

# Whitewater Police Department

## 2024 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](http://www.whitewater-wi.gov)**

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## Introduction

The City of Whitewater Police Department's 2024 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 focus on maintaining transparency and fostering our connection with the community. Law enforcement's role in society is undoubtedly complex, but by placing service to the community at the forefront, 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, than 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.

Our agency continued to focus on a strategy of continuous improvement in an environment of limited resources in 2024. This included entering into an intergovernmental agreement with the Waukesha Police Department to utilize their state-of-the-art forensic lab. Access to the lab, coupled with staff training, accelerates the timeline of our electronics download and analysis, making our investigations more complete and more efficient. The department also applied for, and was awarded, \$375,000 through the U.S. Department of Justice COPS Hiring Grant. This competitive community-oriented policing grant is an excellent opportunity for the City to partially fund additional staffing outside the police department budget. Finally, in 2024 we worked closely with elected officials to get resources allocated for a city-wide Immigration Liaison position earmarked in the 2025 federal budget. If approved, this position would be an incredible asset to assist both residents and staff in addressing the service needs associated with the demographic shift Whitewater has experienced in recent years. All of these efforts are key to helping our existing staff be as efficient and effective as possible.

One of the most important projects the agency pursued in 2024 was an organizational and workload study completed by Fitch & Associates. This comprehensive study included an in-depth analysis of the department's workload and culture, and provided recommendations on how to best improve the agency moving forward. Fitch and Associates noted that the culture of the agency is remarkably positive with staff reporting significant commitment to the goals and values of the Department. However, the study identified that current staffing levels are insufficient, and recommended adding a total of eight sworn staff. This study helped guide the Common Council in the decision to pursue a Police and Fire/EMS referendum in 2025. Ultimately, it will be left to community members to decide whether or not to support the increased staffing levels that have been recommended.

I am fortunate to witness the hard work and dedication of our staff here at the Whitewater Police Department on a daily basis. Our actions today will define the character and reputation of this police department as well as the impact we have on reducing crime and disorder in our community for years to come. I am confident that we will be successful in our quest for constant improvement as we enter 2025.



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.

## 166 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.

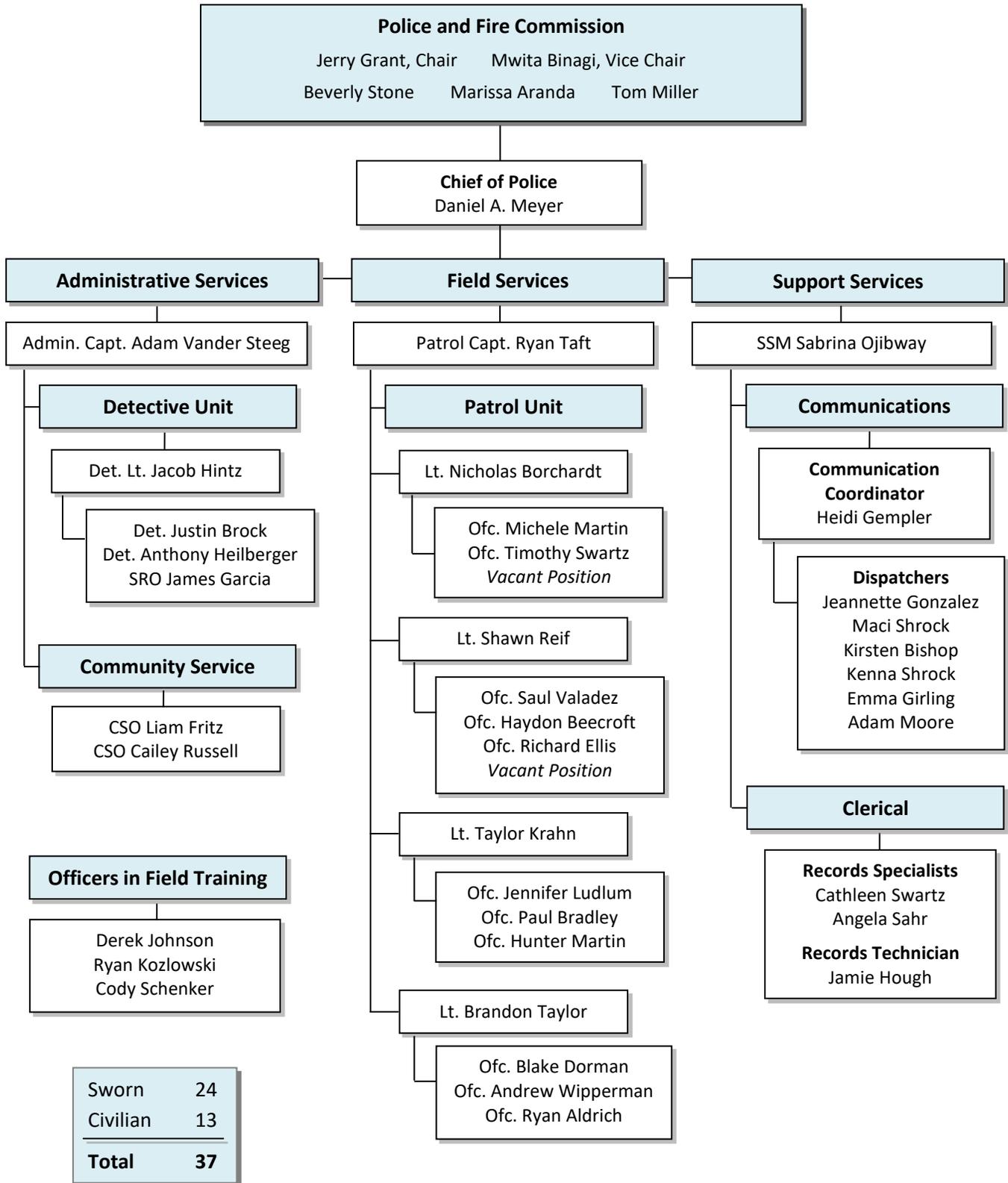


Today, the Whitewater Police Department has 37 members who remain dedicated to professional policing and committed to public service. The department is accredited through Wisconsin Law Enforcement Accreditation Group (WILEAG), which ensures that we adhere to best practices and maintain sound policies 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, 2024



## Police and Fire Commission

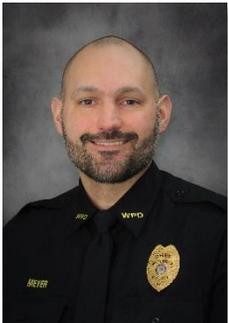
Police and Fire Commissions date back to 1885 when the Wisconsin Legislature enacted a measure establishing such commissions as municipal bodies. Recognizing the critical role of police officers and fire fighters in assuring the public's safety, the legislature believed that by creating an independent 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.

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## 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.

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## Administrative Services

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

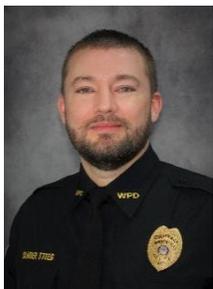
**Administrative Captain** – The Administrative (Admin) Captain is an upper-management, command level position that serves as second-in-command of the department. The Admin Captain supervises the Detective Lieutenant and Community Service Officers. The Admin Captain also oversees administrative functions 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 their 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 assistance, 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  
Jacob Hintz



Detective  
Justin Brock



Detective  
Anthony Heilberger



School Resource  
Officer  
James Garcia



Community Service  
Officer  
Liam Fritz



Community Service  
Officer  
Cailey Russell



## **Administrative Services Year in Review**

2024 was a year of significant growth and challenge for our department. As we reflect on the past year, it is important to discuss some of the important highlights and the needs of our community. I will be discussing our agencies reaccreditation status, the evolving nature of criminal investigations, the continued commitment to professional development for our officers, and the dedication of our department to adapt and meet the needs of our community. This report highlights the increasing workload of our Detective Bureau, the complexities of modern investigations, and the proactive steps we've taken to ensure the continued success of our department despite these numerous challenges.

### **WILEAG Reaccreditation Achievement**

We are pleased to announce that, for the eighth consecutive time (24 years running), our police department has successfully achieved reaccreditation in 2024 through the Wisconsin Law Enforcement Accreditation Group (WILEAG). This accomplishment reflects our ongoing commitment to maintaining the highest standards of law enforcement excellence and underscores our dedication to serving our community with professionalism, integrity, and accountability. Accreditation is a voluntary and time-consuming process in which a police department meets or exceeds a comprehensive set of state recognized standards set by accrediting bodies. This process ensures that we are constantly evaluating and improving our operations, policies, and procedures to meet the evolving needs of our community and the expectations of the public.

Maintaining accreditation is essential for a variety of reasons. It demonstrates to the public, our fellow law enforcement agencies, and the district attorney's offices that we are committed to the highest levels of transparency, integrity, and professionalism in all that we do. By upholding these standards, we reinforce public trust and confidence, ensuring that our actions are fair, unbiased, and in line with best practices. Accreditation not only reflects the current quality of our work but also serves as a driving force for continued improvement. It helps us adopt the most up-to-date tactics and techniques, ensuring our officers are equipped with the latest tools and knowledge to effectively serve and protect the community. From use-of-force policies to community engagement, our department's operations are closely scrutinized and refined through the accreditation process.

By adhering to these rigorous standards, we guarantee that the public can rely on us to conduct our duties with professionalism and transparency, knowing we are held accountable to the highest benchmarks in the field of law enforcement. This not only enhances safety but also fosters stronger relationships with the community we serve.

### **Increase in Calls for Service and Criminal Investigations**

One of the most notable trends this year has been the continued increase in the volume and complexity of criminal investigations handled by our Detective Bureau. Our detectives have been diligently working on a variety of cases, from criminal drug operations, Internet Crimes Against Children (ICAC), sexual assaults, frauds and property crimes, to a devastating homicide investigation. These cases are not only becoming more frequent but also significantly more complex to investigate, requiring a higher level of expertise and resources to investigate effectively.

The rise in complexity can largely be attributed to the digital world in which we now work and live in. Investigations that once could be conducted through physical evidence and traditional witness statements now require significant expertise in digital forensics, which take significantly more time. The sheer volume of data involved in modern investigations—whether it's tracking communications, analyzing financial transactions, or uncovering digital footprints—has lengthened the investigative process. A case that might have taken a few months to resolve

10 years ago can now take many more months as detectives must sort through vast amounts of information and data from various digital sources.

### **Training and Professional Development**

In response to these increased complexities, we continue to make training a top priority within our Detective Bureau. To ensure our detectives remain at the forefront of investigative techniques and are fully equipped to handle the growing challenges of modern law enforcement, we continue to invest in ongoing education and specialized training. This includes courses in digital forensics and advanced investigative strategies while networking with our law enforcement partners. Our detectives regularly attend these trainings to stay sharp and bring cutting-edge knowledge back to our department.

We understand that the success of our investigations relies not only on the expertise of our detectives but also on the tools and resources available to them. To that end, we have invested in the latest forensic technology and software to assist in digital investigations by partnering up with neighboring departments with a state-of-the-art digital forensic lab. This provides our detectives with the resources they need to investigate the digital data at a significant cost savings to our agency.

### **Expanding the Detective Bureau**

Given the increased number of cases and the time-intensive nature of modern investigations, we have recognized the need to expand our Detective Bureau. To address this need, we have been granted the authority to hire a fourth detective to the team. This addition will help ensure that we can continue to handle the growing caseload without sacrificing the quality of our work. The addition of a fourth detective will also allow us to respond more quickly to new cases and avoid backlogs, ensuring that justice is not delayed for victims. The anticipated filling of this additional detective position will be in spring of 2025.

### **Staffing and Officer Retirements**

Between January 2023 and February 2024, our department saw the retirement of five veteran officers. Now it's always a great sign for departments when you have officers finish a wonderful career at your agency and retire as opposed to resigning to go elsewhere. However, this many retirements in a short timeframe is significant turnover and a challenge for a department of our size. While we will miss their knowledge, experience, and leadership, we are committed to ensuring a smooth transition and maintaining our staffing levels.

One of the biggest challenges in law enforcement today is the time it takes to replace an officer. Our City Manager recognized our challenges and worked proactively with us, approving new hires several months in advance of these retirements. Replacing an officer isn't a simple turn key process; it can take anywhere from nine months to a full year or more to replace one officer. The hiring process itself is time-consuming, involving written exams, interviews, background checks, medical and psychological testing, and a fitness evaluation. After what can be many months, the proper candidate is then selected, where we then go through the challenge of finding a police academy somewhere in the state that hopefully has a vacancy. Police academies typically are run only twice a year at each of our Wisconsin's Technical Colleges. Oftentimes, these academies have a year or more waitlist. Once we can get a recruit into a police academy, that portion of the training lasts for five months, followed by an additional 14 weeks of on-the-job field training by our dedicated Field Training Officers. By starting the hiring process early, we have ensured that new officers would be ready to step into their roles with minimal disruption to our department's day-to-day operations.

**Recruitment Challenges and Commitment to Quality**

One of the most pressing challenges facing law enforcement nationwide is the steady decline in the number of individuals interested in pursuing a career in policing. While the pool of applicants has diminished over the years, we are proud to report that the quality of our hires has remained consistently high. Our department remains committed to finding individuals who possess the skills, integrity, and commitment to serve our community at the highest level. We will not settle for anything less than excellence in our recruits, understanding that the safety of our community depends on the professionalism and expertise of our officers.

We recognize that attracting and retaining talented individuals in law enforcement is an ongoing challenge, but we are committed to continuing our efforts to recruit the best candidates for our department. We've worked closely with local schools and colleges, participated in many job fairs, and expanded our outreach to ensure that the next generation of law enforcement officers is diverse, skilled, and ready to meet the challenges of modern policing.

The challenges we faced in 2024, from an increase in the complexity of criminal investigations to staffing transitions and recruitment, have been met with dedication, resilience, and proactive leadership. Our department's growth is a reflection of the commitment to our community and the need to adapt to the ever-changing landscape of law enforcement. We are confident that with our focus on training, professional development, and strategic expansion of our Detective Bureau, we will continue to provide the highest level of service and protection to our community. As we look to the future, we remain committed to ensuring that our department is prepared to face the challenges ahead, ready to serve with professionalism and integrity.



Adam C. Vander Steeg  
Administrative Captain

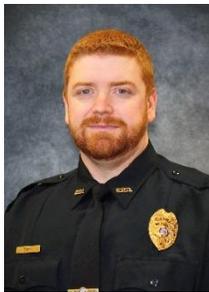
### Field Services

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.

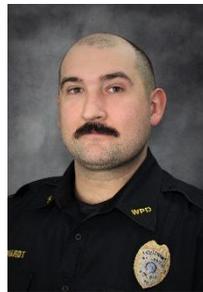
**Patrol Officer** – Our Patrol Officers are entry-level sworn positions responsible for the protection of life and property through the enforcement of laws and ordinances. Work involves patrolling assigned areas, responding to calls for service, investigating crime, conducting traffic enforcement, apprehending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



Patrol Captain  
Ryan Taft



Lieutenant  
Shawn Reif



Lieutenant  
Nicholas Borchardt



Lieutenant  
Taylor Krahn



Lieutenant  
Brandon Taylor



Patrol Officer  
Michele Martin



Patrol Officer  
Timothy Swartz



Patrol Officer  
Jennifer Ludlum



Patrol Officer  
Saul Valadez



Patrol Officer  
Haydon Beecroft



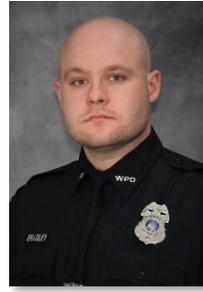
Patrol Officer  
Blake Dorman



Patrol Officer  
Richard Ellis



Patrol Officer  
Andrew Wipperman



Patrol Officer  
Paul Bradley



Patrol Officer  
Ryan Aldrich



Patrol Officer  
Derek Johnson



Patrol Officer  
Hunter Martin



Patrol Officer  
Ryan Kozlowski



Patrol Officer  
Cody Schenker



### Field Services Year in Review

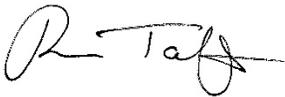
The Whitewater Police Department saw a great deal of change in 2024. The police department faced the challenges of policing with continued increased contacts. Many of these contacts were time consuming investigations while working through communication barriers. Officers have continued to utilize translations devices and services to complete their investigations as efficiently as possible.

Members of the patrol division who are on the multi-jurisdictional team known as Mobile Field Force volunteered to be deployed to Milwaukee during the week of the Republican National Convention. The team's role was to minimize and control any potential civil unrest during the event.

The four patrol teams were dedicated to establishing meaningful traffic and crime prevention goals for 2024. The traffic goals included attention to intersection related safety, enforcement of motor vehicle insurance laws and speed enforcement. The crime prevention goals the teams focused on included timely warrant service, routine checks of the city parks, field contacts and business security surveys. The teams were able to fulfill their goals while still responding to their assigned calls for service.

Officer Neal Kolb retired in January of 2024 and Captain Dave Gempler retired in February of 2024. Officers Ryan Kozlowski and Cody Schenker were hired to fill the retirement vacancies. Officer Hunter Martin was hired to fill an anticipated vacancy in 2025. All three attended and completed the mandatory 720-hour Law Enforcement Academy at various technical colleges throughout the state before returning to the department to complete their field training. Officer Brandon Taylor and Officer Taylor Krahn were both promoted to the rank of Lieutenant. I, Captain Ryan Taft, was promoted from Lieutenant to Patrol Captain.

Finally, in 2024 our department continued to focus on more effectively responding to major events within the community. Our officers have done an exceptional job of providing service for events such as the Memorial Day parade, 4<sup>th</sup> of July parade and festival, Discover Whitewater Series half marathon, UW-Whitewater Homecoming parade, as well as the Holiday parade for a number of years. Recently, our department has also risen to the challenge of responding to an annual event commonly known as "Spring Splash." This has provided us with the opportunity to consistently hone and test our special event planning and response capabilities and has strengthened our relationships with our local law enforcement partners tremendously.



Ryan Taft  
Administrative Captain

## 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



Dispatcher  
Adam Moore



Records Specialist  
Cathleen Swartz



Records Specialist  
Angela Sahr



Records Technician  
Jamie Hough

*“Protecting Our Community”*

### Support Services Year in Review

2024 was a year of progress for the Communications Center and Records Department, as we worked hard to meet the demands of a growing community while maintaining the highest standards of service. The integration of new technologies, ongoing staff development, and commitment to transparency and accountability have positioned us for continued success. We were fortunate to add Adam Moore to our dedicated telecommunicators team, bringing the Communications Center to fully staffed levels. Our commitment to recruitment and retention remains a top priority moving into 2025.

The City of Whitewater Police Department continues to collaborate 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 more comprehensive stream of information for situational assessment. 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 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 was replaced with ten transmit and receive sites and has been designed with terrain in mind to provide reliable coverage throughout the county. Throughout 2024, our agency started deploying new radio equipment, which included mobile and portable Harris radios. Updated radio consoles and the incorporation of the Phoenix G2 system is slated for implementation in 2025. 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. It is anticipated that the radio upgrade will be completed in the first half of 2025.

Civilian department members remained committed to their professional development by obtaining training in the areas of Active Shooter Response, FBI Swatting and Bomb Threats, Drivers Privacy Protection Act (DPPA), Transaction Information for the Management of Enforcement (TIME) entry validations, Telecommunicator CPR, Communication Training Officer, FBI National Incident-Based Reporting System (NIBRS) and the Cities and Villages Mutual Insurance Company (CVMIC) Emerging Leader certification course.

We look forward to meeting the unexpected challenges in 2025. 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 remain dedicated to serving our citizens and supporting our officers with professionalism, integrity, and respect.



Sabrina Ojibway  
Support Services Manager

## **Personnel Changes**

### **APPOINTMENTS**

Lynn Kennedy, Dispatcher – January 2024  
Cailey Russell, Community Service Officer – January 2024  
Hunter Martin, Patrol Officer – March 2024  
Ryan Kozlowski, Patrol Officer – July 2024  
Cody Schenker, Patrol Officer – July 2024  
Adam Moore, Dispatcher – August 2024

### **RETIREMENTS**

Neal Kolb, Patrol Officer – January 2024  
David Gempler, Captain – February 2024

### **RESIGNATIONS**

Shane Brandl, Detective Lieutenant – January 2024  
Ben Jacobs, Community Service Officer – January 2024  
Lynn Kennedy, Dispatcher – February 2024

### **PROMOTIONS**

James Garcia, School Resource Officer – January 2024  
Jacob Hintz, Detective Lieutenant – January 2024  
Taylor Krahn, Lieutenant – January 2024  
Ryan Taft, Captain – March 2024  
Brandon Taylor, Lieutenant – March 2024

### **AWARDS & COMMENDATIONS for 2023 (given in 2024)**

Officer of the Year – Detective Anthony Heilberger  
Civilian of the Year – Dispatcher Kirsten Bishop  
Training Officer of the Year – Lieutenant Brandon Taylor  
Distinguished Service Award – Detective Anthony Heilberger  
Exceptional Service Award – Records Specialist Cathleen Swartz  
Police Star – Officer Ryan Aldrich and Officer Andrew Wipperman  
Civilian Community Award – Community Crisis Liaison Araceli Wence  
Civilian Gallantry Award – Crystal Benes

## 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



Lt. Borchardt with a Donkey



School Supply Giveaway at the Armory



Polar Plunge for Special Olympics



2024 Citizen's Academy Participants



Special Olympics Torch Run



Shop with a Hero 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 2024 citizen complaints were compiled in accordance with the Internal Affairs policy. Complaints received during 2024, which were handled via informal inquiry, are not included in this report.

#### **Number of Citizen Complaints Received**

Six (6) formal citizen complaints were received throughout 2024.

#### **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 2024, the Whitewater Police Department received six (6) 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 May 8, 2024, a complainant reported that an officer questioned the complainant's juvenile daughter about possession of a vape pen without the parent being present, and was upset that surveillance footage was

viewed by the officer prior to the interviewing the juvenile. The complaint was investigated and classified as exonerated.

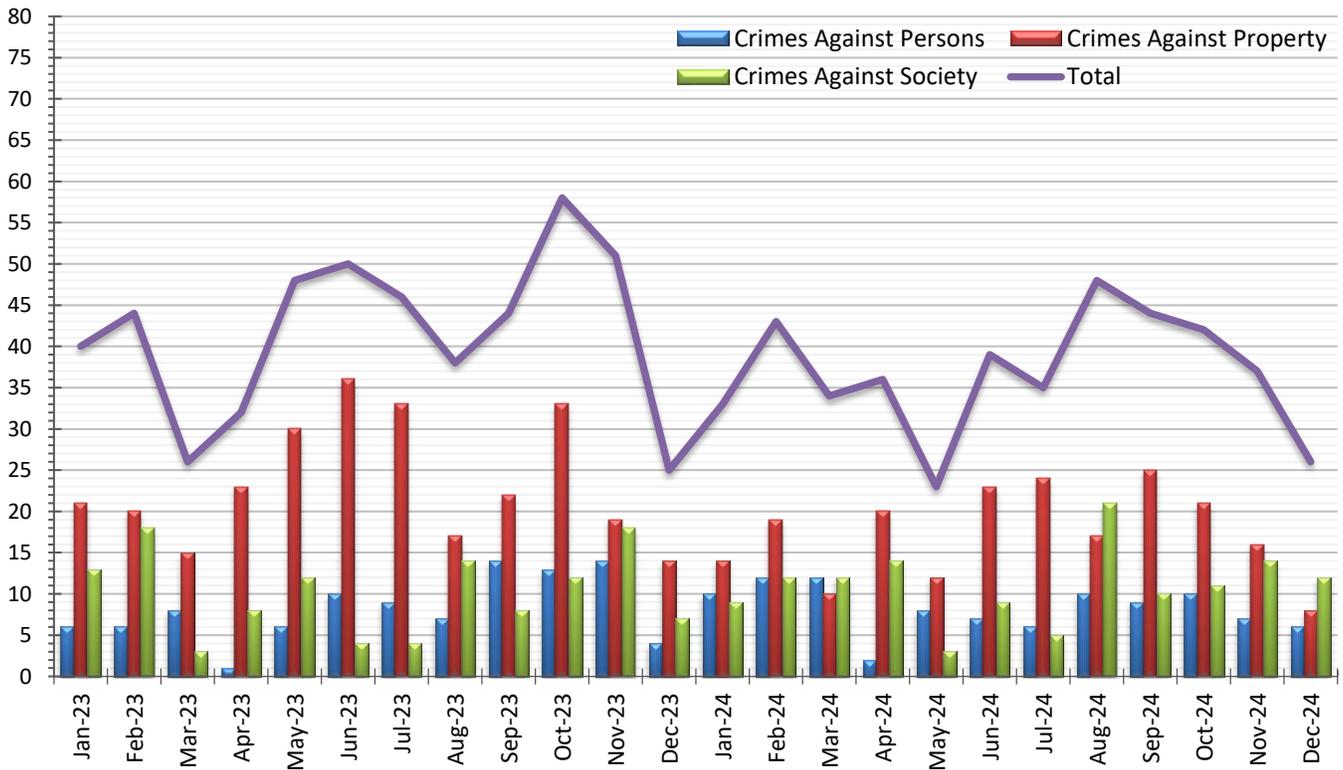
2. On May 25, 2024, an anonymous complainant reported that an officer drove between 15-20 mph through the intersection of West Starin Road and North Jefferson Street with emergency lights activated but no siren, feeling that it was unsafe. The complaint was investigated and classified as exonerated.
3. On August 5, 2024, a complainant stated that an officer coerced the complainant into believing an individual known to the complainant would not be arrested, that the officer committed a crime by speaking over the complainant's cell phone without consent, falsely arrested the individual known to the complainant, and violated the individual's rights by enforcing a blood draw. The complaint was investigated and classified as exonerated.
4. On August 26, 2024, a complainant stated that two officers pointed their firearms at, and handcuffed the complainant, and told the complainant "that's not my problem" when the complainant spoke with officers. The officers were actively setting a perimeter around a residence attempting to find an individual wanted for a felony. The complaint was investigated and classified as unfounded, exonerated, and not sustained, based on the specific allegations.
5. On October 9, 2024, a complainant stated that an officer was harassing, used obscene language, and alleged that the complainant used racial slurs in the place of business. The complainant was reported to have used racial slurs at the place of business, which was the basis of the contact with officers. The complaint was investigated and was classified as both sustained and exonerated. The portion of the complaint that was sustained was the use of foul language by the officer, which was addressed through additional training.
6. On November 1, 2024, a complainant stated that an officer's response and follow-up with the case the complainant had reported was inappropriate and inadequate based on the circumstances. The complaint was investigated and was classified as both exonerated and unfounded depending on the specific allegations.

**Wisconsin Incident Based Reporting System (WIBRS)  
Offenses by Quarter for 2023 and 2024**

Offense	2023					2024				
	1st	2nd	3rd	4th	TOT	1st	2nd	3rd	4th	TOT
<b>Crimes Against Persons</b>	<b>20</b>	<b>17</b>	<b>30</b>	<b>28</b>	<b>95</b>	<b>34</b>	<b>17</b>	<b>25</b>	<b>23</b>	<b>99</b>
<b>Murder &amp; Non-Negligent Manslaughter</b>	-	-	-	-	<b>0</b>	-	-	<b>1</b>	-	<b>1</b>
<b>Sex Offenses</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>20</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>13</b>
<i>Rape</i>	1	2	2	2	7	3	1	-	2	6
<i>Sodomy</i>	-	-	-	-	0	-	-	1	-	1
<i>Sexual Assault w/Object</i>	-	-	-	-	0	-	1	-	-	1
<i>Fondling</i>	3	3	2	5	13	3	-	2	-	5
<b>Sex Offenses - Nonforcible</b>	<b>2</b>	<b>2</b>	<b>1</b>	-	<b>5</b>	<b>4</b>	-	<b>1</b>	<b>1</b>	<b>6</b>
<i>Statutory Rape</i>	2	2	1	-	5	4	-	1	1	6
<b>Assault Offenses</b>	<b>13</b>	<b>9</b>	<b>23</b>	<b>20</b>	<b>65</b>	<b>24</b>	<b>14</b>	<b>19</b>	<b>17</b>	<b>74</b>
<i>Aggravated Assault</i>	3	4	3	7	17	5	4	4	5	18
<i>Simple Assault</i>	10	5	18	13	46	17	10	12	7	46
<i>Intimidation</i>	-	-	2	-	2	2	-	3	5	10
<b>Kidnapping/Abduction</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>	-	<b>1</b>	<b>1</b>	<b>3</b>	<b>5</b>
<b>Crimes Against Property</b>	<b>56</b>	<b>89</b>	<b>71</b>	<b>63</b>	<b>279</b>	<b>43</b>	<b>55</b>	<b>66</b>	<b>45</b>	<b>209</b>
<b>Robbery</b>	<b>2</b>	<b>2</b>	-	-	<b>4</b>	<b>2</b>	-	-	-	<b>2</b>
<b>Burglary</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>5</b>	<b>20</b>	-	<b>1</b>	<b>2</b>	<b>2</b>	<b>5</b>
<b>Theft/Larceny</b>	<b>21</b>	<b>44</b>	<b>23</b>	<b>34</b>	<b>122</b>	<b>18</b>	<b>27</b>	<b>35</b>	<b>18</b>	<b>98</b>
<i>Theft - Pocket-Picking</i>	-	-	-	-	0	-	-	1	-	1
<i>Theft - Shoplifting</i>	6	14	12	15	47	7	8	11	5	31
<i>Theft from Building</i>	5	13	3	9	30	5	7	7	4	23
<i>Theft from Motor Vehicle</i>	2	4	2	2	10	3	5	3	-	11
<i>Theft of Motor Vehicle Parts</i>	1	1	-	-	2	-	1	-	-	1
<i>Theft - All Other Larceny</i>	7	12	6	8	33	3	6	13	9	31
<b>Motor Vehicle Theft</b>	<b>3</b>	<b>1</b>	<b>1</b>	-	<b>5</b>	-	<b>6</b>	<b>2</b>	<b>1</b>	<b>9</b>
<b>Stolen Property Offenses</b>	-	-	-	<b>1</b>	<b>1</b>	-	<b>1</b>	-	-	<b>1</b>
<b>Counterfeiting/Forgery</b>	<b>1</b>	<b>1</b>	<b>1</b>	-	<b>3</b>	<b>1</b>	<b>2</b>	-	-	<b>3</b>
<b>Fraud Offenses</b>	<b>10</b>	<b>13</b>	<b>12</b>	<b>3</b>	<b>38</b>	<b>9</b>	<b>9</b>	<b>12</b>	<b>7</b>	<b>37</b>
<i>Fraud - False Pretenses</i>	3	4	3	1	11	4	3	5	2	14
<i>Fraud - Credit Card/ATM</i>	1	3	2	-	6	1	3	1	-	5
<i>Fraud - Impersonation</i>	4	3	4	1	12	3	-	3	3	9
<i>Fraud - Wire</i>	1	-	2	-	3	1	1	3	2	7
<i>Fraud - Identity Theft</i>	1	3	1	1	6	-	2	-	-	2
<b>Extortion/Blackmail</b>	<b>1</b>	-	-	-	<b>1</b>	-	-	-	-	<b>0</b>
<b>Destruction/Vandalism</b>	<b>16</b>	<b>25</b>	<b>24</b>	<b>20</b>	<b>85</b>	<b>13</b>	<b>9</b>	<b>15</b>	<b>17</b>	<b>54</b>

Offense (continued)	2023					2024				
	1st	2nd	3rd	4th	TOT	1st	2nd	3rd	4th	TOT
<b>Crimes Against Society</b>	<b>34</b>	<b>22</b>	<b>25</b>	<b>36</b>	<b>117</b>	<b>33</b>	<b>26</b>	<b>36</b>	<b>37</b>	<b>132</b>
<b>Weapon Law Violations</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>16</b>
<b>Drug/Narcotic Offenses</b>	<b>30</b>	<b>18</b>	<b>20</b>	<b>31</b>	<b>99</b>	<b>23</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>103</b>
<i>Drug/Narcotics Violations</i>	<i>18</i>	<i>13</i>	<i>12</i>	<i>20</i>	<i>63</i>	<i>13</i>	<i>12</i>	<i>18</i>	<i>20</i>	<i>63</i>
<i>Drug Equipment Violations</i>	<i>12</i>	<i>5</i>	<i>8</i>	<i>11</i>	<i>36</i>	<i>10</i>	<i>7</i>	<i>12</i>	<i>11</i>	<i>40</i>
<b>Pornography</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>12</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>11</b>
<b>Animal Cruelty</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>
<b>Grand Total:</b>	<b>110</b>	<b>128</b>	<b>126</b>	<b>127</b>	<b>491</b>	<b>110</b>	<b>98</b>	<b>127</b>	<b>105</b>	<b>440</b>

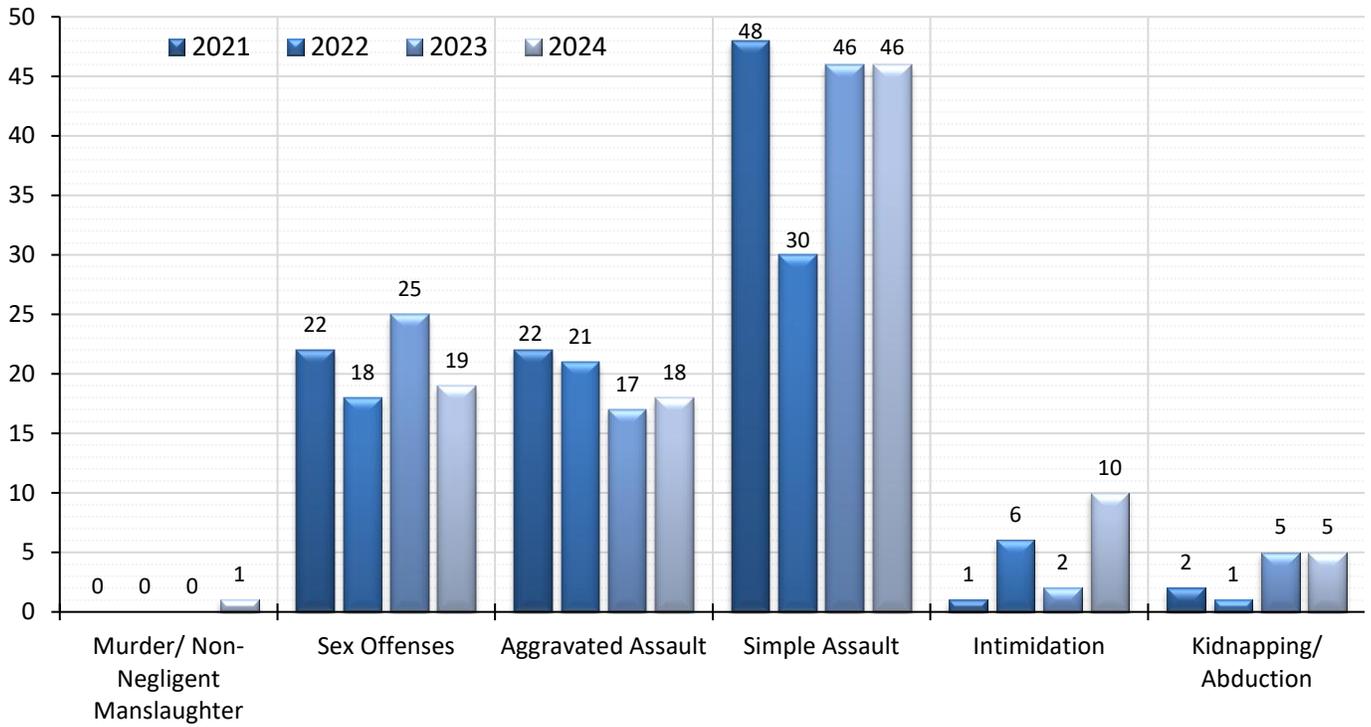
WIBRS Offenses by Month



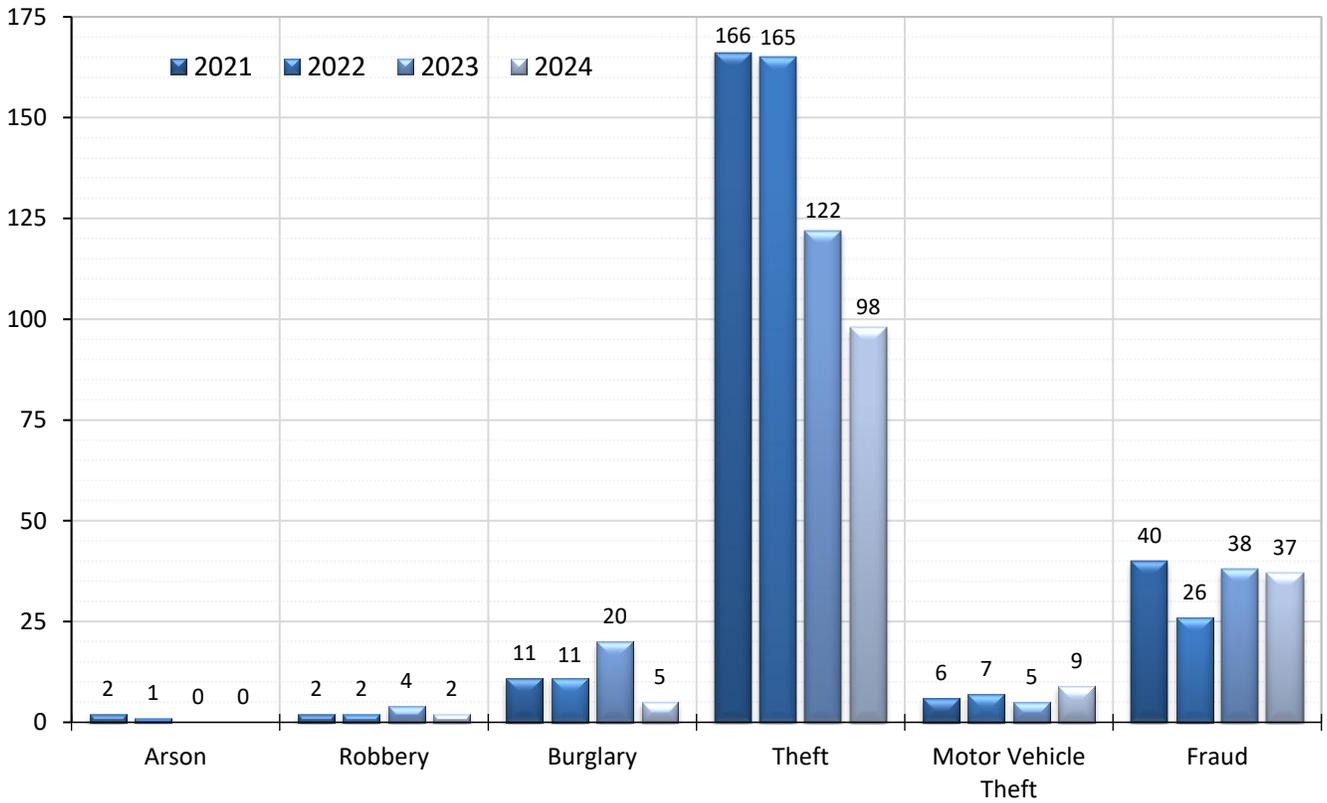
Offense counts are calculated based on the number of offenses for each victim (per incident) for Crimes Against Persons and the number of unique offense types (per incident) for Crimes Against Property and Crimes Against Society. For burglary and motor vehicle theft, offense counts are based on the number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



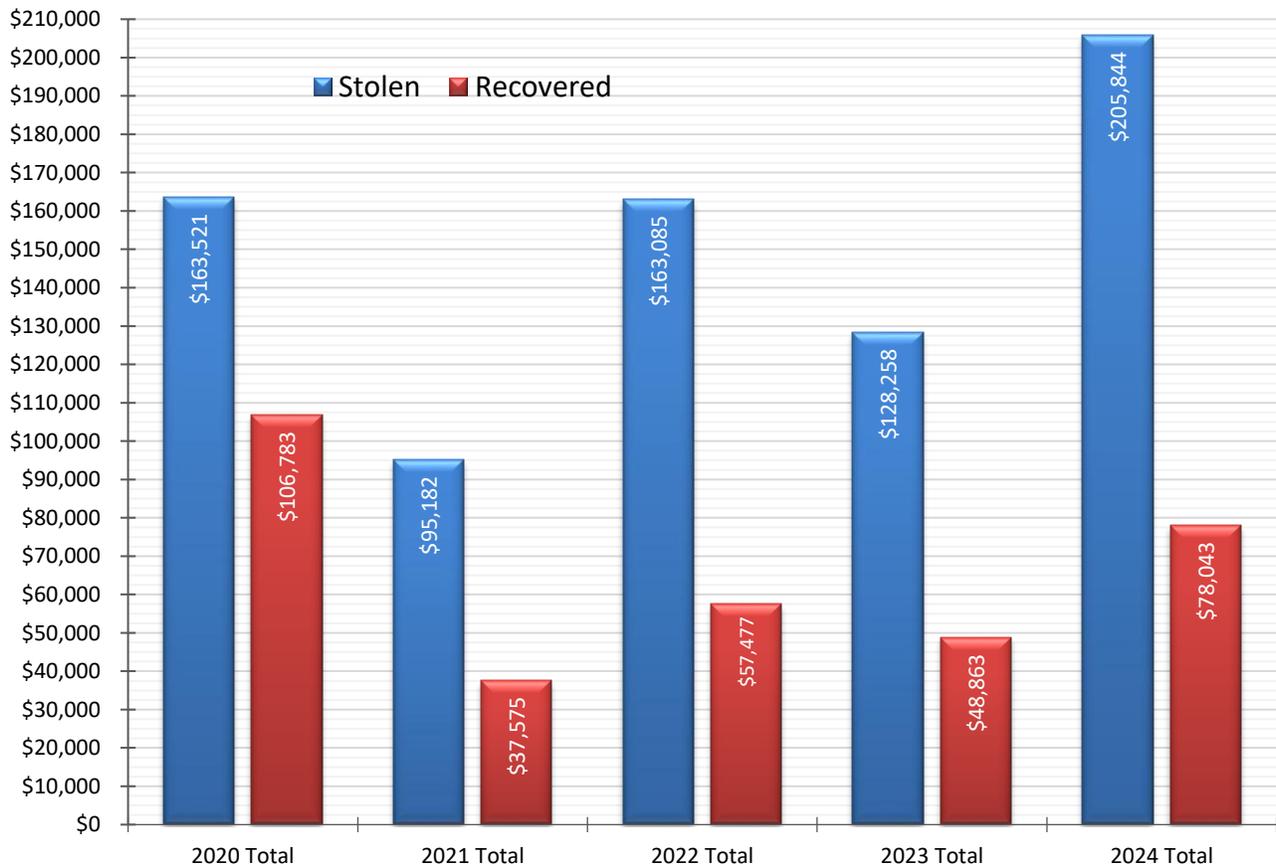
### Crime Offenses Against Property Incidents



**Property Stolen vs. Property Recovered**

Total/Offense	Stolen dollar amount	Recovered dollar amount	Recovery Rate percentage
<b>2020 Total</b>	<b>\$163,521</b>	<b>\$106,783</b>	<b>65%</b>
<b>2021 Total</b>	<b>\$95,182</b>	<b>\$37,575</b>	<b>* 39%</b>
<b>2022 Total</b>	<b>\$163,085</b>	<b>\$57,477</b>	<b>* 35%</b>
<b>2023 Total</b>	<b>\$128,258</b>	<b>\$48,863</b>	<b>* 38%</b>
<b>2024 Total</b>	<b>\$205,844</b>	<b>\$78,043</b>	<b>* 38%</b>
➤ Robbery	\$20	\$0	0%
➤ Burglary	\$16,220	\$0	0%
➤ Theft/Larceny	\$112,404	\$4,043	4%
➤ Motor Vehicle Theft	\$77,200	\$74,000	96%
<ul style="list-style-type: none"> <li>- Eight cars and three SUVs</li> <li>- Four vehicles had keys in it, six incidents the person had access to the keys, and one incident access to the keys is unknown.</li> <li>- Six incidents were cleared by arrest, two incidents were cleared by exceptional means, two incidents were suspended/pending new leads and one incident still open.</li> <li>- Nine vehicles have been recovered.</li> </ul>			

\* From 2021 - 2024, 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	2020	2021	2022	2023	2024
	# of incidents				
Officers Assaulted with Injury	5	3	1	4	4
Officers Assaulted without Injury	3	4	4	0	7
Officers Killed	0	0	0	0	0

### 2024 Monthly Breakdown of Charges

Month	Adult	Juvenile	Total
	# of charges	# of charges	# of charges
January	144	29	173
February	129	16	145
March	147	17	164
April	267	34	301
May	129	68	197
June	131	52	183
July	164	15	179
August	194	2	196
September	192	3	195
October	197	26	223
November	177	14	191
December	160	10	170
<b>Total</b>	<b>2,031</b>	<b>286</b>	<b>2,317</b>

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

Type of Charge	2020	2021	2022	2023	2024
	# of charges				
Animal Cruelty	-	2	-	4	3
Animal Ordinance Violations	6	8	10	12	13
Arson	-	1	-	-	-
Assault (Aggravated)	18	14	20	17	20
Assault (Simple & Intimidation)	31	48	42	52	51
Bail Jumping	66	106	113	139	114
Burglary	3	2	5	9	1
Burglary Tools – Possess	-	-	-	-	1
Cause < 18 to Listen/View Sex Activity	-	4	-	1	1
Child Abuse-Physical	3	2	8	10	1
Child Neglect	5	-	7	4	3
Cigarette/Tobacco Violation	7	20	8	3	3
Citations Written for Parking Tickets	-	-	1	2	5
Contribute to Delinquency	-	-	-	5	1
Contribute to Truancy	6	9	5	5	10
Controlled Substance – Possession	112	113	112	85	71
Controlled Substance – Sale/Manufacturing	9	12	2	4	8
Court Order Violation	6	6	12	9	10
Curfew	13	18	35	25	23
Curfew – Parental Responsibility	-	2	-	-	-
Damage to Property	38	24	30	23	27
Defamation	-	-	-	-	1
Disorderly Conduct	200	209	208	272	281
DNR Violation	-	-	-	1	2
Election Fraud	-	-	-	4	-
Electronic Smoking Device Violation (Vape)	-	-	1	24	20
Enticement or Exploitation of a Child	-	-	11	6	5
Expose Child to Genitals/Harmful Materials	-	-	14	7	7
Failure to Obey Officer	4	2	8	10	9
False Imprisonment	1	3	1	5	5
False Swearing	-	-	1	-	-
Fireworks - Sell/Discharge without Permit/Possess	-	1	-	2	-
Forgery and Counterfeiting	4	38	1	1	1
Fraud	5	77	14	11	13
Graffiti Prohibited	-	-	1	-	2
Hazing	-	1	-	-	4
Incest with Child	-	-	-	-	2
Intentional Abuse of Hazardous Substance	-	-	-	1	-
Invasion of Privacy	-	-	-	9	1
Kidnapping/Abduction	-	-	-	1	-
Lewd and Lascivious Behavior	-	1	-	1	-

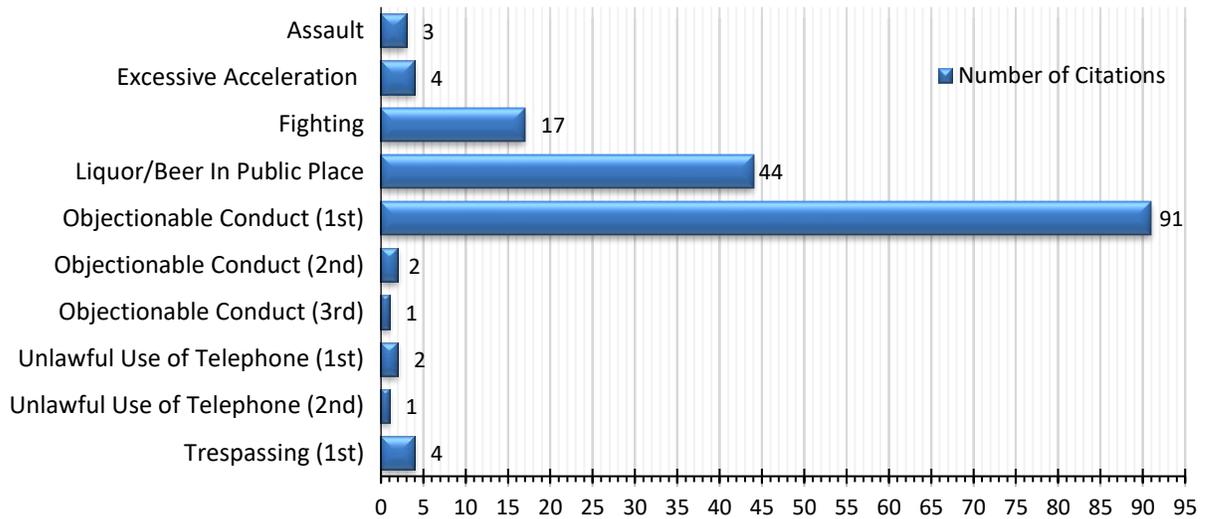
Type of Charge	2020	2021	2022	2023	2024
	# of charges				
Liquor Laws	209	397	187	163	191
Littering	3	1	1	5	9
Maintain Drug Trafficking Place	2	-	-	1	-
Mental Harm of Child	-	-	-	5	-
Motor Vehicle Theft	4	1	3	1	8
Move/Hide/Bury Corpse of Child	-	-	-	1	-
Murder and Non-Negligent Manslaughter/Attempt	-	-	-	-	1
Negligent Handling of Burning Materials	-	1	-	-	1
Noise	4	14	12	8	10
Obstruct/Resist Officers	32	54	61	44	46
Operate While Under the Influence (OWI) Alcohol	65	83	65	58	53
Operate While Under the Influence (OWI) Drugs	14	10	6	2	2
Operate with Prohibited Alcohol Concentration (IBAC)	43	48	47	54	46
Park Regulations	2	-	-	-	-
Pornography / Obscene Material	1	-	71	33	59
Possession of Drug Paraphernalia	72	69	39	35	29
Prostitution (to include Promote/Assist)	3	2	-	3	-
Public Intoxication	39	30	30	24	24
Reckless Endangering Safety	10	5	3	6	7
Registered Sex Offender Violations	1	-	1	-	-
Robbery	-	-	3	7	2
Runaway	2	-	1	1	1
Sex Offenses (Other)	2	-	12	1	7
Sexual Assault – 1 <sup>st</sup> Degree	2	4	5	4	1
Sexual Assault – 2 <sup>nd</sup> Degree	2	2	-	10	8
Sexual Assault – 3 <sup>rd</sup> Degree	6	4	3	2	-
Sexual Assault – 4 <sup>th</sup> Degree	4	2	1	1	4
Stolen Property	1	2	1	-	3
Terrorist Threats	2	-	-	-	1
Theft (Except Motor Vehicle)	40	96	164	74	73
Threat to Injury/Accuse of Crime	-	1	-	-	-
Throw/Discharge Bodily Fluid at Public Safety Worker	1	1	-	-	-
Traffic Offenses	676	802	927	910	800
Traffic Ordinance Violations	-	1	-	2	-
Trespassing	14	17	18	17	5
Truancy	48	56	67	72	45
Violation of Absolute Sobriety	3	8	7	3	10
Warrants Served – Local	16	11	34	16	33
Warrant/Pickups for Other Agencies	67	85	96	90	96
Weapons (Conceal/Possess/Negligent Use)	24	14	16	8	22
Zoning Violations	1	1	3	-	1
<b>Total</b>	<b>1,952</b>	<b>2,545</b>	<b>2,554</b>	<b>2,425</b>	<b>2,317</b>

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.

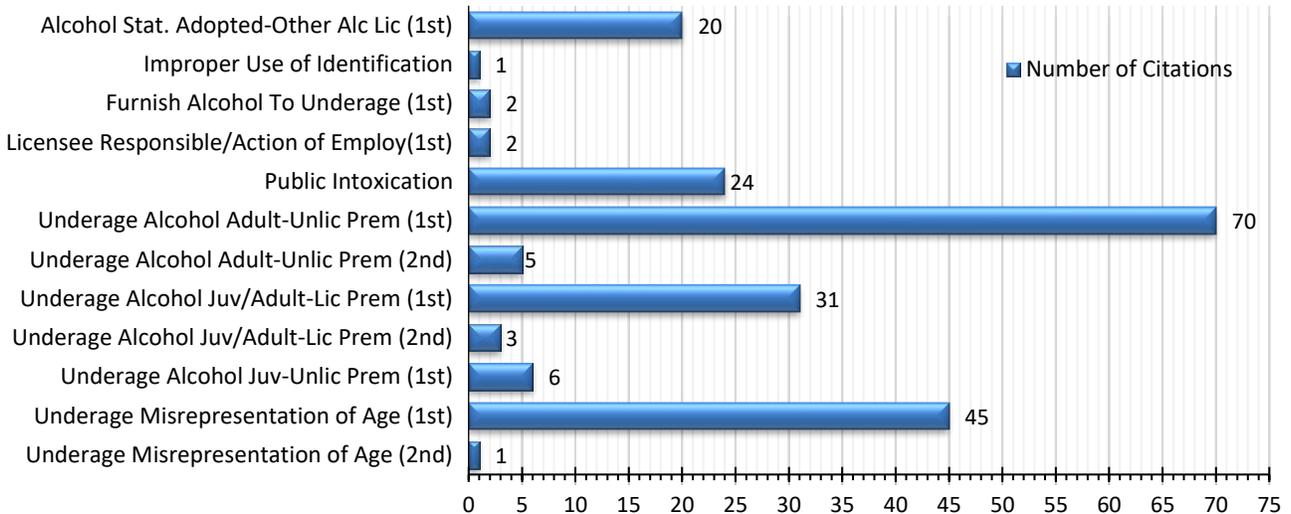
The Police Department has employed a targeted enforcement effort which includes educating, warning and citing those responsible. Our goal is to change behavior and decrease the levels of disorder in our city.

We issued a total of 379 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 2024.

**2024 Breakdown of Disorderly Conduct Ordinance Citations**



**2024 Breakdown of Liquor Law Ordinance Citations**



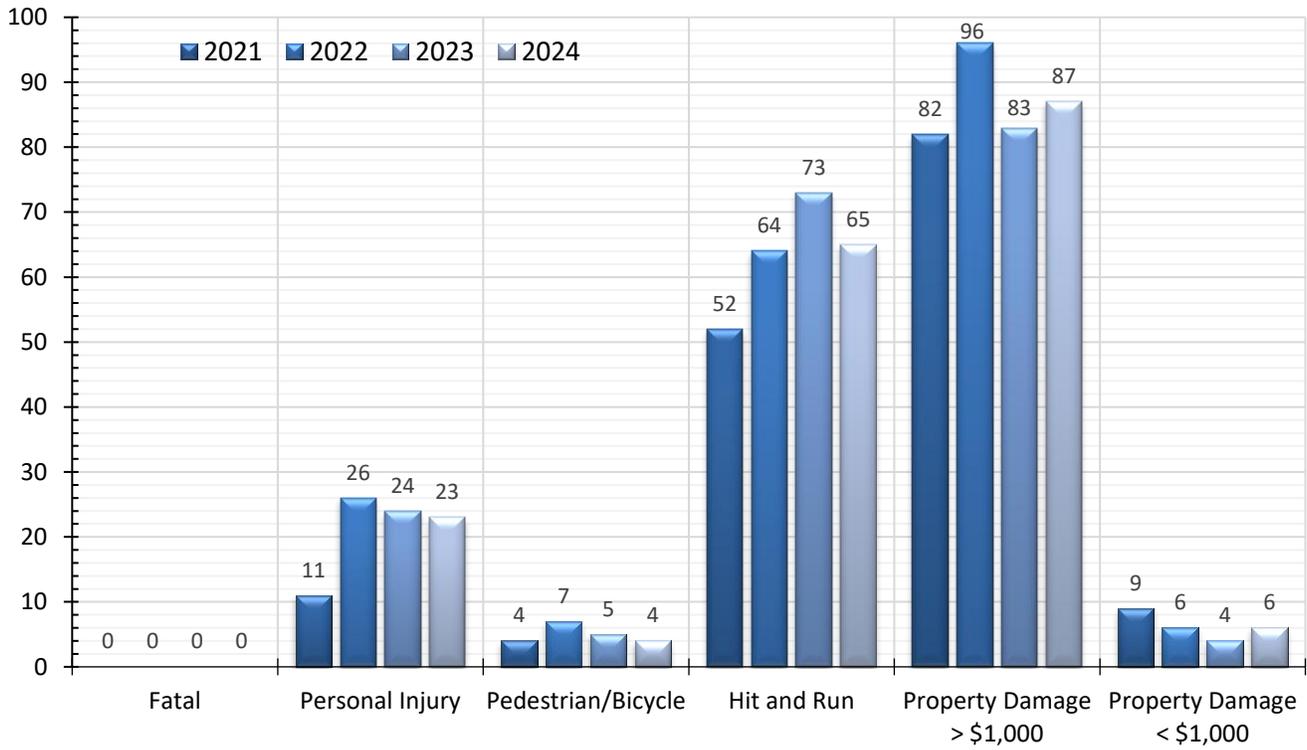
### 2024 Comparison of Juvenile Charges by Age by Category

Type of Charge	12 & under	13-14	15	16	17	Total
	# of charges					
Animal Cruelty	-	2	-	-	-	2
Assault (Aggravated)	-	-	-	-	1	1
Assault (Simple & Intimidation)	-	-	1	5	-	6
Bail Jumping	-	-	-	-	3	3
Cigarette/Tobacco Violation	-	3	-	-	-	3
Controlled Substance – Possession	-	-	1	1	-	2
Curfew	-	6	5	6	6	23
Damage to Property	4	4	-	3	-	11
Disorderly Conduct	8	19	4	4	5	40
DNR Violation	-	-	-	1	-	1
Electronic Smoking Device Violation (Vape)	1	6	7	4	2	20
Fraud	-	2	-	-	-	2
Graffiti Prohibited	-	1	1	-	-	2
Liquor Laws	-	-	2	5	5	12
Littering	-	2	1	-	-	3
Motor Vehicle Theft	-	6	-	-	-	6
Obstruct/Resist Officers	-	-	1	1	3	5
Pornography / Obscene Material	-	35	-	2	-	37
Possess Drug Paraphernalia	-	-	1	-	-	1
Reckless Endangering Safety	-	2	-	-	-	2
Runaway	-	-	1	-	-	1
Sex Offenses (Other)	-	1	-	-	-	1
Sexual Assault – 1 <sup>st</sup> Degree	1	-	-	-	-	1
Sexual Assault – 2 <sup>nd</sup> Degree	1	-	-	1	-	2
Sexual Assault – 4 <sup>th</sup> Degree	-	-	1	-	-	1
Stolen Property	-	3	-	-	-	3
Terrorist Threats	1	-	-	-	-	1
Theft (Except Motor Vehicle)	-	10	1	1	3	15
Traffic Offenses	-	11	1	8	10	30
Truancy	7	14	12	6	6	45
Weapons (Conceal/Possess/Negligent Use)	-	-	-	-	4	4
<b>Total</b>	<b>23</b>	<b>127</b>	<b>40</b>	<b>48</b>	<b>48</b>	<b>286</b>

### Comparison of Juvenile Charges by Age by Year

Year	12 & under	13-14	15	16	17	Total
	# of charges					
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
2024	23	127	40	48	48	286

### Motor Vehicle Accidents by Category by Year



### Motor Vehicle Accidents by Year by Month

Month	2020	2021	2022	2023	2024
	# accidents				
January	10	11	21	14	22
February	25	15	20	16	11
March	11	10	11	11	14
April	5	14	19	13	16
May	6	15	14	18	14
June	6	11	14	12	13
July	8	11	18	17	10
August	7	10	12	8	17
September	6	10	20	20	17
October	14	18	23	26	20
November	5	18	8	14	11
December	9	15	19	20	20
<b>Total</b>	<b>112</b>	<b>158</b>	<b>199</b>	<b>189</b>	<b>185</b>

## Calls for Service and Activities by Year

Type of Call for Service/Activity	2020	2021	2022	2023	2024
	# CFS/activities				
Total WPD Calls for Service/Activity	10,893	12,478	11,976	12,383	14,245
➤ Officer Initiated Activities	2,228	2,805	2,912	3,446	5,353
➤ Officer Initiated Traffic Stops	1,893	2,213	1,719	1,447	1,626
➤ WPD Officer 1st Responder EMS/Fire Calls	592	588	649	531	562
➤ Dispatcher Handled Calls (controlled burns, equipment warnings, miscellaneous information requests)	1,817	2,130	2,054	1,971	1,969
➤ Noise Complaint Calls	240	200	244	207	203
➤ Animal (Lost and Found) Calls	251	355	354	362	361
➤ False Alarms Calls	61	87	106	107	84
➤ All other WPD Calls for Service	3,811	4,100	3,938	4,312	4,087
Dispatched Whitewater EMS/Fire Calls for Service	1,683	1,939	1,915	1,942	2,018
Dispatched UW-Whitewater Police Department Calls for Service	3,111	3,319	4,582	5,175	5,568
<b>Total Calls for Service Dispatched</b>	<b>15,687</b>	<b>17,736</b>	<b>18,473</b>	<b>19,500</b>	<b>21,831</b>
CCL40 Initiated Calls for Service (*Program began 04/14/2021)	*	62 *	81	128	168

## Incidents by Year

Type of Incident	2020	2021	2022	2023	2024
	# of incidents				
Emergency Detention/Protective Custody	28	42	49	53	44
Family Disturbances (Domestic Abuse)	70	63	51	74	77

## Persons Held in City Temporary Holding Facility by Year

Sex of Person	2020	2021	2022	2023	2024
	# of persons				
Total Persons Incarcerated	4	1	-	1	-
➤ Male	3	1	-	1	-
➤ Female	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	2020	2021	2022	2023	2024
	# activities				
Parking Tickets Issued	2,439	2,533	2,559	2,750	2,753
Parking Permits Issued	163	162	151	143	137
➤ Resident	156	150	146	134	127
➤ Employee	7	12	5	9	10
Parking Revenue *	\$95,263	\$98,148	\$87,716	\$93,947	\$92,767
Bike Licenses Sold	5	7	7	4	6
DOT License Plate Renewals Completed	128	144	165	163	377

\* 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	2020	2021	2022	2023	2024
	# requests				
Incident Reports (to government agencies)	1,626	1,952	2,150	2,352	2,633
Incident Reports (to public)	299	298	288	320	372
Motor Vehicle Accident Reports (to public)	106	128	188	183	142
Background Checks	485	567	526	628	593
➤ Alcohol Beverage License Applicants *	39	45	42	42	40
➤ Beverage Operators License Applicants*	121	168	125	138	135
Miscellaneous Open Records Requests	15	3	4	10	8
<b>Total Requests</b>	<b>2,531</b>	<b>2,948</b>	<b>3,156</b>	<b>3,493</b>	<b>3,748</b>

\* Breakdown included in Background Checks total.

### Personnel Training and Overtime

Type of Statistic	2020	2021	2022	2023	2024
	# hours				
Training Hours	1,588	2,919	2,189	2,740	2,620
Overtime Hours (less Holiday)	4,050	4,598	5,297	6,488	6,394
Holiday Hours Worked Overtime	855	1,043	857	1,137	989

### Presentations and Outreach Programs

Type of Statistic	2020	2021	2022	2023	2024
	# presentations				
Presentations/Outreach by Personnel	8	12	13	21	14

## 2024 DEPARTMENT GOALS UPDATE

The following is an update of the Whitewater Police Department's 2024 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:

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

**COMPLETE:** Over the course of 2024, the police department has utilized Propio to better communicate with our non-English speaking population. We've periodically analyzed our Propio usage to ensure we are maximizing it effectively. WPD also tested free software provided by Worldwide Tech Connections which was found to be less functional for staff.

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.

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

**IN PROGRESS:** The department utilized social media in creative ways in 2024, however, we are still not utilizing it to its full potential. In 2024 we released redacted Axon video from a search warrant, shared weekly service summaries, job postings, a variety of PSAs, timely press releases, as well as photos of community engagement efforts. However, moving forward, we would like to post more engaging content including video reels including recorded press releases.

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.

### 3. Implement a Spanish fluency incentive for our sworn personnel.

**COMPLETE:** A Spanish fluency incentive has been incorporated into both the WPPA and WPPSA bargaining contracts offering a \$1,500 stipend. A process was developed using a third-party company to determine fluency. This process is now used City-wide.

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.

### 4. Offer business checks by staff trained in crime prevention.

**COMPLETE:** WPD 2<sup>nd</sup> and 3<sup>rd</sup> shift officers completed a total of 12 business assessments in 2024. It was initially planned to publicly advertise this service, however, due to staff time constraints and having a number of businesses already selected for assessment, it was not publicly advertised.

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.

### 5. Implement a Mental Wellness Program (MWP) for all police department staff.

**COMPLETE:** In 2024 WPD launched a formalized wellness check-in program and associated general order outlining the program requirements. All WPD staff with the exception of the part-time CSOs, participated in 2024. The program requires an annual mental wellness check through Thin Line Psychology. Employees set their appointments by March 1<sup>st</sup> annually, and are provided with paid leave on the date of their appointment. When necessary, employees are able to attend a select number of follow-up appointments.

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.

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## 2025 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 2025. 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.

### 1. Complete design work and begin construction of a new PD Evidence/Training building.

Action Plan: WPD's current long-term evidence storage garage is in very poor condition creating a high risk of liability for the City. The current garage is not temperature controlled, and has had problems with rodent intrusion. The ideal plan is building an approximately 50' x 100' pole shed structure that will serve the purpose of long-term evidence storage, evidentiary vehicle storage, as well as a training environment. An RFP will be completed for design work, and based on the design, a construction bid will be published. Prior to 2025, \$180,000 was borrowed and dedicated to this project.

### 2. Implement a new policy and accreditation management system (PowerDMS).

Action Plan: WPD currently utilizes a combination of Microsoft Word and Adobe Acrobat for both policy management as well as management of accreditation documents. This is inefficient causing a great deal of unnecessary staff time to be tied up in editing documents, especially in regards to the creation of accreditation proofs. On the policy management side, the use of word documents makes it very difficult to utilize the expertise of all staff members as the documents don't act as "living" documents that track suggested updates. The PowerDMS software addresses those shortcomings, and will be a significant improvement for the agency.

### 3. Create a model of specialization within the Detective Bureau.

Action Plan: Historically the WPD detective bureau has operated in a way where each detective serves as a generalist handling a large variety of cases. This is mostly due to the caseload and limited number of detectives. However, in 2025, an additional detective was hired. Concurrently, the agreement permitting use of the Waukesha Police Department computer forensic lab, provides us with an opportunity for forensic analysis of electronics. This gives us an opportunity to create a more efficient and specialized detective bureau.

### 4. Increase our department's clerical staff capacity by transitioning the part-time Records Technician position to full-time.

Action Plan: This action will assist us in keeping up with the increasing demands of our clerical staff related to records requests and related redaction. The cost will be supported by a video redaction fee system put in place in 2025 as well as an increase in the cost of parking tickets enacted by the Common Council in 2025. The anticipated timeline of the transition is June 28, 2025.

**5. Partner with Media Services to create a promotional video that will be utilized for future hiring processes.**

Action Plan: With the passage of the Police and Fire/EMS referendum, the police department will be hiring an additional five patrol officers. In order to best position the department as an attractive employer, we will promote the agency through the creation of a promotional video. The plan will be to invite Media Services staff to PD trainings throughout the summer to obtain footage of our staff training, attending special events, and completing routine tasks. We will plan to post the completed video on social media and on the City website.

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## CONCLUSION

As we move into 2025, we continue to seek new and innovative ways to maintain our high standard of professional policing in a fiscally responsible and efficient manner. We will work to understand how we can better serve as our staff address the myriad of societal issues impacting our community. The foundation of the Whitewater Police Department are 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 the Whitewater community for the continued support of our mission.