



# The Informer

Wausau Police  
Department

The Informer  
January 2016.

## January News

### Year in Review---2015

We started the year by reviewing officer involved shootings from around the nation and what appears to be an attack on the law enforcement profession. Protests and demonstrations have been highlighted by the media which has given momentum to certain groups that are attempting to de-value law enforcement's role in our society. "Racism" has been mentioned more in this past year than I can ever remember in my entire career.

Not much has changed on this front so far in 2016. We continue to see demonstrations against police. Even our Minnesota neighbors have seen the group, Black Lives Matter, interfere with holiday shopping at the Mall of America and shut down parts of the Minneapolis airport during Holiday travel. Racial tensions still appear to be very high in many parts of our nation and the ease of that damaging label of "racism" is used without discretion or proper justification. Our Nation, not unlike our community and local Government, needs to be unified and not divided. We need to work together to form one strong force rather than a single silo that detracts from unification.

While at the Wisconsin Chiefs of Police Association conference in February, I listened to Kevin Gilmartin speak about "Emotional Survival for Law Enforcement." Gilmartin discusses the biological rollercoaster that officers experience during their shift and the mental and physical toll this has on an officer. Couple this with the constant state of "hypervigilance" necessary for officers to be properly prepared for each call and you have a dangerous mix that can impact officers a great deal.

Of course, this phenomenon is not going away. Officers still experience the emotional and physical toll of

being hypervigilant which makes it vital for officers to properly manage their stress load. However, external factors have complicated our environment by creating a lack of legitimacy to our profession. Society appears to show a reduced value for our profession. Officers are committed to our honorable profession and dedicated to making a difference in our community. They work hard to improve the quality of life for our citizens. However, if officers feel like their efforts go unnoticed or unappreciated, that will clearly add to an already high stress load.

All of the items mentioned above are why it's so important to have a support system in place for officers and for the whole department. A support system that provides security for their team, acknowledges their efforts, and appreciates their commitment and dedication. A comprehensive support system that includes engaged and supportive elected officials. Elected officials that are knowledgeable, that research and understand the need for city services and the needs of the community. Officials that work together as a unified team and make the best decisions for the community as a whole. I will continue to do what I can to promote, encourage, and lead this fractured group, so that we can have a comprehensive support system in place for our employees.

We celebrated National Police Week in May with a moving ceremony held at the 400 block. Guest speaker, Representative Jerry Petrowski, had an inspiring speech that demonstrated his support for law enforcement. A few excerpts from his speech:

*You are the protectors of our communities and our way of life. We need you, and we trust you. It takes an incredible amount of courage and character, maybe more than ever before, to pursue a life in law enforcement. What you do every day, whether it be investigating crimes, writing citations, working with the youth, makes our community a better and safer place to live.*

Continued on next page

**Year in Review — 2015** (Continued)

*Today is a time for reflection, for remembrance, for showing thanks, for expressing sorrow, and for celebration. We remember the fallen heroes whose lives were cut short. We recognize their bravery and their valiant pursuit, and we celebrate their lives and their memory.*

*May Almighty God look over those who have gone before us, and may He protect those of you who put on the uniform each and every day. May He see that your duty gets done, and may He return you safely to your loved ones at the end of your shift. And together, let us ask Almighty God to bless each of you, your families, and this great nation.*

In June, we highlighted a very dangerous situation when Wausau Officers teamed with Federal agents to capture an armed fugitive in our city. These types of situations are intense and have the very real possibility of escalating to deadly force. Lt. Ben Graham summarized the tense situation by acknowledging that deadly force would have been justified as the armed subject continued to approach officers with a weapon and refused to comply with officers' commands. Officers were able to capture the subject by using less-lethal tools and avoided using deadly force. A great job was done by all officers coordinating an arrest effort that had great potential for deadly force.

These types of situations continue to occur as officers routinely respond to dangerous service calls. One of the many factors involved in a successful resolution to these situations is training. Officers continue to train on regular basis so they can be prepared to recognize the dangers of a situation as soon as possible and then properly assess the situation so the best decision can be made to successfully resolve the incident. This involves using restraint whenever possible and de-escalating situations as best we can.

In July we acknowledged Brett Favre's leadership qualities as he was inducted into the Green Bay Packers Hall of Fame. We encouraged all of our employees to start creating their own legacy. Don't wait for a specific position or title, start now. Each of you are considered a leader by community standards and therefore, embrace those expectations and develop your leadership characteristics. Leadership is not something that you can grab ahold of one day and declare that you are a leader. Leadership is a calculated, methodical, dedicated transformation that is developed, honed, and practiced over an extended period of time. Teammates will affirm your leadership by the trust that you have earned with your words and actions from your consistent leadership actions.

August brought us a very difficult and challenging situation. Officers of the Wausau Police Department were involved in an Officer Involved Shooting. The immense events and the flood of emotions that officers experience following an OIS is hard to process. The officers involved in the OIS were given much moral and emotional support by their peers, along with Captains Bliven and Barnes who modeled this behavior. These situations can be life altering so it was great to see so many team members showing support for their fellow officers who were under duress. This moral and emotional support was instrumental for the officers involved, it also helped ease their pain and tighten the family bond.

September focused on organizational culture and the importance of having an organizational identity. Having a clear vision, a fulfilling purpose, and a direction that employees trust. Accountability and character were discussed as being vital for success. We place character as the highest priority. We desire good ethical character to be our identity...an individual's core. Decisions made from this foundation will be made with the best intentions in mind.

**Year in Review — 2015** (Continued)

I know we can do better in this area but I also can tell you that your command staff discusses these themes on a regular basis and we are dedicated to making sure that all employees have the direction, support, and expectations necessary for them to succeed.

We ended the year with our guest writer, Don Ryder, who expressed his views of the department and of the employees of WPD from an outsider looking in. His words were meaningful and puts everything into perspective of why we do what we do....because people are counting on us to make a difference and Don relayed numerous stories that proved we are making a difference.

We had an event filled 2015. But the reason why we continue to overcome obstacles and succeed is because of the quality employees that are dedicated to making a difference in our community and improving the quality of life for our citizens. The officers on the street make the difference and I could not be more proud of the impact that you have had in 2015. Your management team will continue to work very hard to find the right fit with new employees which includes individuals that have outstanding character, that will be great teammates, and that support our mission. We pledge to continue to provide the best training so that all officers can be as prepared as possible and as safe as possible. And we pledge to provide you with all the resources and support you need to be successful so you can achieve job satisfaction in knowing your dedicated efforts make a difference.

Your management team is looking forward to leading this organization in 2016.

## **Mission Statement**

The Wausau Police Department strives for excellence  
in policing by partnering with the community to  
enhance the quality of life

## **Core Values**

Integrity  
Professionalism  
Accountability  
Respect



### Best Wishes on your Retirement!

#### Congratulations Lieutenant Michael Juedes on your Retirement!

Lt. Michael Juedes has served the citizens of Wausau for almost 31 years, 28 of those on the night shift. He was hired in January of 1985, but left for a few months to work as a dairy distributor with his then future father-in-law. Mike returned to the PD in August of 1986 and was re-hired under Chief Gajewski.



Like all new officers at the time, Mike started his career by ‘walking a beat’. He and Mark Klein used to pass the time by making traffic stops. One would stand at a stop sign and the other would stand down the street. If a motorist would violate the stop sign that officer would radio to the other and he would stand in the traffic lane to direct the violator to the curb and issue the citation.

Mike was involved in training early in his career. After Officer Mark Zeinert left the department to pursue another career Mike was selected to become the new DAAT instructor. To make training more realistic, Redman suits, Impact Bags, and “Red Guns” were purchased. Pressure Points and OC spray were also included in training to give the officers more options.

In the early 90’s, Mike was selected as a Firearms Instructor and worked under Lt. Gary Spatz until Gary’s retirement. During that time, slings, lights on long guns, AR-15 rifles, Active Shooter training, use of Simunition training ammunition, and various range apparatus were built by Mike. He built a moving target system, 2 Bianchi plate racks, movable shooting house consisting of individual walls, movable cover barricades, etc. This was all in his vision to give officers, “real life” experience in making use of force decisions.

Mike received several awards during his career including the Medal of Valor and a Life Saving Award. Mike was promoted to Patrol Lieutenant in July 2004. He supervised the night shift and was the overseer of the alcohol sales enforcement. Mike ended his career on day shift.



Best wishes on your retirement!



Lieutenant Michael Juedes and his family



## Mourning the Loss of K9 Pluto

Pluto, a retired Belgian Malinois, from the Wausau Police Department was laid to rest on 12-30-15.

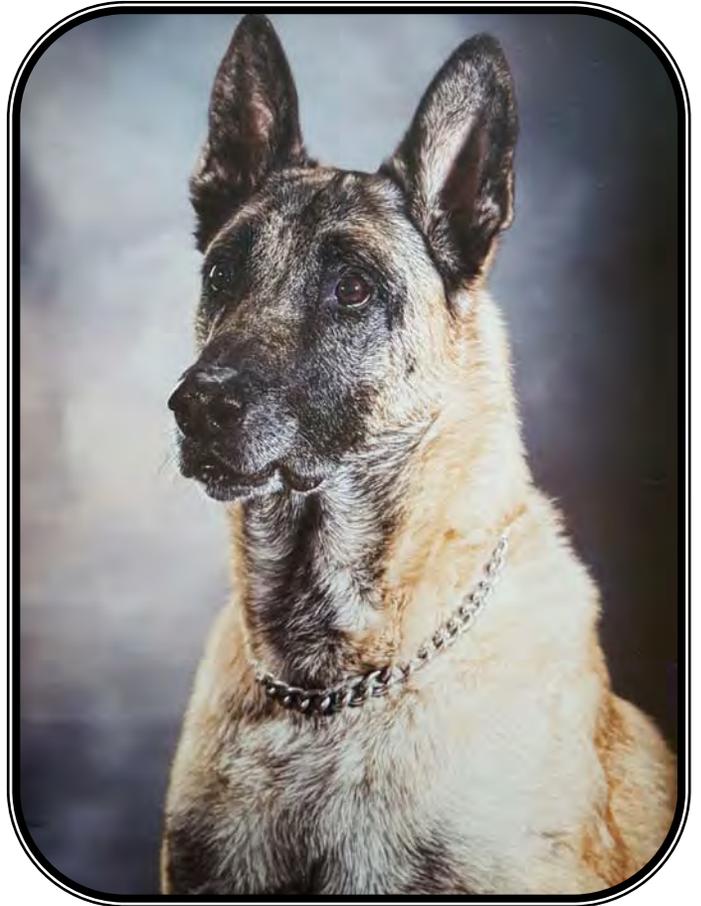
Pluto was born in June of 2002 and began working for the Wausau Police Department in the fall of 2005. Pluto retired in January of 2015.

Pluto was a great partner at work and a wonderful member of our family. Pluto enjoyed his one year in retirement but not as much as going to work every day. Pluto was involved in many things in his 9 year career, finding numerous drugs for us.

I am especially proud of the time Pluto was able to indicate to me that someone was hiding in the ceiling of a business that was burglarized. The suspect was apprehended hiding in the ceiling. Pluto was awarded the Meritorious K9 Apprehension for the State at the annual Wisconsin Law Enforcement Canine Handlers Association for this incident.

Pluto will be missed. I would like to thank everyone for their support.

Submitted by Officer Mark Jaeger





### The Lemirand Family would like to announce...



The birth of their son, Everett Michael Lemirand. Everett decided to enter the world a little early, about four weeks early! He measures up to be 19 inches and 6lbs 7oz. Imagine how big he'd be if he grew four more weeks!

Congratulations to the Lemirand family and Welcome Everett!

### Coffee with a Cop



The Wausau Police Department held another Coffee with a Cop campaign.

Participating officers were; Officer John Phillips, Jacob Albee, Nate Stetzer, and Parking Enforcement Jim Hellrood.

We received this photo on our Facebook page from a citizen thanking each of you for sharing time with her.

Thank you to each of you for taking the time to coordinate this campaign and sharing your time with the community.

Every time we take this type of initiative we take one more step toward our mission.



### Paws & Protect

The Wausau Police Department and Everest Metro Police Department, along with the sponsors listed below, are bringing you another Paws & Protect clinic. The clinic will be held at the Marathon Park Youth Building on Saturday, February 27, 2016, between 1:00 pm and 5:00 pm.

This is a great opportunity to vaccinate, microchip, and license your cat or dog.

- Boehringer Ingelheim
- NorthStar Cleaning and Restoration
- Wisconsin Valley Vet Service
- Pet Link

- Wausau Animal Hospital
- WIFC
- VCA Companion Care

**PAWS & PROTECT**  
 Sat. Feb. 27, 2016 1pm-5pm  
 @ Marathon Park Youth Building

- Free- Rabies vaccines
- \$10- Microchips implanted
- 2016 Licensing for cats & dogs

**Animals must be licensed for 2016 before leaving**

Animals **MUST** be on a leash or in a crate

Service	City of Wausau	Village of Weston	City of Schafield	Town of Weston
Sprayed/Neutered	\$18 dog \$18 cat	\$15 dog \$15 cat	\$10 dog \$5 cat	\$10 dog \$5 cat
Sprayed/Neutered	\$60 dog \$60 cat	\$25 dog \$25 cat	\$20 dog \$5 cat	\$20 dog \$5 cat
Microchip Discount	\$8	\$5	N/A	N/A



### 2016 Special Olympic Winter Games Submitted by Officer Hartwig

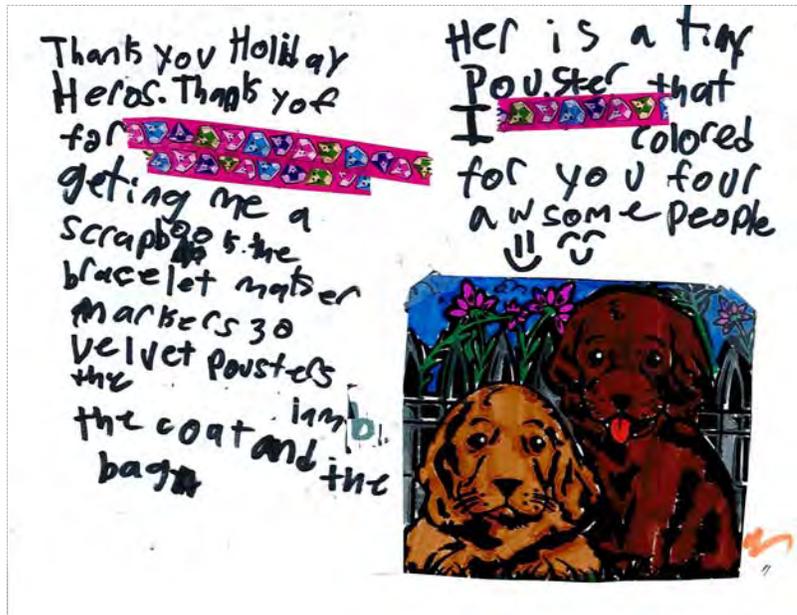
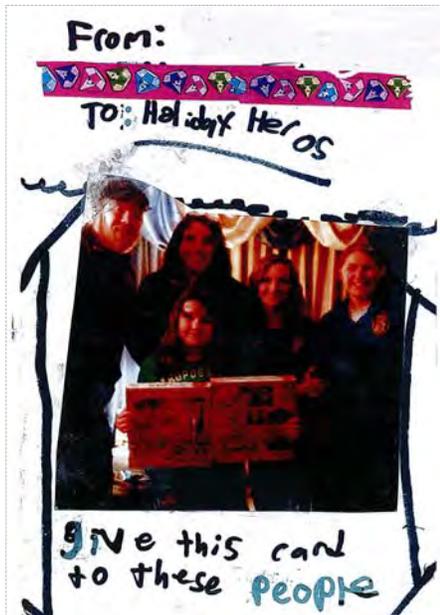


Officer Andrew Hartwig and Olivia Quigley

On Saturday, January 23, 2016, Special Olympic athlete Olivia Quigley and I had been asked to light the Flame of Hope at the local 2016 Special Olympic Winter Games. I had the opportunity to chat with Olivia before the ceremony and she immediately melted my heart. She currently has stage 4 breast cancer and continues to participate in numerous events. Recently, my wife's grandmother, whom provided daycare for every one of my children, had passed away from a similar cancer and I know just how physically draining chemo treatments can be. Olivia's smile and positive attitude spoke volumes of who she is and how proud she is to be a part of Special Olympics.



### Holiday Heroes Thank You Card



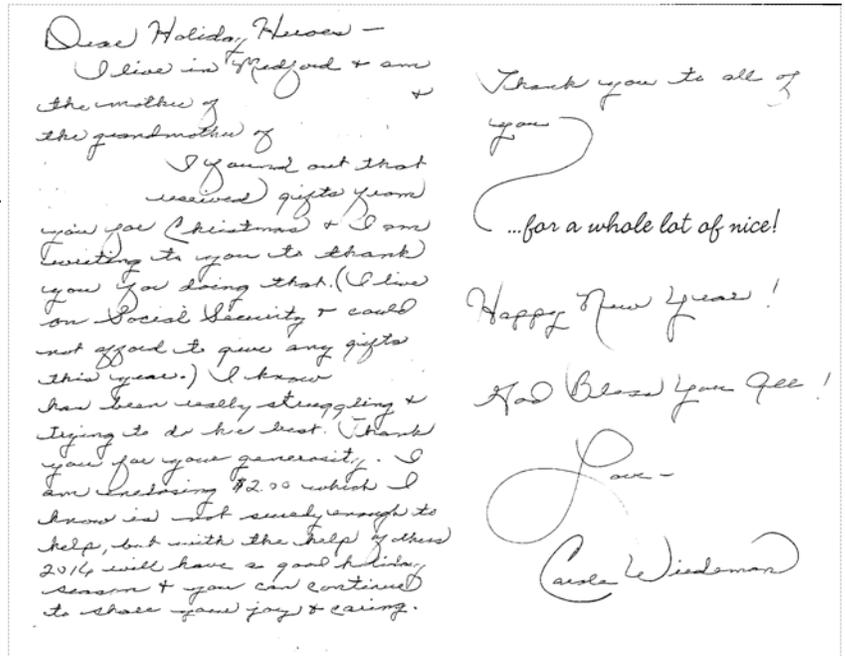
One more time, thank you to all who donated and volunteered their time to Holiday Heroes. You have made a difference in the lives of the children who received the gifts.



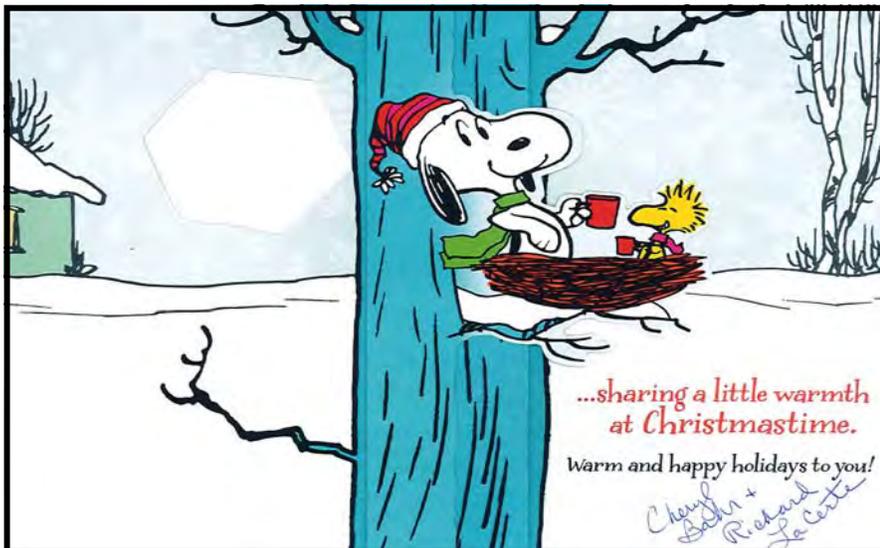
### Holiday Heroes—Another Thank You Card

Just another example of how Holiday Heroes has touched the heart of yet another family.

Thank you to all who participated in this past year's Holiday Heroes.



### Spreading a little Christmas Cheer



Police and Fire Commissioner Cheryl Bahr and her husband Richard LaCerte shared some Christmas cheer by distributing Starbucks gift cards to a number of officers who worked on Christmas.

Thank you Cheryl and Richard; what a thoughtful and generous gift of appreciation for the officers who could not be with their families on Christmas.



**Officer Appreciation for Officer Carr**

**Email from Michael Puerner, Assistant District Attorney, to Captain Hagenbucher**

I just read Officer Carr's report. He did a fantastic job of investigating this case. This was a case where an inmate had another inmate call the victim in his underlying case. Not only did officer Carr verify that the call was made, but he followed-up with the calling inmate (who confessed to the call). The extra follow up was exactly what was needed to prove the case and Officer Carr did a great job identifying the need for follow-up and independently completing it.



Officer Garrett Carr

Thank you and thanks to him also!



**Officer Appreciation for Officer Jurasin**

**Email from Captain Bliven**



Officer John Jurasin

Municipal Court received a note along with a payment for a traffic ticket. You clearly made an impact on her because she wrote "The police officer who helped on the scene was tremendous." It isn't every day you get a note calling you "tremendous" after issuing someone a citation.

I watched the video of your interaction with the parties involved in the crash and you represented our department well. Thank you for taking the time to clearly explain everything to the people involved. You clearly demonstrated compassion for the at-fault driver who was upset as a result of the crash. Thank you for representing our core values of professionalism and respect. Keep up the good work.

The Wausau City Municipal Court, 1/10/16  
Enclosed is the amount for my citation  
U106706-5. The Police officer who helped  
on the scene was tremendous. Based on  
the incident I would request that left hand  
turns not be allowed or lanes are built  
to handle the traffic better. Thank you  
for considering. Sincerely,



**Officer Appreciation for Officer Burns  
Email from Tara Alfonso, Assistant City Attorney**



Officer Johnathan Burns

There was a Motion for Probable Cause hearing this afternoon. The testifying officer was Johnathon Burns.

I guess he has been with the department for about a year he said. He did an outstanding job in his testimony. He was very well prepared and it was obvious. He presented himself as very confident and knowledgeable. He was also quite agreeable to meeting in advance to prepare for the hearing, even though it was his day off and New Year's eve.

He is a very sharp young officer, as most of them probably are. I just don't get to work closely with all of them very often.

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**Captain Bliven's response**

Please see the email below from Assistant City Attorney Tara Alfonso. She was very impressed with your testimony. Great job preparing and delivering professional testimony. It isn't always the easiest thing as a newer officer, I appreciate your effort.

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**Officer Spotlight  
Officer Jacob Albee**

Hello, I am Officer Jacob Albee. I grew up in the Wausau area, graduating from Wausau West High School in 2003. I continued my education at UW Marathon County while working at Wisconsin Public Service year round in several roles.

I then continued my education pursuing criminal justice at UW Platteville. After UW Platteville I was lucky enough to receive the opportunity to serve the community I grew up in. I was hired by the Wausau Police Department as a patrol officer in August of 2007.

During my time at the police department I have also had the privilege of being a member of the honor guard serving in parades, flag raisings and funerals. I have found this position very rewarding in that the presence of the honor guard can mean a lot to the people we are there for.



Officer Jacob Albee

So after 8 years have gone by I still look forward to the years to come serving the community.



Be safe, always appreciate your blessings, and never take things for granted.

**Jeff Hardel**  
**Chief of Police**  
**Wausau Police Department**

**Leadership Quotes:**

*Leadership is not about titles, positions, or flowcharts. It is about one life influencing another.*

**John C. Maxwell**

*Thru leadership lies in guiding others to success—in ensuring that everyone is performing at their best, doing the work they are pledged to do and doing it well.*

**Bill Owens**