the complaint was unfounded.
- c. Reported the officer was driving 65mph in a 55mph zone and going 70mph up the entrance ramp towards the jail.
- After a comprehensive investigation and review of body camera footage it was determined that the officer drove approximately 10mph over the posted limit at times. Complaint was found to be sustained and the officer was coached and counselled.
2. On September 27th, 2023, a complainant reported alleged behavior of an officer for misconduct of a public officer in their duties, constitutional violation, abuse of legal authority, and violation of civil rights. The complainant believed their arrest on the above date was baseless and without probable cause. Additionally, the complainant believes that the officer was making private phone calls to a resident and making false and misleading statements along with unauthorized release of private and confidential information. After a comprehensive investigation and review of body camera footage, no evidence was found to substantiate the complaints made against the officer and the officer had probable cause to arrest the complainant at the time of incident. The officer was exonerated on all complaints made against them.
3. On December 15th, 2023, an officer responded to a school located in the City of Whitewater for a report of a disorderly parent. Once on scene, the complainant stated that an officer bypassed them and went directly to a school official. Additionally, that the officer was very rude, disrespectful and talking to the complainant in a very demeaning and derogatory manner that the complainant felt was racially motivated. Lastly, the complainant felt the officer had a lack of concern for their request for assistance. After a comprehensive investigation and review of body camera footage, it was determined that the officer acted appropriately and was exonerated of the claims made against them.

**Wisconsin Incident Based Reporting System (WIBRS)
Offenses by Quarter for 2022 and 2023**

Offense	2022					2023				
	1st	2nd	3rd	4th	Total	1st	2nd	3rd	4th	Total
Crimes Against Persons	15	25	16	20	76	20	17	30	28	95
Sex Offenses	3	5	4	4	16	4	5	4	7	20
<i>Rape</i>	1	3	2	3	9	1	2	2	2	7
<i>Sodomy</i>	-	-	1	-	1	-	-	-	-	-
<i>Fondling</i>	2	2	1	1	6	3	3	2	5	13
Sex Offenses - Nonforcible	-	1	1	-	2	2	2	1	-	5
<i>Statutory Rape</i>	-	1	1	-	2	2	2	1	-	5
Assault Offenses	12	19	10	16	57	13	9	23	20	65
<i>Aggravated Assault</i>	6	6	4	5	21	3	4	3	7	17
<i>Simple Assault</i>	4	13	6	7	30	10	5	18	13	46
<i>Intimidation</i>	2	-	-	4	6	-	-	2	-	2
Kidnapping/Abduction	-	-	1	-	1	1	1	2	1	5
Crimes Against Property	75	76	88	60	299	56	89	71	63	279
Robbery	1	1	-	-	2	2	2	-	-	4
Burglary	2	4	4	1	11	2	3	10	5	20
Theft/Larceny	41	48	48	28	165	21	44	23	34	122
<i>Theft - Pocket-Picking</i>	-	-	1	-	1	-	-	-	-	-
<i>Theft - Shoplifting</i>	26	31	30	11	98	6	14	12	15	47
<i>Theft from Building</i>	5	7	6	5	23	5	13	3	9	30
<i>Theft from Motor Vehicle</i>	1	1	4	-	6	2	4	2	2	10
<i>Theft of Motor Vehicle Parts</i>	-	-	-	1	1	1	1	-	-	2
<i>Theft - All Other Larceny</i>	9	9	7	11	36	7	12	6	8	33
Motor Vehicle Theft	5	-	1	1	7	3	1	1	-	5
Stolen Property Offenses	2	-	1	1	4	-	-	-	1	1
Arson	-	-	-	1	1	-	-	-	-	-
Counterfeiting/Forgery	2	2	1	1	6	1	1	1	-	3
Fraud Offenses	5	6	10	5	26	10	13	12	3	38
<i>Fraud - False Pretenses</i>	3	2	5	1	11	3	4	3	1	11
<i>Fraud - Credit Card/ATM</i>	1	-	1	-	2	1	3	2	-	6
<i>Fraud - Impersonation</i>	1	4	4	3	12	4	3	4	1	12
<i>Fraud - Wire</i>	-	-	-	-	-	1	-	2	-	3
<i>Fraud - Identity Theft</i>	-	-	-	1	1	1	3	1	1	6
Extortion/Blackmail	-	-	1	-	1	1	-	-	-	1
Destruction/Vandalism	17	15	22	22	76	16	25	24	20	85

Offense (continued)	2022					2023				
	1st	2nd	3rd	4th	Total	1st	2nd	3rd	4th	Total
Crimes Against Society	37	42	46	41	166	34	22	25	36	117
Weapon Law Violations	3	4	2	4	13	1	-	3	1	5
Drug/Narcotic Offenses	34	34	43	37	148	30	18	20	31	99
<i>Drug/Narcotics Violations</i>	22	22	30	29	103	18	13	12	20	63
<i>Drug Equipment Violations</i>	12	12	13	8	45	12	5	8	11	36
Pornography	-	4	1	-	5	3	4	1	4	12
Animal Cruelty	-	1	-	1						
Grand Total:	127	143	150	121	541	110	128	126	127	491

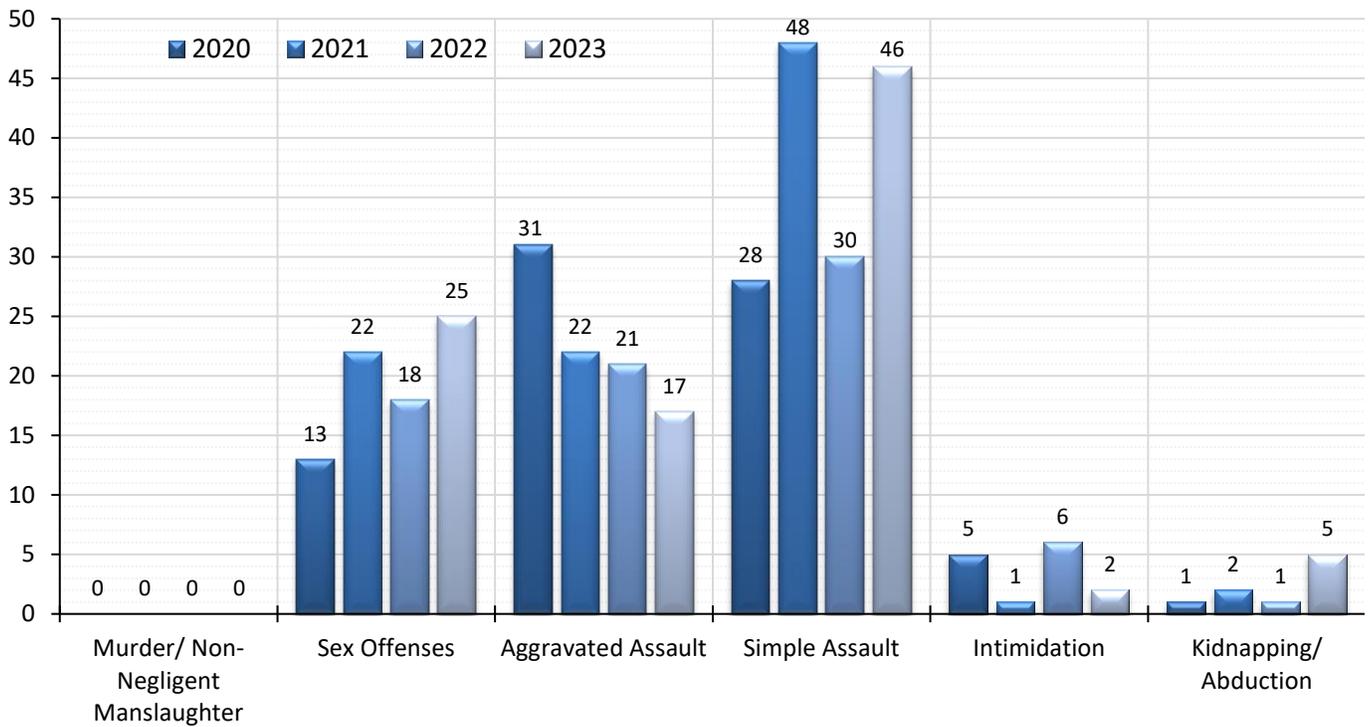
WIBRS Offenses by Month



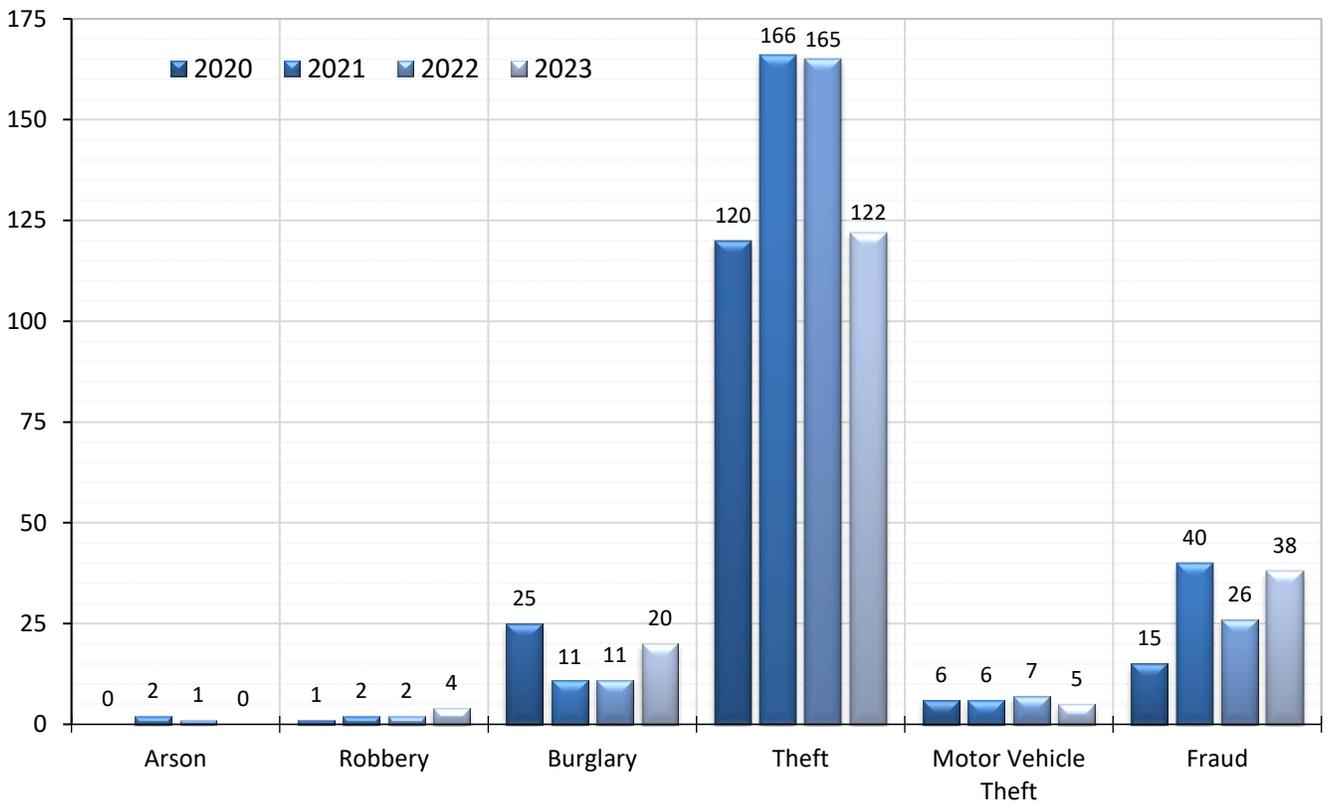
Offense counts are calculated based on the number of offenses for each victim (per incident) for Crimes Against Persons and the number of unique offense types (per incident) for Crimes Against Property and Crimes Against Society. For burglary and motor vehicle theft, offense counts are based on the number of premises entered and the number of vehicles stolen, respectively.

These counts are generated on the Wisconsin Department of Justice - Uniform Crime Reporting website. Counts are based on the month of the incident, rather than the month the incident was submitted. If the incident date is unknown, the report date is used. Counts are subject to change as data is updated.

Crime Offenses Against Persons Incidents



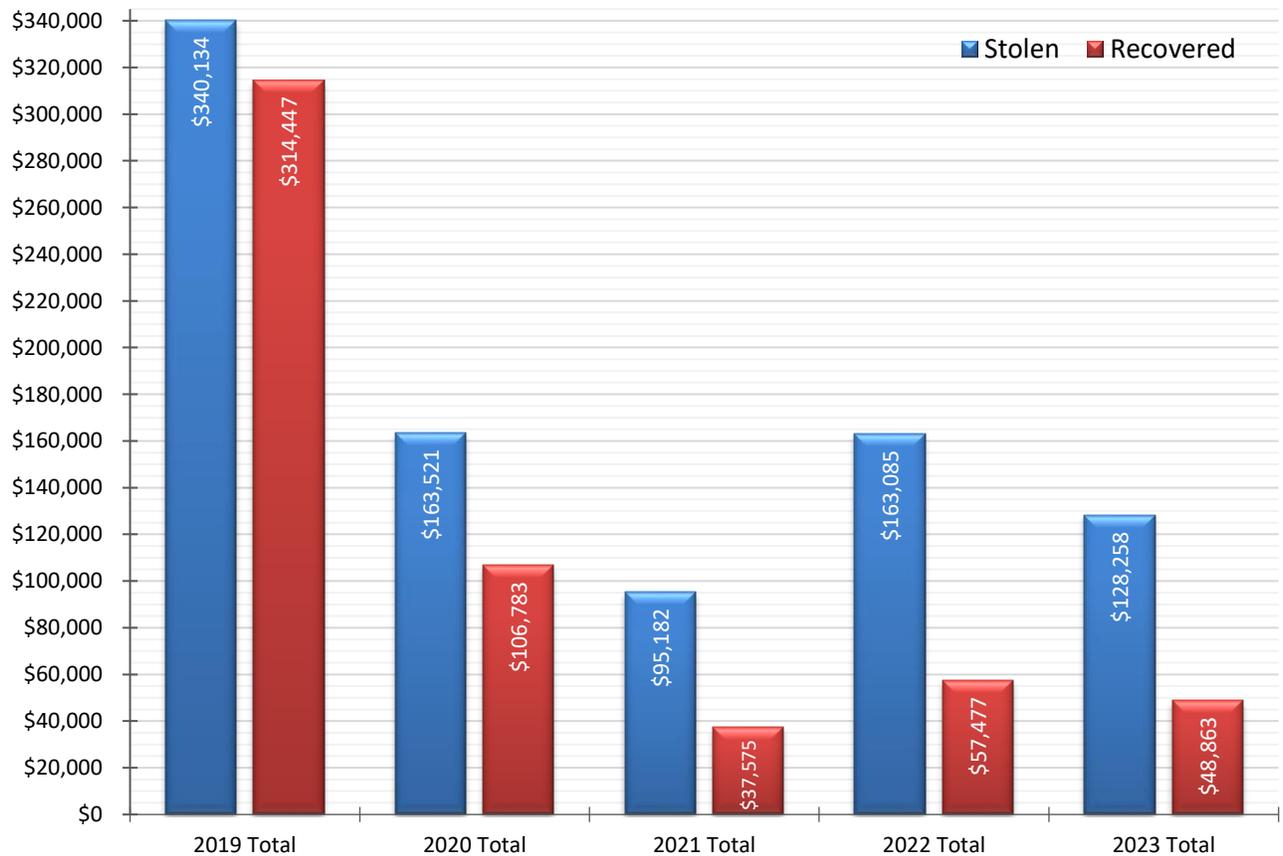
Crime Offenses Against Property Incidents



Property Stolen vs. Property Recovered

Total/Offense	Stolen dollar amount	Recovered dollar amount	Recovery Rate percentage
2019 Total	\$340,134	\$314,447	92%
2020 Total	\$163,521	\$106,783	65%
2021 Total	\$95,182	\$37,575	* 39%
2022 Total	\$163,085	\$57,477	* 35%
2023 Total	\$128,258	\$48,863	* 38%
➤ Robbery	\$16,434		
➤ Burglary	\$20,110		
➤ Theft/Larceny	\$76,313		
➤ Motor Vehicle Theft	\$15,401		
<ul style="list-style-type: none"> - Three cars, one truck, and one off-road motor bike. - Two vehicles had keys in it, one incident the person had access to the key, and two incidents access to keys are unknown. - Three incidents were cleared and two incidents were suspended/pending new leads. - All five vehicles have been recovered. 			

* From 2021 - 2023, the recovery rate reflects the recovered property procedure change that was implemented in 2021.



Incidents Involving Criminal Damage



Law Enforcement Officers Killed or Assaulted (LEOKA)

Year	2019	2020	2021	2022	2023
	# of incidents				
Officers Assaulted with Injury	1	5	3	1	4
Officers Assaulted without Injury	0	3	4	4	0
Officers Killed	0	0	0	0	0

2023 Monthly Breakdown of Charges

Month	Adult	Juvenile	Total
	# of charges	# of charges	# of charges
January	140	21	161
February	170	22	192
March	113	29	142
April	173	39	212
May	194	27	221
June	152	6	158
July	161	11	172
August	181	17	198
September	274	18	292
October	258	47	305
November	191	19	210
December	146	16	162
Total	2,153	272	2,425

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

Type of Charge	2019	2020	2021	2022	2023
	# of charges				
Animal Cruelty	-	-	2	-	4
Animal Ordinance Violations	4	6	8	10	12
Arson	-	-	1	-	-
Assault (Aggravated)	13	18	14	20	17
Assault (Simple & Intimidation)	33	31	48	42	52
Bail Jumping	59	66	106	113	139
Burglary	4	3	2	5	9
Burglary Tools – Possess	1	-	-	-	-
Cause < 18 to Listen/View Sex Activity	2	-	4	-	1
Child Abuse-Physical	12	3	2	8	10
Child Neglect	-	5	-	7	4
Cigarette/Tobacco Violation	15	7	20	8	3
Citations Written for Parking Tickets	-	-	-	1	2
Contribute to Delinquency	2	-	-	-	5
Contribute to Truancy	4	6	9	5	5
Controlled Substance – Possession	163	112	113	112	85
Controlled Substance – Sale/Manufacturing	19	9	12	2	4
Court Order Violation	8	6	6	12	9
Curfew	15	13	18	35	25
Curfew – Parental Responsibility	3	-	2	-	-
Damage to Property	43	38	24	30	23
Disorderly Conduct *	433	200	209	208	272
DNR Violation	-	-	-	-	1
Election Fraud	-	-	-	-	4
Electronic Smoking Device Violation (Vape)	-	-	-	1	24
Enticement or Exploitation of a Child	1	-	-	11	6
Escape	1	-	-	-	-
Expose Child to Genitals/Harmful Materials	2	-	-	14	7
Failure to Obey Officer	27	4	2	8	10
False Imprisonment	1	1	3	1	5
False Swearing	-	-	-	1	-
Fireworks - Sell/Discharge without Permit/Possess	-	-	1	-	2
Forgery and Counterfeiting	4	4	38	1	1
Fraud	56	5	77	14	11
Graffiti Prohibited	-	-	-	1	-
Hazing	-	-	1	-	-
Intentional Abuse of Hazardous Substance	-	-	-	-	1
Invasion of Privacy	-	-	-	-	9
Kidnapping/Abduction	-	-	-	-	1
Lewd and Lascivious Behavior	1	-	1	-	1
Liquor Laws	327	209	397	187	163

Type of Charge	2019	2020	2021	2022	2023
	# of charges				
Littering	7	3	1	1	5
Maintain Drug Trafficking Place	-	2	-	-	1
Mental Harm of Child	-	-	-	-	5
Motor Vehicle Theft	7	4	1	3	1
Move/Hide/Bury Corpse of Child	-	-	-	-	1
Negligent Handling of Burning Materials	-	-	1	-	-
Negligent Operation of Motor Vehicle	1	-	-	-	-
Noise	30	4	14	12	8
Obstruct/Resist Officers	67	32	54	61	44
Operate While Under the Influence (OWI) Alcohol *	97	65	83	65	58
Operate While Under the Influence (OWI) Drugs *		14	10	6	2
Operate with Prohibited Alcohol Concentration (IBAC)	64	43	48	47	54
Park Regulations	3	2	-	-	-
Pornography / Obscene Material	2	1	-	71	33
Possession of Drug Paraphernalia	110	72	69	39	35
Prostitution (to include Promote/Assist)	-	3	2	-	3
Public Intoxication *	*	39	30	30	24
Reckless Endangering Safety	7	10	5	3	6
Registered Sex Offender Violations	-	1	-	1	-
Robbery	-	-	-	3	7
Runaway	-	2	-	1	1
Sex Offenses (Other)	5	2	-	12	1
Sexual Assault – 1 st Degree	5	2	4	5	4
Sexual Assault – 2 nd Degree	10	2	2	-	10
Sexual Assault – 3 rd Degree	5	6	4	3	2
Sexual Assault – 4 th Degree	2	4	2	1	1
Stolen Property	1	1	2	1	-
Terrorist Threats	-	2	-	-	-
Theft (Except Motor Vehicle)	47	40	96	164	74
Threat to Injury/Accuse of Crime	-	-	1	-	-
Throw/Discharge Bodily Fluid at Public Safety Worker	-	1	1	-	-
Traffic Offenses	1,009	676	802	927	910
Traffic Ordinance Violations	2	-	1	-	2
Trespassing	1	14	17	18	17
Truancy	51	48	56	67	72
Violation of Absolute Sobriety *	*	3	8	7	3
Warrants Served – Local	10	16	11	34	16
Warrant/Pickups for Other Agencies	129	67	85	96	90
Weapons (Conceal/Possess/Negligent Use)	9	24	14	16	8
Zoning Violations	1	1	1	3	-
Total	2,935	1,952	2,545	2,554	2,425

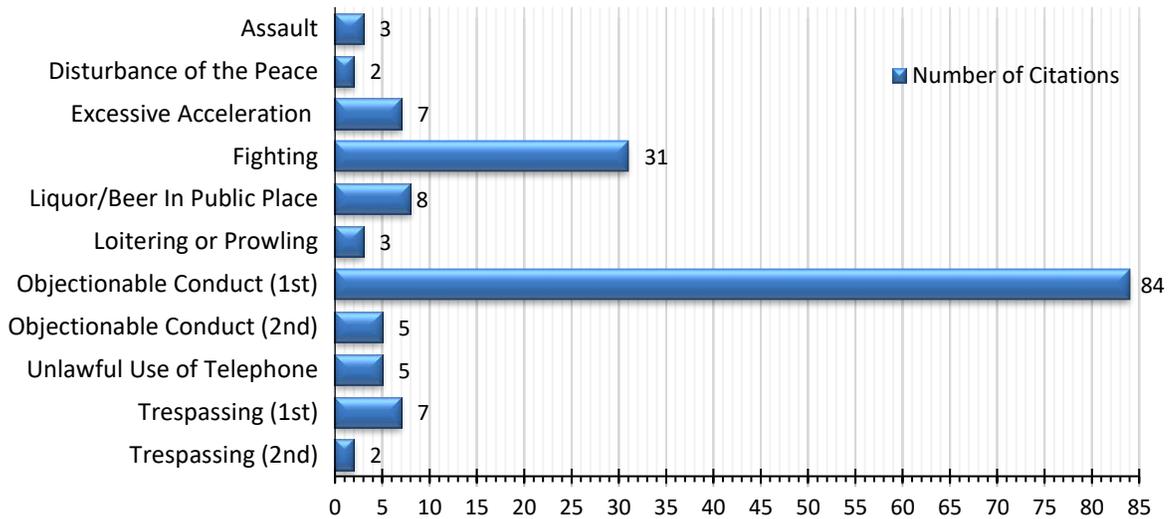
* Starting in 2020, Public Intoxication was separated out from Disorderly Conduct and Operate MV While Under the Influence (OWI) was separated into OWI Alcohol, OWI Drugs, and Violation of Absolute Sobriety.

Perennial challenges for the City of Whitewater center around disorderly conduct and alcohol related violations. Those who are cited often times are the very persons who cause the greatest level of harm in our community’s public spaces and to the personal property of those who live, work and study in Whitewater. Poor decision making and the resulting behaviors negatively impact our city.

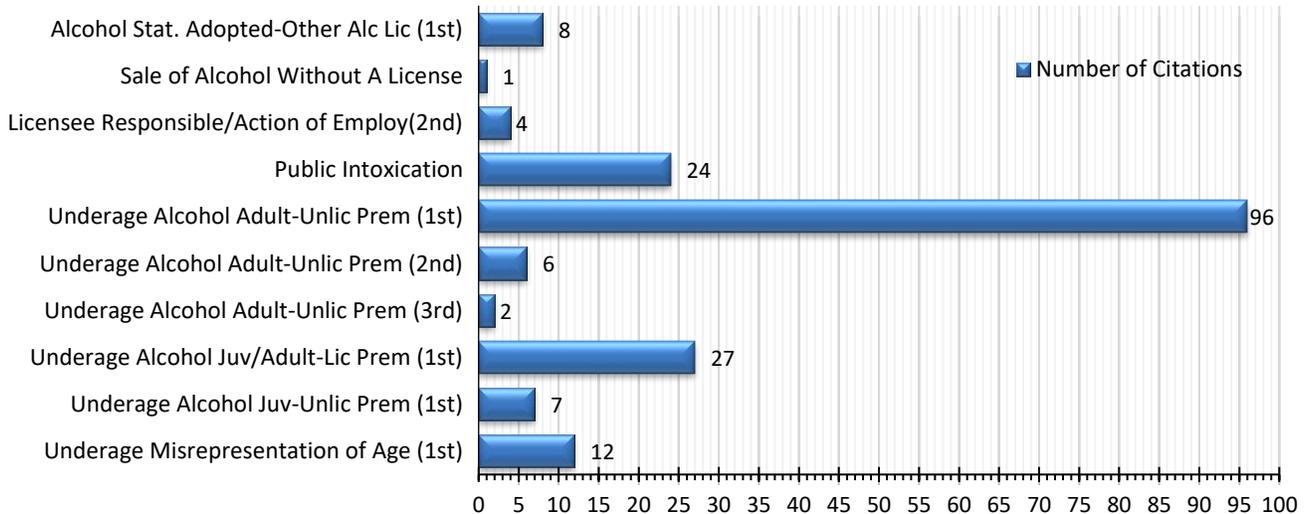
The Police Department has employed a targeted enforcement effort which includes educating, warning and citing those responsible. Our goal is to change behavior and decrease the levels of disorder in our city.

We issued a total of 344 citations related to disorderly conduct and alcohol violations. The below bar graphs represent our department’s data breakdown on the city ordinance enforcement component of our efforts in these arenas in 2023.

2023 Breakdown of Disorderly Conduct Ordinance Citations



2023 Breakdown of Liquor Law Ordinance Citations



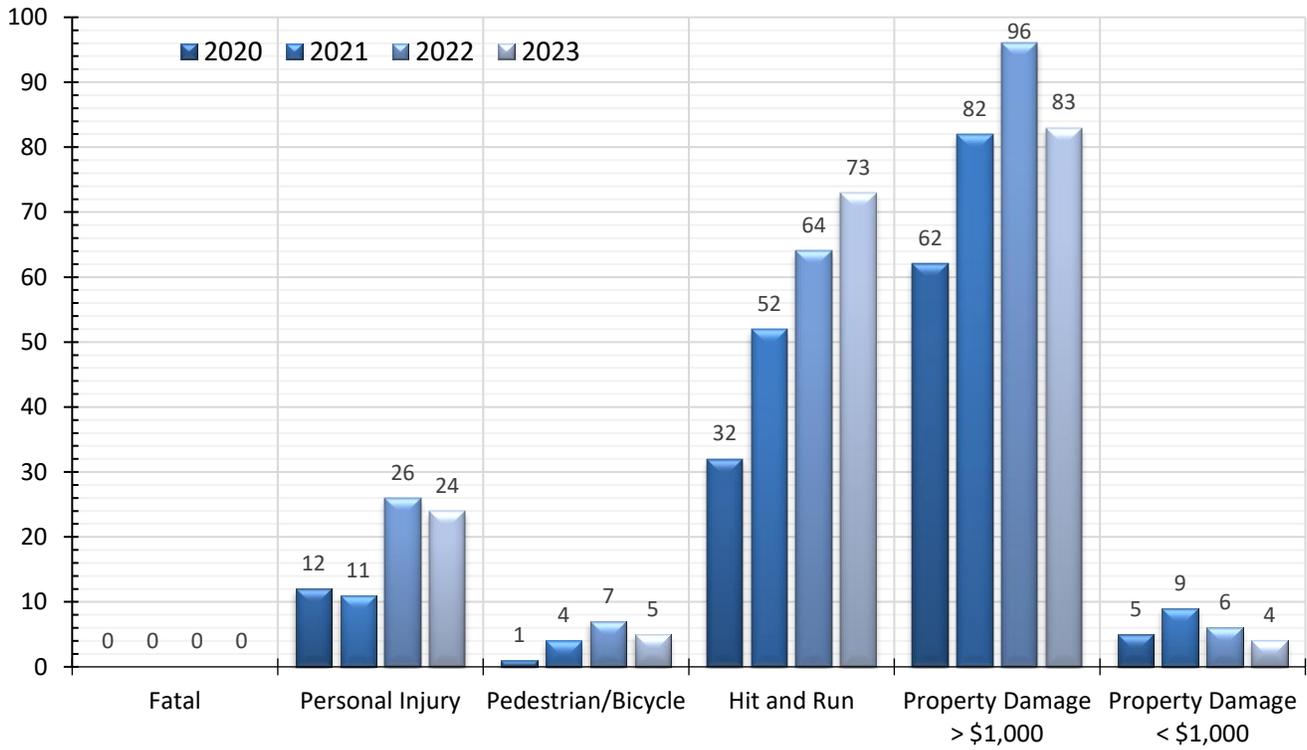
2023 Comparison of Juvenile Charges by Age by Category

Type of Charge	12 & under	13-14	15	16	17	Total
	# of charges					
Assault (Aggravated)	-	1	-	-	1	2
Assault (Simple & Intimidation)	-	-	1	1	-	2
Bail Jumping	-	-	-	-	2	2
Burglary	-	-	3	-	-	3
Cigarette/Tobacco Violation	-	1	2	-	-	3
Contribute to Delinquency of a Child	-	-	-	-	2	2
Controlled Substance – Possession	-	-	3	1	6	10
Controlled Substance – Sale / Manufacture	-	-	-	-	2	2
Curfew	2	4	6	5	8	25
Damage to Property	-	2	5	-	1	8
Disorderly Conduct	8	21	6	5	12	52
DNR Violation	-	-	-	-	1	1
Electronic Smoking Device Violation (Vape)	4	12	1	5	-	22
Expose Child to Genitals/Harmful Materials	-	2	-	-	-	2
Fraud	-	-	-	-	1	1
Liquor Laws	-	1	1	2	9	13
Obstruct/Resist Officers	-	-	1	-	1	2
Runaway	-	-	1	-	-	1
Sexual Assault – 1 st Degree	-	1	-	-	-	1
Sexual Assault – 2 nd Degree	-	2	-	-	-	2
Sexual Assault – 3 rd Degree	-	-	-	1	-	1
Theft (Except Motor Vehicle)	1	2	2	4	2	11
Traffic Offenses	-	-	1	7	14	22
Trespassing	-	-	3	-	-	3
Truancy	2	17	11	19	21	70
Violation of Absolute Sobriety	-	-	-	-	1	1
Warrant Served - Local	-	-	-	1	-	1
Warrant / Pickups for Other Agencies	-	2	1	-	4	7
Total	17	69	47	51	88	272

Comparison of Juvenile Charges by Age by Year

Year	12 & under	13-14	15	16	17	Total
	# of charges					
2019	58	60	46	54	55	273
2020	24	60	23	25	43	175
2021	22	62	25	63	47	219
2022	11	35	41	68	74	229
2023	17	69	47	51	88	272

Motor Vehicle Accidents by Category by Year



Motor Vehicle Accidents by Year by Month

Month	2019	2020	2021	2022	2023
	# accidents				
January	20	10	11	21	14
February	24	25	15	20	16
March	11	11	10	11	11
April	19	5	14	19	13
May	15	6	15	14	18
June	13	6	11	14	12
July	12	8	11	18	17
August	12	7	10	12	8
September	22	6	10	20	20
October	16	14	18	23	26
November	20	5	18	8	14
December	16	9	15	19	20
Total	200	112	158	199	189

Calls for Service and Activities by Year

Type of Call for Service/Activity	2019	2020	2021	2022	2023
	# CFS/activities				
Total WPD Calls for Service/Activity	13,128	10,893	12,478	11,976	12,383
➤ Officer Initiated Activities	2,509	2,228	2,805	2,912	3,446
➤ Officer Initiated Traffic Stops	2,714	1,893	2,213	1,719	1,447
➤ WPD Officer 1st Responder EMS/Fire Calls	841	592	588	649	531
➤ Dispatcher Handled Calls (controlled burns, equipment warnings, miscellaneous information requests)	1,719	1,817	2,130	2,054	1,971
➤ Noise Complaint Calls	181	240	200	244	207
➤ Animal (Lost and Found) Calls	311	251	355	354	362
➤ False Alarms Calls	106	61	87	106	107
➤ All other WPD Calls for Service	4,747	3,811	4,100	3,938	4,312
Dispatched Whitewater EMS/Fire Calls for Service	1,754	1,683	1,939	1,915	1,942
Dispatched UW-Whitewater Police Department Calls for Service	5,062	3,111	3,319	4,582	5,175
Total Calls for Service Dispatched	19,944	15,687	17,736	18,473	19,500
CCL40 Initiated Calls for Service (*Program began 04/14/2021)	*	*	62 *	81	128

Incidents by Year

Type of Incident	2019	2020	2021	2022	2023
	# of incidents				
Emergency Detention/Protective Custody	49	28	42	49	53
Family Disturbances (Domestic Abuse)	54	70	63	51	74

Persons Held in City Temporary Holding Facility by Year

Sex of Person	2019	2020	2021	2022	2023
	# of persons				
Total Persons Incarcerated	8	4	1	-	1
➤ Male	7	3	1	-	1
➤ Female	1	1	-	-	-

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	2019	2020	2021	2022	2023
	# activities				
Parking Tickets Issued	2,810	2,439	2,533	2,559	2,750
Parking Permits Issued	182	163	162	151	143
➤ Resident	173	156	150	146	134
➤ Employee	9	7	12	5	9
Parking Revenue *	\$78,592	\$95,263	\$98,148	\$87,716	\$93,947
Bike Licenses Sold	7	5	7	7	4
DOT License Plate Renewals Completed	154	128	144	165	163

* Includes all revenue collected from parking tickets, honor box parking and parking permit fees. All revenue collected is deposited in the City of Whitewater general fund.

Open Records Requests

Type of Request	2019	2020	2021	2022	2023
	# requests				
Incident Reports (to government agencies)	2,029	1,626	1,952	2,150	2,352
Incident Reports (to public)	404	299	298	288	320
Motor Vehicle Accident Reports (to public)	190	106	128	188	183
Background Checks	606	485	567	526	628
➤ Alcohol Beverage License Applicants *	48	39	45	42	42
➤ Beverage Operators License Applicants*	181	121	168	125	138
Miscellaneous Open Records Requests	12	15	3	4	10
Total Requests	3,241	2,531	2,948	3,156	3,493

* Breakdown included in Background Checks total.

Personnel Training and Overtime

Type of Statistic	2019	2020	2021	2022	2023
	# hours				
Training Hours	2,215	1,588	2,919	2,189	2,740
Overtime Hours (less Holiday)	5,151	4,050	4,598	5,297	6,488
Holiday Hours Worked Overtime	965	855	1,043	857	1,137

Presentations and Outreach Programs

Type of Statistic	2019	2020	2021	2022	2023
	# presentations				
Presentations/Outreach by Personnel	17	8	12	13	21

2023 DEPARTMENT GOALS UPDATE

The following is an update of the Whitewater Police Department's 2023 goals. Goals were selected by supervisory and command staff members based on the department's needs as well as assessment of the City's Strategic Plan:

- Maintain WILEAG Accreditation Status - Annual proofs need to be gathered and the annual policy review schedule will be followed to ensure accreditation standards are being met or exceeded. - Affected City Goal: Long-Term Planning.

Status: Accomplished. We are on target and are working toward our 2024 accreditation on-site.

- Get 25% of Police Department staff (9 total) trained in the Spanish for Law Enforcement course through the online Bridges Library program. – Affected City Goal: Communication

Status: In Progress. Approximately 11% of Police Department staff have completed the course which is short of the goal. In order to help incentivize officers to take the Spanish for Law Enforcement course, a Spanish fluency incentive has been offered to the WPPA union and accepted by the WPPSA union.

- Network of Surveillance Cameras – Expand the strategic placement of surveillance cameras at various intersections in the city. Q4 of 2020 began with the intersection of W. Main St. and W. Whitewater St. This goal extends into 2023 and, if need be, into 2024. This will greatly enhance investigative effectiveness at the conclusion of 2023. - Affected City Goal: Communication.

Status: Accomplished. The camera system was expanded by three grant-funded Flock ALPR cameras. The cameras were installed as of 10/18/2023, and staff are receiving training on the system in October/November 2023.

- Evidence Storage Garage – Blueprints to be drafted for a secure long-term evidence storage garage. This structure will house evidence related to the most serious crimes and will ensure evidence is secure and protected for court purposes which reduces liability to the city. However, rising costs, along with and a lack of funding and overall city priority make it possible that this will extend into 2024. - Affected City Goal: Infrastructure.

Status: Deferred. This project was deferred due to budget constraints, and was added as a 2024-2025 CIP budget request.

- Fentanyl mitigation efforts for department staff including the purchase and installation of a fentanyl hood to be used for drug testing, as well as purchasing individual naloxone doses to be carried by officers on their person if they choose. – Affected City Goal: Long-Term Planning.

Status: Accomplished. The fentanyl hood was purchased and installed using grant funding. All officers also now carry a naloxone dose.

- Outfit command vehicle so that it functions as a mobile command post. – Affected City Goal: Long-Term Planning.

Status: In Progress. The grant funds originally planned for this purpose were redirected to a more pressing technology need (Flock ALPR cameras). An MDC was allocated for the command vehicle and laminated maps were made for it. However, additional equipment (storage rack) will need to be purchased in a future year.

- Provide all City staff with Run/Hide/Fight training. – Affected City Goal: Communication

Status: Accomplished. Training provided by Lieutenant Nick Borchardt and Detective Justin Brock was recorded and all City staff were assigned to view it.

- Host an active threat tabletop training in conjunction with the UW-Whitewater Police Department and relevant City stakeholders. – Affected City Goal: Long-Term Planning.

Status: Accomplished. The 2023 Spring Splash response incorporated a joint command post and extensive planning with external agencies and stakeholders including UW-Whitewater Police. It was determined that the Spring Splash response would replace the active threat tabletop for this goal.

- Continue to partner with Kiwanis to host a quarterly Cops ‘N Kids book reading event. This is a community engagement initiative for the department. (2023) Affected City Goal: Communication.

Status: Accomplished. In 2023, WPD staff continued to provide book readings for the three WWUSD elementary schools.

2024 DEPARTMENT GOALS

Based on an assessment of department operations, supervisory and command staff discussions, budgetary considerations, accreditation standards and a review of the Department and City Strategic Plans, we formulated the following organizational goals and objectives for 2024. These 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 conditions change.

- **Utilize Propio to communicate and provide services to segment of the Whitewater population that doesn't speak English.**

Action Plan:

Whitewater is in the midst of a massive shift in demographics with many non-English speakers moving into the area. In order to meet this need, staff at all levels of the Whitewater Police Department organization will utilize Propio Language Services throughout 2024 to better communicate with individuals who do not speak English. Our clerical staff and dispatchers will use the system when within the police department or when communicating with individuals over the phone. Our patrol officers will primarily use the system while responding to calls for service to ensure the contact is completed as efficiently as possible, while getting all pertinent information effectively communicated to all parties. The administrative staff will utilize Propio when appropriate during community outreach events to foster inclusion and ensure the resources provided by WPD are accessible to all. The Whitewater Police Department's use of Propio is tracked. Quarterly, statistics will be run to determine how many times our staff has used Propio, the average call time for a session, as well as to determine what employees may need additional training or assistance in utilizing Propio.

Goal Impacted:

How will the City find ways to communicate without a newspaper? Increase understanding of how the community broadly consumes information and become more efficient in sharing information.

- **Use innovative communication techniques by using the PD Facebook page in increasingly creative ways.**

Action Plan:

Whitewater Police Department staff currently utilizes social media via Facebook. However, the information posted is relatively common in law enforcement utilizing written posts and photo attachments. In order to better serve the community, the WPD administration will begin posting video recorded press releases when appropriate and will post recorded WPD officer body cam footage (redacted as needed) showing examples of noteworthy officer interactions. Equipment including a video prompter and banner will be explored and purchased if feasible to assist in ensuring posting video recordings are professional. Staff will post a minimum of four video recorded press releases or WPD officer body cam recordings in 2024. WPD administrative staff will review this goal quarterly to determine if we are on track for the annual goal.

Goal Impacted:

How will the City find ways to communicate without a newspaper? Increase understanding of how the community broadly consumes information and become more efficient in sharing information.

➤ **Implement a Spanish fluency incentive for our sworn personnel.**

Action Plan:

The Whitewater Police Department administration recognizes how critically important it is to employ and retain staff who can speak foreign languages. Given the current demographic shift occurring in Whitewater, the ability to speak Spanish is extremely desirable. To address this, the administration's goal is to establish a Spanish fluency incentive with both the Whitewater Professional Police Association (WPPA) and the Whitewater Professional Police Supervisory Association (WPPSA). The annual stipend will award \$500 to sworn staff who can prove they fluently speak and read Spanish. By July 1, 2024, WPD administrative staff will evaluate whether or not the incentive is incorporated through the bargaining processes, and if implemented, will analyze the impact to determine if extending such an incentive to non-sworn staff should be considered.

Goal Impacted:

How will the City improve and communicate recruitment and retention efforts with a focus on diversity? To identify metrics to improve retention and evaluate or establish recruitment measures.

➤ **Offer business checks by staff trained in crime prevention.**

Action Plan:

In order to attract business to the City of Whitewater, business owners must first believe that the City is a safe place to run a business. To that end, in 2024, the Whitewater Police Department will develop a team of officers trained to complete crime prevention assessments for businesses within the City, with the goal of completing 12 assessments in 2024. The environmental design of the business will be reviewed to include lighting, doors, windows, locks, surveillance systems, signage, alarm systems, as well as employee access. A written report will be created by the officer that will serve to document the strengths of the business and will also provide recommendations on what improvements could be made. This service will be advertised on the WPD Facebook page and administrative staff will review the goal quarterly to ensure the department is on pace to meet the goal. If needed, additional advertising work will be done to get word out to business owners.

Goal Impacted:

How will the City support a thriving business community (including business attraction)? To better understand the underlying issues and then leverage resources.

➤ **Implement a Mental Wellness Program (MWP) for all police department staff.**

Action Plan:

The Whitewater Police Department will create a Mental Wellness Program (MWP) in order to address the mental health needs, and ultimately, assist in the long-term retention of our staff. Unfortunately, WPD staff are exposed to a variety of unhealthy and stressful situations in the course of their duties. This impacts staff at all levels of the organization. Our dispatchers are burdened with hearing crying and screaming during critical incidents, but not being able to be there for their closure. Our sworn staff directly witness tragic incidents and circumstances from abuse and maltreatment, to automobile crashes and death. Our clerical staff have to view these incidents second-hand as they review body cam footage for redaction when records are requested. The MWP would require each staff member to attend an annual appointment with a trained clinical psychologist specializing in law enforcement for a mental health check-in. Staff would be given the day off on the day they attend the appointment. This program will cost the department \$10,000 annually.

Goal Impacted:

How will the City improve and communicate recruitment and retention efforts with a focus on diversity? To identify metrics to improve retention and evaluate or establish recruitment measures.

CONCLUSION

As we move into 2024, we continue to seek new and innovative ways to maintain our high standard of professional policing in a fiscally responsible manner. Now, more than ever, we seek to understand how we can better serve our community. Our police department staff address the myriad of societal issues also confronted by many other law enforcement agencies across our country. The foundation of the Whitewater Police Department remains the valued, trusted and dedicated personnel who have committed their lives to the law enforcement profession. A career in law enforcement (patrol officers, dispatchers, detectives, supervisory staff, support services and community service officers), while extremely trying at times, is equally rewarding, and is truly work worth doing. It requires individuals with strong moral character and the compassion to enter the doors of this police department prepared to take on any task with professionalism, patience and dedication. With the support of the Police and Fire Commission, Common Council, City management, City support personnel, and the trust and cooperation of our citizens, we serve the City of Whitewater, and all of its residents, with pride. We thank our local stakeholders for their continued support of our mission.