Wausau Police Department

2016 Annual Report

Partnering with the Community

Annual Report Index

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Command Staff

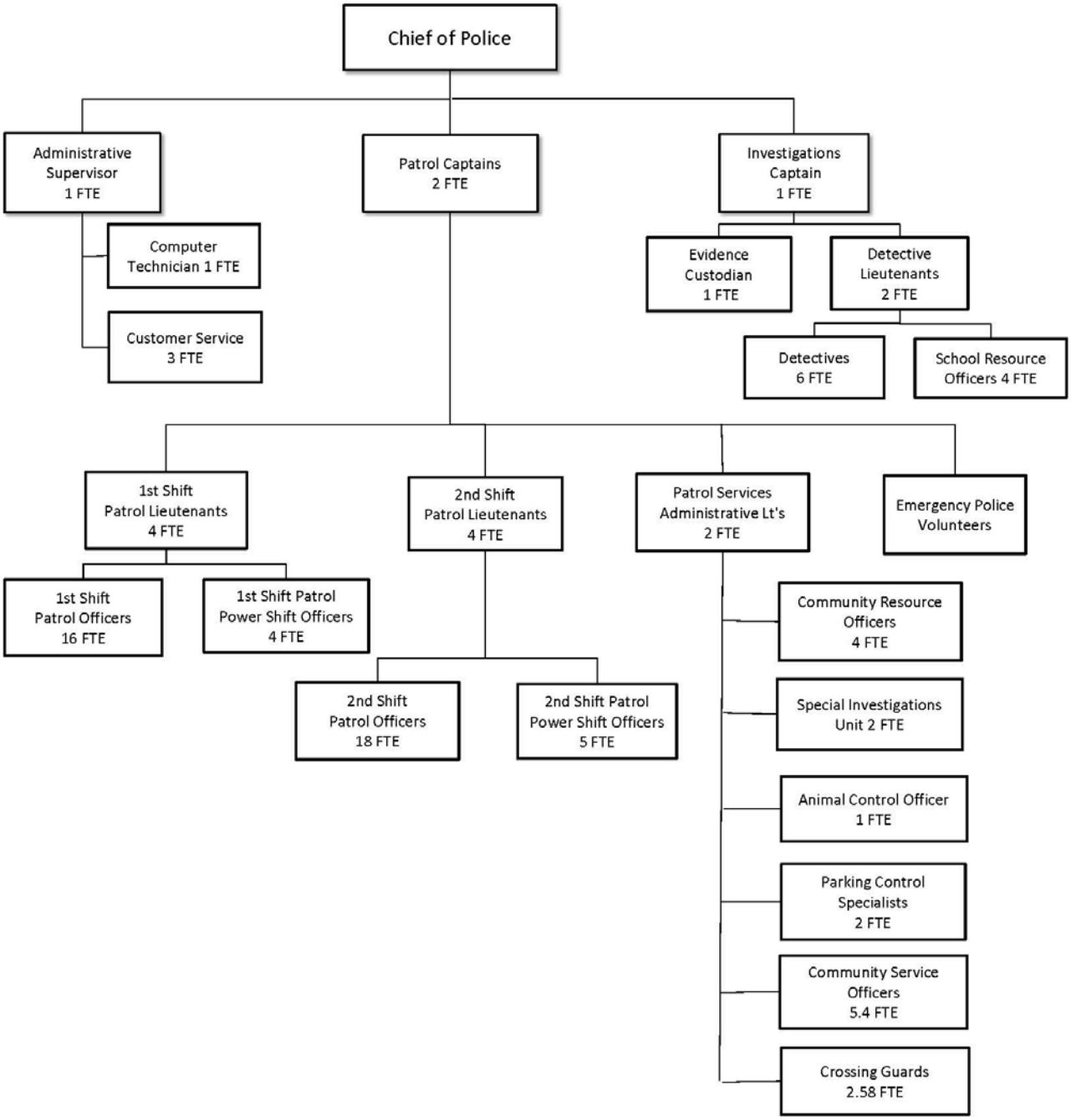
Jeff Hardel
Chief of Police

Gregory Hagenbucher
Investigations Captain

Benjamin Bliven
Patrol Captain

Matthew Barnes
Patrol Captain

Police Department Organizational Chart



Wausau City Government

Robert Mielke, Mayor

Lisa Rasmussen, City Council President

Robert Mielke
Mayor

Patrick Peckham
First District

Romey Wagner
Second District

David Nutting
Third District

Tom Neal
Fourth District

Gary Gisselman
Fifth District

Becky McElhaney
Sixth District

Lisa Rasmussen
Seventh District

Karen Kellbach
Eight District

Joe Gehin
Ninth District

Sherry Abitz
Tenth District

Dennis Smith
Eleventh District

Police & Fire Commissioners

William Graef, Chair

William Graef

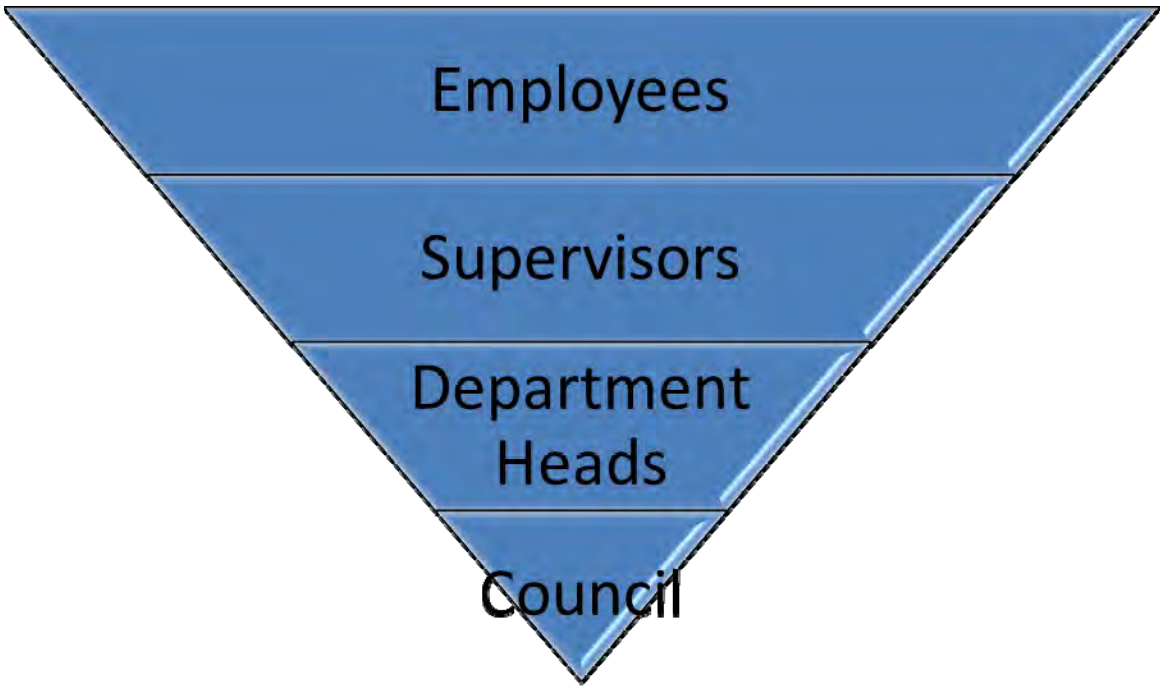
Dennis Huntimer

Tony Patterson

Cheryl Bahr

Laurin Jorstad

Service to Our Citizens



The graph above shows how the City is organized to carry out the Mission Statement and provide service to our citizens. The Council is the foundation of city government and is responsible for setting policy, creating a positive atmosphere, and enabling the City to move forward. The Council works with and supports the Mayor and the department heads in combined efforts to provide the supervisors and employees with what is needed to ultimately serve the citizens. The City's core values are key to guiding daily operations and employee decisions.

Mission & Vision

The Wausau Police Department, in response to our citizens, will provide services in the most effective and efficient manner in order to promote and enhance our living environment within the city and to the citizens of the community. The Wausau Police Department plans and encourages positive growth. We promote a positive community image by encouraging citizen involvement and civic pride.

Mission

The Wausau Police Department strives for excellence and partners with our community to enhance the quality of life.

Vision

To be regarded as the standard of excellence in policing

The Department's mission is a commitment to quality performance from all members. It is critical that members understand, accept, and are aligned with the responsibilities established by this mission. The mission provides the foundation upon which all operational decisions and organizational directives will be based. The vision gives us incentive to continually strive to be better.

The mission represents the department's commitment to the concepts of quality performance. All members are expected to work consistently in a quality manner in the daily performance of those duties, responsibilities, and work tasks associated with the department's mission. A quality manner signals that performance outcomes comply with the performance standards established for our agency.

Core Values

Values embody our philosophy of policing and set forth our hopes for the future of our community, our profession, our department, and ourselves. We recognize that the following values, this philosophy of policing, will always be a yardstick against which we must measure ourselves, our efforts, our programs, our regulations, and our priorities. Whether sworn or civilian, full-time or part-time, paid or volunteer, we are proud to belong to this department and to adopt the following values:

Core Values

Integrity

Professionalism

Accountability

Respect

I**ntegrity**—Adherence to moral and ethical principles. The Wausau Police Department believes that integrity is the basis for personal and public trust.

Professionalism—Professional character, spirit, or methods. The Wausau Police Department strives for personal & professional excellence.

Accountability—The state of being accountable, liable, or answerable. The Wausau Police Department members are held accountable for their actions.

Respect—Deference to a right, privilege, or something considered to have certain rights or privileges; proper acceptance or courtesy. The Wausau Police Department will treat everyone with respect.

Chief of Police
Jeff Hardel

Dear Citizens of Wausau, Mayor Mielke, Common Council of the City of Wausau, and the Wausau Police & Fire Commission:

It is with pleasure that we present you with the Wausau Police Department's Annual Report for 2016. This document serves as a window to our police department. We invite you to learn more about our department and about the law enforcement profession. Learn more about our purpose, our philosophy, our dedication, and our operations. Should you have questions, please do not hesitate to contact me or one of the commanding officers for assistance.

The Wausau Police Department continues to be challenged by the various criminal elements that society offers. Internet fraud, internet scams, and internet crimes in general, including identity theft, continue to increase. Drug use, drug abuse, and drug sales continue to be a focus of our enforcement efforts, along with the ancillary crimes associated with the drug trade. The drug trade continues to drive criminal activity and plays a significant role in the overall safety of our community for the collateral damage that it causes impacts the vast majority of society.

With over 39,000 calls for service generating over 58,776 officer responses in our community, the demands and expectations placed on our officers are very high. This is just one of the many things that make our profession special, unique, and rewarding. This job requires great character and strong ethical make up. It takes a special person to commit themselves to the highest professional standards that we adhere to. Wausau is very fortunate to have outstanding men and women who comprise the Wausau Police Department. On a daily basis, the command staff witnesses the dedication and professionalism that our officers exhibit. This reinforces the significance of hiring the best candidates who will carry out our mission and support our community policing and community engagement philosophy. Officers are committed to providing excellent service and making a difference in our community.

I encourage all citizens to increase their level of involvement with Wausau Police Department by partnering with us to help police our community. Whether that involvement means reporting crime, having keen eyes and ears as a good witness, being part of a neighborhood partnership or neighborhood watch group, joining our Emergency Police volunteer services, attending neighborhood meetings, being supportive in other areas that help your sector officers do the best job they can, or simply following us on our Facebook page.

I am very proud and honored to be the Chief of Police in this great community. We will continue to strive to provide the best service we can and improve the quality of life for all residents of the City of Wausau.

Sincerely,

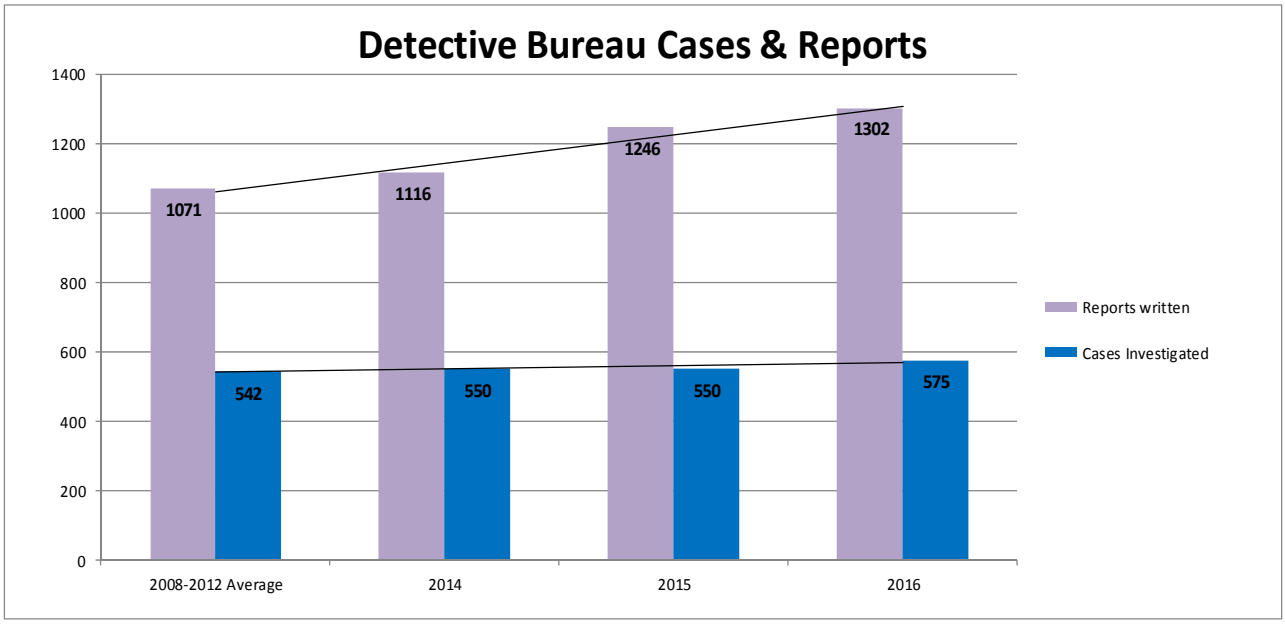
Jeffrey G. Hardel
Chief of Police

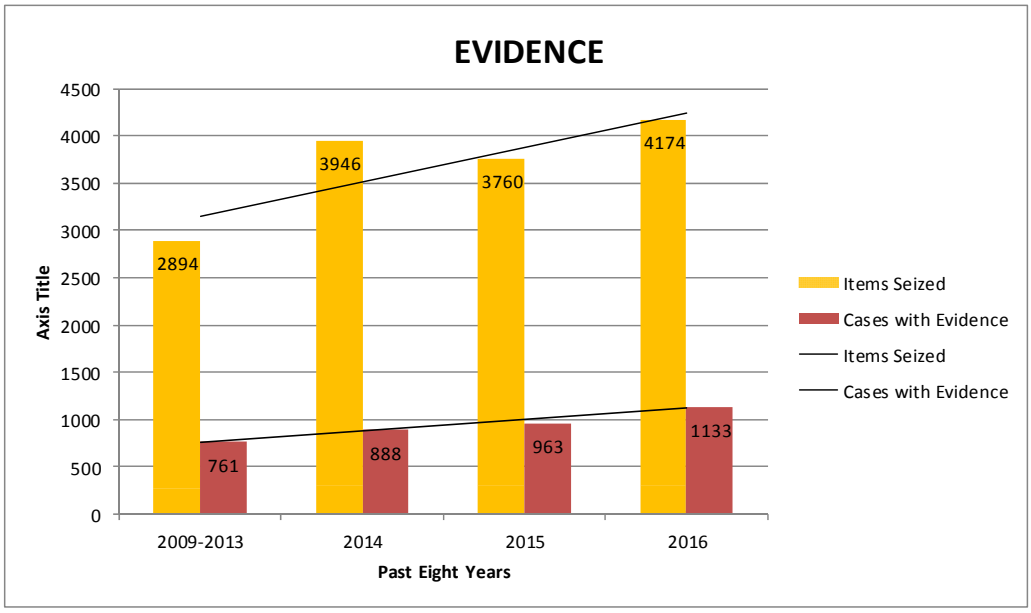
Investigations Captain

The Wausau Police Department Investigative Services Bureau, better known as the Detective Bureau, is dedicated to providing the highest quality of investigative, scientific, and information services for the purpose of maintaining law and order and protecting life and property. The duties and responsibilities of the personnel assigned to the Detective Bureau are numerous and quite diverse. Members of the Detective Bureau respond directly to crime scenes, and do their best to combat and reduce crime by conducting prompt, diligent, and professional investigations. Detectives maximize the use of all technological resources to solve crimes, track down and apprehend suspects, as well as to locate missing persons and recover and return stolen property to the rightful owner.

In 2016, the Wausau Police Department's Investigative Services Bureau consisted of six general detectives, four school resource officers (uniformed), one civilian evidence custodian, two detective lieutenants, and one captain. A detective and detective supervisor are on-call 24/7.

In 2016, the Wausau Police Department's Investigative Services Bureau saw the number of case investigated over the past eight years remain about the same. The total number of cases investigated by detectives increased from an average of 542 cases over the past eight years, to 550 cases in 2014, 550 cases in 2015, and 575 cases in 2016. For the most part the increases were due to cases involving arsons, robberies, counterfeit bills, forgeries, identity thefts, and burglary investigations. Arrests were made in most of the cases investigated by the bureau.





In 2016, the Investigative Services Bureau conducted a number of major investigations.

Some of these cases included:

- Detectives continued to work leads on the Stephanie Low Homicide case and prepare for trial. Ms. Low, a 22 year old female, was reported missing from her Westside Wausau apartment on October 10, 2010. Evidence found in her apartment led officers to believe she had disappeared under suspicious circumstances. Detectives have conducted several hundred interviews, and followed up on over 500 leads to date. On September 19, 2014, Ms. Low's decomposed body was located in a shallow grave on an isolated road in Forest County Wisconsin. The suspect who led investigators to the body is awaiting trial on 1st degree murder.

- In June of 2015, officers and detectives responded to the 1300 block of N 2nd Street reference a 43 year old male, George Diver, who died after being physically assaulted in a fight with another man over his girlfriend. Detectives processed the scene and transported the body to Madison for an autopsy. It was determined George Diver had died of blunt force trauma as a result of the physical assault. During 2016, detectives conducted follow-up on this case and worked with the district attorney's office preparing for trial. The suspect's trial is scheduled for March of 2017.

- In February of 2015, officers and detectives responded to a stabbing in the 800 block of Jefferson Street. The incident resulted in the death of a 13 year old male, Isiah Powell. The 15 year old suspect was waived into adult court and in March of 2016, Dylan Yang was convicted of reckless homicide. He will spend 13 years in prison and 17 years on extended supervision.

- In April of 2016, officers responded to a domestic dispute at the Gilbert Street Apartments. This incident turned into an officer involved shooting death after the suspect in the domestic dispute attacked an unarmed citizen and the officer with a knife. The officer used deadly force to stop the suspect and protect himself and the citizen. Detectives responded to the scene and assisted the Division of Criminal Investigations who were called in to investigate the incident. The officer involved in the shooting was found to be justified.

- In July of 2016, officers responded to a residence in the 3100 block of Wildwood Lane, in reference to a nineteen year old male at that address that was believed to be armed and suicidal. Detectives and Officers located the male, who produced a handgun and fled on foot when confronted. Within a short distance, the male stopped running and shot himself in front of officers. He succumbed to the self-inflicted gunshot wound. The Marathon County critical investigation team was called to investigate the incident as this was considered an officer involved death.

- In September 2016, officers were dispatched to the 1000 blk of South 7th Ave., in regards to neighbors hearing gun shots fired in the area and a female reporting a drive-by shooting. When officers arrived they spoke with the complainant and her family members who pointed out their house had been hit twice by bullets. Family members said that no one was hurt. Officers were able to locate what appeared to be two bullet holes in the side of the house. Detectives were called to the scene and recovered both bullets. They are being held as evidence. This investigation continues into 2017.

- In September of 2016, a stabbing was reported at the Cop Shoppe Tavern. Officers were dispatched to the 700 block of Washington Street in regards to a fight outside the Cop Shoppe Tavern. As a result a 25 year old male was transported to the hospital for his non-life threatening stabbing injuries. Officers were told the fight started over a pool game inside the tavern and carried over into the parking lot. The suspect was identified from the tavern's video surveillance system. A 33 year old male was taken into custody by detectives on 09/11/16 from his home in Wausau. He was taken to jail on charges of 1st degree intentional homicide and was charged with 1st degree recklessly endangering safety. The trial is pending in the court system.

- In 2016, detectives investigated several heroin/drug overdose deaths.

- In 2016, detectives investigated several child abuse complainants that included a seven week old with a broken arm. In addition, one infant death investigated and was determined to be asphyxiation from co-bedding with an adult.

- In 2016, detectives and community resource unit officers conducted several prostitution stings in the City of Wausau, and assisted with several more prostitution stings in neighboring jurisdictions. These stings resulted in numerous arrests and citations. Also, the police department teamed up with other local agencies and conducted a sting operation focused on Internet Crimes Against Children. Several arrests were made of suspects who had traveled to our community to facilitate a child sex crime.

In addition to these major crimes the Investigative Services Bureau has successfully closed many serious felony investigations with the arrest of people for the crimes of robbery, both armed and unarmed, endangering safety where the calls involved shots being fired, a few aggravated assaults, several arsons, several hundred sexual assaults (juvenile & adult), some embezzlement cases, and numerous burglaries and property crimes.
In 2016, victims reported over 240 crimes that involved:

- ⇒ *Identity theft*
- ⇒ *Counterfeit checks*
- ⇒ *Fraudulent checks*
- ⇒ *Bank/loan fraud*
- ⇒ *ATM card use in other states and foreign countries*
- ⇒ *Lottery scams*
- ⇒ *Re-mailing scams*
- ⇒ *Internet fraud and theft*
- ⇒ *Social Security fraud*
- ⇒ *Cell phone threats*
- ⇒ *Pornography on cell phones*

In 2016, video has continued to play a roll in the identification of suspects involved in crimes. Perpetrators of numerous retail thefts, gas thefts, and burglaries were identified after video surveillance of the suspects had been gathered and distributed to local law enforcement. In addition, private citizens are recording crimes with home recording equipment and cells phones that is proving to be beneficial police evidence.

Detectives continue to attend specialized training in the areas of arson, homicide, sexual assault, financial crimes, computer crimes, and internet fraud. In addition, cell phone technology training continues to be an emerging tool with multiple applications in law enforcement. Cellphone tracking can take several forms as a tool in investigations. Investigators can obtain everything from call and text-message records to subscriber information and location data. The information can illustrate everything from where a suspect's phone has traveled and whom he or she has been talking with before, during, or after crimes are committed. In almost every substantial crime investigated in 2016, cell phones (smart phones), were held as evidence.

In 2016, the Wausau Police Department, Everest Metro Police Department, and the Marathon County Sheriff's Department continue to operate a Critical Incident Investigation Team consisting of representatives from all departments. This team is available to respond to any critical incident involving these agencies so that each department is able to comply with the new state statute that articulates that no department can investigate their own officer involved critical incident that involves a death. This team has attended joint training and developed protocol to be used for officer involved shootings. This team was activated in 2016 for a suicide death in which an officer was present.

The Investigative Services Bureau is committed to providing the best service to the public, in an effort to create a significant impact on the quality of life in the City of Wausau.

Sincerely,

Gregory Hagenbucher
Detective Captain

Patrol Captain
Benjamin Bliven

The Wausau Police Department strives for excellence and partners with our community to enhance the quality of life. This is our mission statement and, like any organization aspiring to greatness, we must have a laser focus on this mission. What exactly does it mean to have a laser focus on mission? Primarily, those organizations with a laser focus on mission have it in the forefront of their minds while they are making decisions daily. Our mission is our guiding principle.

Part of "striving for excellence" is our participation in WILEAG accreditation.
The Wisconsin Law Enforcement Accreditation Group is a state organization that sets the best practice standards for police agencies across the state. Less than 5% of Wisconsin police agencies have accomplished accreditation through WILEAG. This certification ensures the Wausau community that we are aspiring to and achieving best practices set forth for police agencies.

In addition to accreditation, we set forth on our strategic planning process toward the end of 2015. Planning for the future is a key component of any successful organization. Throughout 2016 our team met regularly and put in a diligent effort to develop our new strategic plan (which is contained within this annual report). This planning process required us to be purposeful as we contemplated our future.

During strategic planning, we had the opportunity to assess our mission statement and core values. Our team had great discussions around our mission statement and core values. Ultimately, we made minor, but significant, tweaks to our mission statement. First, we changed "by partnering with the community to enhance the quality of life" to "***and*** partners with ***our*** community to enhance the quality of life."

Every day, in every community interaction, police officers have an opportunity to have a significant and positive impact in the lives of others. We have a vested interest in making our community a better place because we live here. Our families live here. Our children attend schools here. Accordingly, this is ***our*** community and we are blessed to have a full time job of making our community a better place. This is the reason we made this adjustment to our mission statement.

Our strategic plan was completed and we identified 6 areas of focus for the next five years:

1) Training and Technology
2) Staffing and Recruitment
3) Trust and Transparency
4) Building and Facility
5) Employee Wellness
6) Incident Preparedness

The full strategic plan is contained within this annual report. Please take a look at our final product to get an idea of the work we will be doing over the next five years.

Thank you for taking the time to review our annual report. As police, we are community members striving to make our community the best place it can be. Our mission is to enhance the quality of life and we work hard every day to accomplish that mission. It is a distinct honor and pleasure to have a full time job with a mission to enhance the quality of life in our community.

Sincerely,

Benjamin K. Bliven
Patrol Captain

Patrol Captain
Matthew Barnes

As you read the letters from the different command staff, you see a theme of "Mission and Values". Our mission is "The Wausau Police Department strives for excellence and partners with our community to enhance the quality of life". In "striving for excellence" we have to be willing to change how we deliver services as the needs of the community change. "Striving" includes creative problem solving, experimentation, and a willingness to work hard.

This year, I wanted to focus on mental health. Mental health is a significant issue affecting Wausau. We are responding to an ever increasing number of citizens in crisis. When a citizen is in crisis we have historically taken them into custody and transported them to NCHCC. Our need for these crisis services outweighs our community's ability to provide services, leaving many individuals transported out of the area.

Officer's abilities to work with individuals suffering mental illness, or who are in crisis, needed to improve. Over the last year, the Wausau Police Department has partnered with the Marathon County Sheriff's Department to train our officers and deputies in (CIT) Crisis Intervention Training. This training is allowing our staff to de-escalate situations, identify individuals in need of services before they are in crisis, and reduce the number of citizens taken into custody. The role of the officer has changed when dealing with mental health.

In addition, the Wausau Police Department has partnered with NCHCC to provide better service to our citizens. In 2016, NCHCC staffed a Crisis Worker at the Wausau Police Department. This addition to our building has allowed our organizations to work closer together and share information in a much more effective way. Better decisions for people in crisis has resulted.

Providing the best service possible to those suffering mental health issues and in crisis is an ongoing process. We are looking forward to a partnership with the Marathon County Sheriff's Department and NCHCC in developing a CIT team, who will be specifically assigned to work on mental health issues.

In 2016, The Wausau Police Department was made aware of a grant opportunity through (VOCA) Victims of Crime Act. When brainstorming about how to help the victims of crime, we identified a need to address the mental health and social needs of individuals after they had been victimized. Frequently we dealt with victims of crimes such as sexual assault, homicide, burglary, assault, robbery, and domestic violence, and felt the victims were mentally struggling with their situation. Officers would suggest those victims "see someone", but knew the odds of that victim following through, or getting an appointment any time soon were low. The Wausau Police Department applied for the VOCA grant requesting funding to hire a therapist and assign a detective to address the mental health of victims. We were awarded the grant.

Currently, any victim of crime in Wausau can see our therapist at the Wausau PD. We work hard to identify those we believe to be in need of our therapy services, and reach out to them. Police departments providing free mental health services is a brand new concept, but is proving itself to be beneficial to our citizens. Our officers don't just suggest to a victim that they "see someone", they now make arrangements for the victim to receive the services they need.

The staff at the Wausau PD are constantly asking "can we do better". The answer is always "YES". We are committed to striving for excellence, and finding better ways to serve the needs of our community. As the needs of Wausau change, so will our role in fulfilling those needs.

I am proud to work at such a great organization, for this community, and will always be asking "can we do better".

Sincerely,

Matthew Barnes
Patrol Captain

Wausau Police Department

Strategic Plan

2017-2021

Robert Mielke

Mayor

Jeffrey G. Hardel
Chief of Police
(715) 261-7800

Wausau Police Department

February 6, 2017

Honorable Mayor Robert Mielke
Members of the Common Council
Police and Fire Commission

Ladies and Gentlemen:

This strategic plan was developed by our strategic planning committee over the course of late 2015 and 2016. To my knowledge, this is the first strategic plan developed by our police department in the course of its more than 100 years of service to our great community.

This planning process entailed a diligent effort of meetings, surveys, interviews, research, compilation of data, collaboration with partners, and more. I would like to specially thank Don Ryder for his facilitation skills and guidance throughout this important process. This strategic planning process provided an avenue for focused thought about our mission, vision, and values as well as our particular strengths and weaknesses as an agency.

The great Vince Lombardi said "perfection is not attainable, but if we chase perfection we can catch excellence." Part of this strategic planning process required us to examine our internal strengths and weaknesses. This process will aid us in becoming purposeful in chasing excellence in the coming years.

Dwight D. Eisenhower said "in preparing for battle I have always found that plans are useless, but planning is indispensable." The process of strategically analyzing our future will prepare us to better serve our community. The plans may change during the execution of this strategic plan, but we have a great foundation to begin as a result of the planning process.

Our mission at the Wausau Police Department ends with "to enhance the quality of life." We are honored to serve our great community and we will continue to strive for excellence in our work. Thank you to all the people who have served on this committee or took the time to help us along the way. This document serves as the culmination of over a year of work. We trust you will find it helpful in understanding our future path.

Best Regards,

Benjamin K. Bliven
Deputy Chief

Robert Mielke

Mayor

Jeffrey G. Hardel
Chief of Police
(715) 261-7800

Wausau Police Department

STRATEGIC PLANNING PROCESS

Strategic planning is a process of formally thinking about our future. It is a disciplined effort to define our direction as well as make fundamental decision about how we will achieve our mission. The Wausau Police Department decided to undertake a strategic planning process for three primary purposes:

1) To reaffirm our mission, vision and values
2) To formally identify our strengths and weaknesses
3) To create a focused plan to improve our ability to serve our community

The strategic planning committee comprised employees from each bureau of our department and consisted of employees with a wide range of tenure. These 12 members participated in the planning of the strategic planning process and consistently provided input to develop this document.

In our first few meetings, this committee identified the thirteen steps necessary to develop our strategic plan. These steps include:

1) Surveys of internal employees, community partners and stakeholders
2) Mission, Vision, and Values – Review, modify, affirm and create
3) Identify formal and informal mandates
4) Assess Strengths and Weaknesses of our Internal Environment
5) Assess Challenges and Opportunities of the External Environment
6) SWOC Analysis – Analyze steps 4 & 5
7) Identify Strategic Issues from SWOC Analysis
8) Develop Strategies, SMART Objectives and Action Plans
9) Summarize into a Strategic Planning Document

The first step of our planning process was comprised of surveys. We surveyed our staff to ask about our mission, vision and values. In addition, employees were asked to rate the effectiveness of leadership and identify our top strengths and weaknesses. We also surveyed our community partners including City of Wausau employees, The Women's Community, Marathon County District Attorney's Office, North Central Health Care, Marathon County Jail, Marathon County Social Services, Aspirus Hospital, Community Corrections, and the Wausau School District.

The remainder of this document will outline the outcomes of the Strategic Planning process. Our committee had significant discussion around all of these issues. The information contained herein is the end result of that discussion. As always, we welcome feedback on how we can improve as individuals and as an agency. Please contact Deputy Chief Ben Bliven with your thoughts or concerns arising from our strategic plan. Thank you for reading!

Robert Mielke

Mayor

Jeffrey G. Hardel
Chief of Police
(715) 261-7800

Wausau Police Department

Mission: The Wausau Police Department strives for excellence and partners with our community to enhance the quality of life.

We had lengthy discussions about our mission statement and decided upon some minor adjustments to the mission statement. We changed "by partnering with the community to enhance the quality of life" to "***and*** partners with ***our*** community to enhance the quality of life."

The key component that changed was changing ***by*** to ***and partners*** which separates the "striving for excellence" from the partnership component. The committee had significant discussion around the word "***the***" vs "***our***" community. Because we live in this community and strive to make it better, we felt strongly about affirming this community as ***ours***. This is not to say that we have any ownership or control over the community, but we do have a sense of investment and pride in our community.

New Vision: To be regarded as the standard of excellence in policing.

The committee formulated this vision as we did not have an official vision statement prior to this strategic planning process. Our discussions began with a discussion of what a vision statement should be. Ultimately, we want to create a vision statement that keeps us striving to improve decades into the future. This vision statement was the result of lengthy discussions about being perennially excellent.

The key component of our debate was the component "regarded as." Eventually, we decided to add these two words because it is not for us to say whether or not we are the standard of excellence in policing. This should be a judgment made by our community as well as other police agencies around the country. As individuals and organizations know well, there is always room for improvement. This vision statement gives us incentive to continually strive to be better.

Reaffirmed Core Values: Professionalism, Accountability, Integrity and Respect

Our committee discussed the significance of core values as well as the possibility of adding or subtracting core values. We discussed at length the value of compassion as it is a significant component of how we interact with our citizens. As we finalized our values, we determined that compassion is a key component of both professionalism and respect. Our strategic planning committee determined compassion is important in our work, but felt these four core values comprised the value of compassion already.

Training & Technology

Goal 1: Evaluate and improve our collection, management and use of information.

Objective 1A	Conduct an information and technology audit			
	Timeframe: 2017	Person Responsible: Detective Cord Buckner		
	Implementation Tasks	Determine steps within information and tech audit	02/28/2017	Cord Buckner
		Quantify and Qualify Information: What do we have, where is it and who uses it?	06/30/2017	Cord Buckner
		Assess value of information: use; # users; importance; retention; access; duplication; gaps; bottlenecks/inefficiencies; user satisfaction	09/30/2017	Cord Buckner
		Benchmark: how does our information compare to other [police] agency information; how are we using data vs. how are other [police] agencies using data	12/31/2017	Cord Buckner
	Success Indicators	The information flow is easily identified through the mapping process		
		The team clearly understands and is able to explain the usefulness of our data and its source.		
		Management agrees on the specific use of the information / data.		
	Funding Estimate	Currently Unknown. This may require a consultant to assist with audit. IT may have relevant resources.		

Objective 1B	Execute a strategy to improve use of information & technology			
	Timeframe: 2017	Person Responsible: Detective Cord Buckner		
	Implementation Tasks	Identify an area of "low hanging fruit" to improve operations	02/28/2017	Cord Buckner
		Create advisory group within agency (also consider external partners)	06/30/2017	Cord Buckner
		Plan a project that optimizes operations and improves our ability to meet our mission	09/30/2017	Cord Buckner
		Execute this project	11/30/2017	Cord Buckner
		Evaluate enhancements as a result of the project	12/31/2017	Cord Buckner
		Repeat process for additional projects	2018 & 2019	TBD
	Success Indicators	Increased efficiencies or deeper understanding of our processes are gained as a result of the project.		
	Funding Estimate	$2,000		

Objective 1C	Conduct a Training Audit & Administer Training			
	Timeframe: 2018	Person Responsible: Detective Cord Buckner		
	Implementation Tasks	Quantify and Qualify existing training: What is our current training delivery model? Who provides the training? What other resources exist?	03/31/2018	Cord Buckner
		Assess current training methods: What changes can be made to improve?	06/30/2018	Cord Buckner
		Analyze other agencies to determine their delivery model	09/30/2018	Cord Buckner
		Assess and implement training modifications	12/30/2018	Cord Buckner
	Success Indicators	Cost savings or more efficient processes		
	Funding Estimate	$4,000		

Staffing & Recruitment

Goal 1: Recruit and retain quality employees who believe in our mission statement and are motivated to provide a strong service to the community and uphold a positive environment which allows for growth and opportunity.

Objective 1A				
	Develop and formalize a recruitment plan			
	Timeframe: 2017	Person Responsible: Capt. Todd Baeten		
	Implementation Tasks	Form a recruitment committee	02/28/2017	Todd Baeten
		Determine the scope of options in the recruitment plan	06/30/2017	Todd Baeten
		Identify best practices for recruiting minority candidates	09/30/2017	Todd Baeten
		Formalize recruitment plan	12/31/2017	Todd Baeten
		Create a mechanism to gather data about how candidates learn about the open position	06/30/2017	Todd Baeten
	Success Indicators	Increase number of qualified candidates taking the test by 25%		
		Increase number of qualified minority candidates taking the test by 25%		
		Conduct 6 recruiting visits to state colleges and technical colleges annually		
		Collection of data indicating how candidates are learning about open position		
	Funding Estimate	$5,000		

Objective 1B				
	Analyze clerical staffing levels			
	Timeframe: 2017	Person Responsible: Office Supervisor Susan Lang		
	Implementation Tasks	Research the effectiveness of additional clerical staff	06/30/2017	Susan Lang
		Compare our staffing levels with workload volume and staffing of other departments	06/30/2017	Susan Lang
		Analyze the responsibilities of staff members	12/31/2017	Susan Lang
		Analyze the work flow of staff members	12/31/2017	Susan Lang
		Identify and quantify the backlog of work	12/31/2017	Susan Lang
	Success Indicators	Explain the staffing need for clerical team		
		Reduce backlog by 5% quarterly		
	Funding Estimate	Unknown - Dependent on Research		

Objective 1C				
	Analyze Recruitment and Retention			
	Timeframe: 2018	Person Responsible: Captain Ben Bliven		
	Implementation Tasks	Evaluate the effectiveness of our recruitments	06/30/2017	Ben Bliven
		Evaluate the qualities and strengths of our successful hires	09/30/2017	Ben Bliven
		Review Field Training Process to validate effectiveness	12/31/2017	Melinda Pauls
		Maintain work environment suitable to maintaining employees	Ongoing	Ben Bliven
	Success Indicators	Reduction in new hires leaving employment prior to end of probationary period		
	Funding Estimate	$0		

Trust & Transparency

Goal 1: Strengthen community trust in all of our processes.

Objective 1A				
	Identify areas of the police department in which we can improve transparency.			
	Timeframe: 2017	Person Responsible: Captain Ben Bliven		
	Implementation Tasks	Make policies publicly accessible	04/01/2017	Ben Graham
		Aggregate traffic and crime statistics by demographics	12/31/2017	Ben Bliven
		Make demographic information publicly accessible	12/31/2017	Ben Bliven
	Success Indicators	Policies are easily publicly accessible		
		Traffic and crime statistics are tabulated and accessible by the public		
	Funding Estimate	$2,000		

Objective 1B				
	Evaluate and build on levels of trust of police in the community			
	Timeframe: 2017-2018	Person Responsible: Captain Ben Bliven		
	Implementation Tasks	Develop survey methodology	03/31/2017	Ben Bliven
		Develop survey questions	06/30/2017	Ben Bliven
		Secure necessary funding for 2018 budget	09/30/2017	Ben Bliven
		Begin annual community survey	01/01/2018	Ben Bliven
	Success Indicators	Survey is developed		
		Survey is completed by community members		
		Valuable data is collected		
		Process is developed for annual survey		
	Funding Estimate	$5,000		

Objective 1C				
	Evaluate and build on levels of trust of police in the community			
	Timeframe: 2017-2018	Person Responsible: Captain Ben Bliven		
	Implementation Tasks	Identify areas of interest for community involvement by officers	12/31/2017	Andy Hartwig
		Evaluate recruitment efforts to increase minority applicants	12/31/2017	Ben Bliven
		Enhance community outreach to minority organizations	12/31/2017	Ben Bliven
		Develop process for updating website	12/31/2017	Susan Lang
		Identify training opportunities for implicit bias	12/31/2018	Ben Bliven
	Success Indicators	More officers are participating in community events		
		Staff at PD is more racially diverse to match our community population		
		Website is up to date (can we make things more interactive/self-service) (should we have our own website?)		
		Training is received for implicit bias		
	Funding Estimate	$5,000		

Trust & Transparency

Goal 2: Strengthen community trust and legitimacy.

Objective 1A	Formalize a Community Communciations Unit (CCU) plan (focus on leveraging all types of media to promote dept. and maintain community dialogue)			
	Timeframe: 2017-2018	Person Responsible: Lieutenant Todd Baeten		
	Implementation Tasks	Gather information/research other agencies as to parameters of community relations units/positions, including size of the department/community.	01/01/2018	Todd Baeten
		Establish a job description of desired duties that fit the department's needs.	01/01/2018	Todd Baeten
		Based on needs, assess feasability of securing funding for full-time position, and/or reorganization of job duties amongst current staff to accommodate/assist with duties.	07/01/2018	Todd Baeten
		Seek training for staff, to include media production.	07/01/2018	Todd Baeten
		Explore internship/volunteer program to assist with media/social media	12/01/2018	Todd Baeten
	Success Indicators	Creation of a job description / description of duties		
		Support acquired from City Council / Police & Fire Comission		
		Media/production training completed		
		There is a pool of media/production volunteer candidates to choose from		
	Funding Estimate	TBD		

Objective 1B	Maximize community awareness of the department's community-oriented programs and initiatives			
	Timeframe: 2018-2019	Person Responsible: Lieutenant Nathan Cihlar		
	Implementation Tasks	Identify/compile list of all department programs.	12/01/2018	Nathan Cihlar
		Research technology, social media trends, and methods of other agencies; verify public communication methods are aligned with the community's evolving methods of seeking, receiving and sharing information.	07/01/2018	Nathan Cihlar
		Establish a marketing/promotional plan for each desired initiative.	01/01/2019	Nathan Cihlar
		Consistently promote/publish department program materials in a timely manner surrounding programming/event timeframes	12/01/2019	Nathan Cihlar
	Success Indicators	Outline of department programs is created, with marketing plan for each		
		Increased community response/traffic on department social media outlets		
		Increase in new followers, followers from different segments/group within community, on department social media outlets		
		Increased interest and participation in programming		
	Funding Estimate	$0		

Objective 1C	Instill in the community an understanding of police response and investigation of critical incidents			
	Timeframe: 2017-2020	Person Responsible: Lieutenant Ben Graham		
	Implementation Tasks	Identify topics/scenarios of interest that present the most risk for controversy.	07/01/2017	Ben Graham
		Create educational materials/presentations/media productions for each topic.	01/01/2019	Ben Graham
		Establish plan for means of public dissemination/presentation, with consideration of how to best reach various groups in the community.	01/01/2019	Ben Graham
		Present the topics via various types of media and in community group settings	01/01/2020	Ben Graham
	Success Indicators	Topics to be addressed are identified, and training/education plan formed		
		Increased public interest and inquiries on use of force issues (presentations attended, positive social media response, increased community dialogue over media platforms)		
		Decrease in false narratives across media platforms		
		Calm, patient, supportive community in wake of critical incidents		
	Funding Estimate	$4,000		

Objective 1D	Customer service is a priority, with an emphasis on improving response times			
	Timeframe: 2017-2020	Person Responsible: Captain Ben Bliven		
	Implementation Tasks	Determine effective methods for recording/collecting response times	01/01/2018	Ben Bliven
		Partner with MNSO Communications to address needs/entries within the CAD system necessary for effective collections/analysis of response times	01/01/2018	Ben Bliven
		Analyze response times (including for walk-in complaints), identify and engage methods of improving response times.	01/01/2019	Ben Bliven
		Provide customer service training for all new sworn and civilian employees and volunteers (core values); explore training specific to law enforcement	01/01/2019	Ben Bliven
		Ongoing training for first line supervisors and FTOs on customer service, response time, helping each other with calls,etc		
	Success Indicators	Improved response times		
		Completed training for new staff		
		Decrease in citizen complaints		
	Funding Estimate	$5,000		

Building & Facility

Goal 1: Improve facility security so officers are safe when checking squads and employee vehicles are secure. Identify future facility needs.

Objective 1A — Improve Parking Lot and Facility Safety

	Task	Timeframe	Person Responsible
Implementation Tasks	Establish Committee to develop parking lot and facility security changes	03/31/2017	Facility Committee (John Phillips)
	Evaluate Current Conditions of Parking Lot & Facility	12/31/2017	Facility Committee
	Security Committee develops tasks to improve parking lot and facility safety	06/30/2018	Facility Committee
	Security Committee Explore funding options (CIP, Grants, Dept Budget, etc.)	12/31/2018	Facility Committee
	Security Committee makes appropriate presentations (PFC, PH&S)	2018	Facility Committee
Success Indicators	Complete and Implement Changes to Parking Lot and Facility Security		
	Establish clear record of past incidents (Brian Witucki & Gas Can)		
	Improved Security		
Funding Estimate	TBD		

Objective 1B — Improve Inner Office Environment / Organization

	Task	Timeframe	Person Responsible
Implementation Tasks	Evaluate Current Conditions	12/31/2017	Facility Committee
	Survey Department Personnel	12/31/2017	Facility Committee
	Using departmental survey, determine needs	03/31/2018	Facility Committee
	Evaluate facilities of other agencies	06/30/2018	Facility Committee
	Identify Necessary Funding	09/30/2018	Facility Committee
	Implement needs changes within department	12/31/2019	Facility Committee
Success Indicators	Conduct Follow-up Department Personnel Survey after changes implemented		
Funding Estimate	TBD		

Objective 1C — Evaluate the need for department expansion

	Task	Timeframe	Person Responsible
Implementation Tasks	Evaluate Current Department Conditions	12/31/2018	Facility Committee
	Est. Growth Scale (staffing) for Dept of last 20 years (5 year increments)	12/31/2019	Facility Committee
	Develop options and Cost estimates for Department Expansion (2nd story, Central FD)	12/31/2020	Facility Committee
	Explore funding options for Building expansion (CIP, Grant, PD Budget, etc.)	12/31/2021	Facility Committee
Success Indicators	Compare findings from Objectives 1B and 1C to determine expansion needs		
Funding Estimate	TBD		

Employee Wellness

Goal 1: Maintain and increase mental, emotional, and physical levels of employee wellness

Objective 1A				
Evaluate resource deployment for efficiency and effectivess				
Timeframe: 2017-2018	Person Responsible: Officer Nate Stetzer			
Implementation Tasks	Determine calls for service appropriate for non-sworn employees (CSOs)	06/30/2017	Nate Stetzer	
	Analyze occurrence and time of (deemed appropriate) calls for service	09/30/2017	Nate Stetzer	
	Analyze the time spent by officers on those calls for service	12/31/2017	Nate Stetzer	
	Determine if need exists to staff non-sworn employees during certain times	06/30/2018	Ben Bliven	
	Determine cost of non-sworn/part-time officers	06/30/2018	Ben Bliven	
Success Indicators	Increased use of non-sworn employees (i.e. CSOs) for appropriate calls for service			
Funding Estimate	Overtime/Cost of new, non-sworn, part-time employees			

Objective 1B			
Strengthen employee morale and commitment to community			
Timeframe: 2017-2018	Person Responsible: Garrett Carr		
Implementation Tasks	Survey department to determine current morale and recommendations	06/30/2017	Garrett Carr
	Analyze survey	09/30/2017	Garrett Carr
	Interview other agencies about strategies they utilize to increase morale	03/31/2018	Garrett Carr
	Brainstorm ideas collected and determine what PD is able to incorporate	06/30/2018	Garrett Carr
	Implement strategies	12/31/2018	Garrett Carr
Success Indicators	Completion of initial survey		
	Follow-Up Survey yields increased morale results		
Funding Estimate	Overtime		

Objective 1C			
Focus on Mental Well-Being			
Timeframe: 2018	Person Responsible: Ben Graham		
Implementation Tasks	Comparing other agencies retention rate	01/01/2018	Ben Graham
	Evaluate policies on officer involved traumatic incidents	06/30/2018	Ben Graham
	Provide training to staff and inform staff of resources to enhance mental well-being	12/31/2018	Ben Graham
Success Indicators	Increased productivity Levels		
	Survey of employee well-being		
Funding Estimate	None		

Objective 1D			
Improve physical wellness of employees			
Timeframe: 2017	Person Responsible: Andy Hartwig		
Implementation Tasks	Create a permanent physical wellness committee	06/30/2017	Andy Hartwig
	Evaluate physical wellness plans of other police agencies	09/30/2017	Andy Hartwig
	Develop wellness plan for implementation	09/30/2017	Andy Hartwig
	Seek Council and PFC approval	12/31/2017	Andy Hartwig
	Implement Plan	01/01/2018	Andy Hartwig
Success Indicators	Increased overall physical wellness of the department (evidenced by reduction in sick usage and improvement in baseline physical wellness scores)		
	Increased participation by 10% in community events involving physical wellness		
	Increased number of employees receving form of compensation		
Funding Estimate	Funding for compensation		

Incident Preparedness

Goal 1: Improve ability to respond effectively and efficiently to major incidents and natural disasters

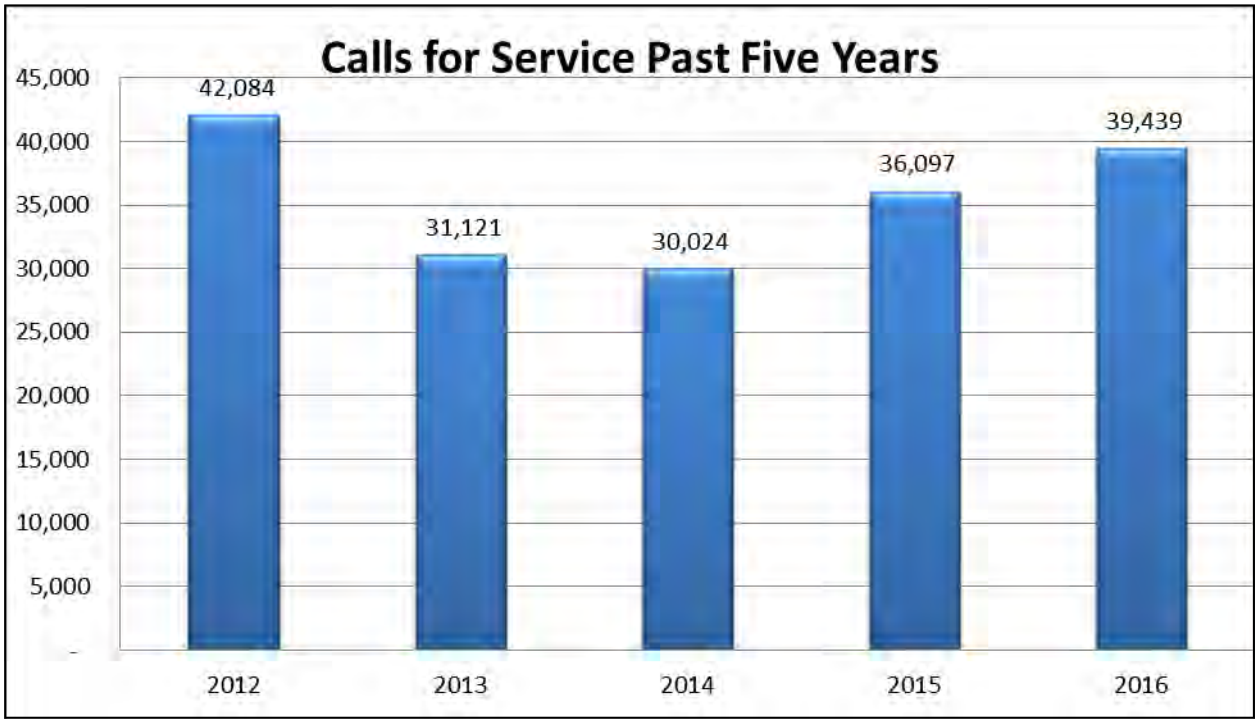
Objective 1A	**Evaluate current resources and capabilities**			
	Timeframe: 2017	Person Responsible: Lt. Melinda Pauls		
	Implementation Tasks	Determine existing mutual aid agreements	06/30/2017	Melinda Pauls
		Examine current minimum training levels for staff (and training above minimum standards)	06/30/2017	Melinda Pauls
		Identify external resources currently identifiable and in use for incidents	12/31/2017	Melinda Pauls
		Review past tabletop exercise after-incident reviews for deficiences	12/31/2017	Melinda Pauls
		Collaborate with local partners to determine assets, capabilities and deficiencies	Ongoing	Melinda Pauls
	Success Indicators	Finalized document containing thorough documentation of current resources and capabilities		
	Funding Estimate	$1,000		

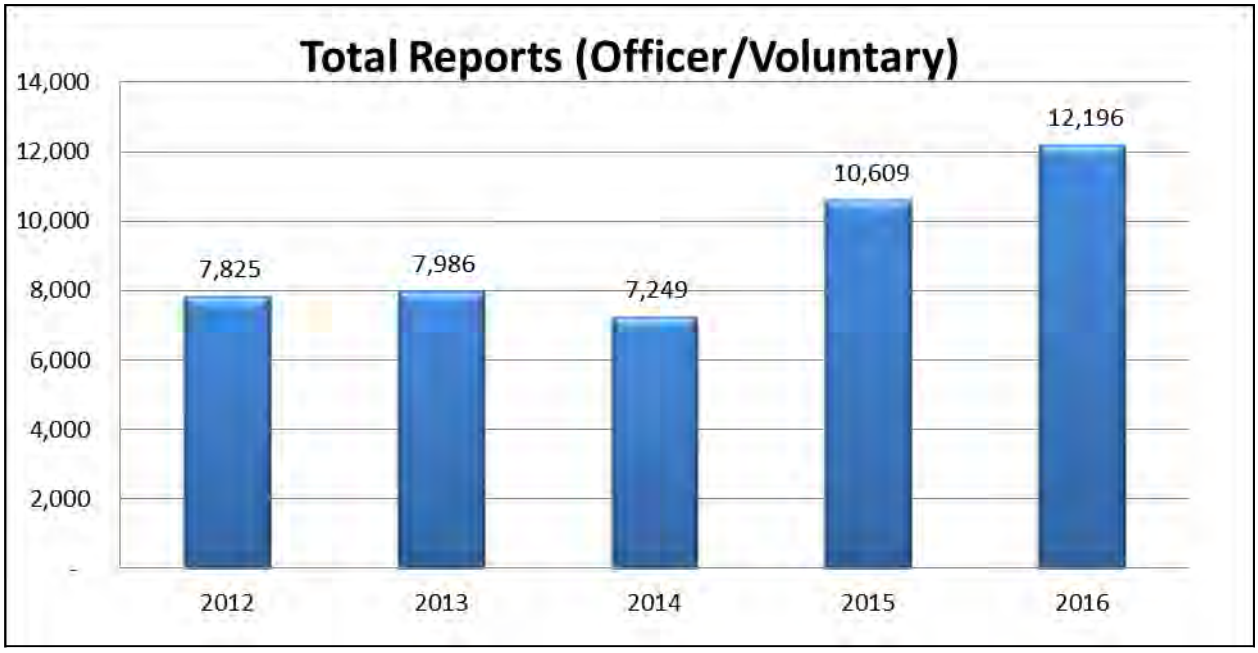
Objective 1B	**Determine available resources and training**			
	Timeframe: 2018	Person Responsible: Lt. Melinda Pauls		
	Implementation Tasks	Examine need for additional mutual aid agreements (or updates to existing agreements)	12/31/2017	Melinda Pauls
		Identify minimum-level training for officers, lieutenants, and command staff	06/30/2018	Melinda Pauls
		Identify advanced training for officers, lieutenants, and command staff	06/30/2018	Melinda Pauls
		Collaborate with local, state, and federal partners to establish access to necessary resources	Ongoing	Melinda Pauls
	Success Indicators	Finalized document identifying available resources and training		
	Funding Estimate	$1,000		

Objective 1C	**Develop implementation plan**			
	Timeframe: 2019	Person Responsible: Lt. Melinda Pauls		
	Implementation Tasks	Create a plan for ongoing training and table top/full scale exercises (with partners)	06/30/2019	Melinda Pauls
		Create a plan to complete training (both minimum and advanced)	12/31/2019	Melinda Pauls
		Incorporate major incident planning into annual training sessions (including collaborative partners)	12/31/2019	Melinda Pauls
	Success Indicators	Established formal plan		
		Training and Exercises completed		
	Funding Estimate	$5,000 annually for training/exercises		

Calls for Service

The Calls for Service calculation has changed in 2013. In previous years this calculation included the multiple numbers of officers that responded to the call. Starting in 2013, the Call for Service number is obtained through the Computer Aided Dispatch (CAD) call type. Multiple officers may respond to the call, but the call is only counted once.





Calls for Service

2015	Types of Calls for Service	2016
5327	Traffic Stop-SI	6407
3290	Criminal Misc	3441
2202	Service Misc	2101
1707	Extra Patrol	1812
1596	Suspicious Activity	1771
1598	Follow-up Investigation	1347
1078	Welfare Check	1328
1705	Dog Complaint	1230
1172	Traffic Crash PDO	1214
1030	Probation/Parole	968
847	Telephone Message	964
337	Parking Misc	943
793	Civil Complaint	901
1078	Traffic Misc	823
742	Veh Lock Out	816
530	Medical Emergency	738
668	Mental Subject	730
500	Lost & Found	710
612	Criminal Theft	702
556	Family Disturbance	682
601	911 Hang up	662
491	Alarms	628
496	Field Interview Stop	583
606	Disabled Vehicle	574
466	Warrant Service	558
534	Noise Call	522
389	Traffic Hazard	445
315	Juvenile ATL	442
349	Vehicle ATL	436
253	Fight	313
288	Criminal Damage/Property	309
252	Juvenile Disturbance	299
304	Hit & Run Crash	282
245	Gas Skip	252
252	Bar Check	222

Calls for Service

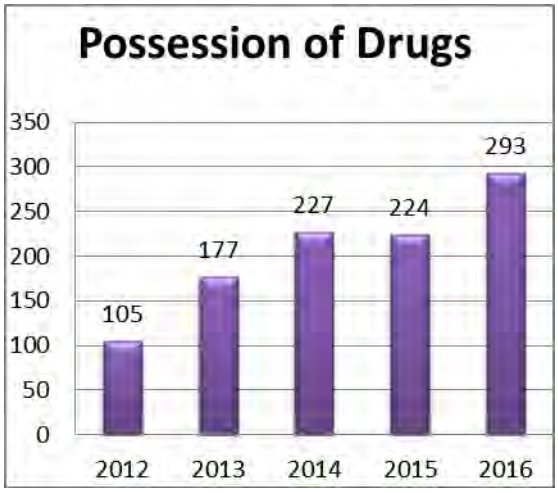
2015	Types of Calls for Service	2016
136	Community Relations	196
251	EMS Assist	192
137	Information	189
116	Theft from Vehicle	185
	Fraud	181
126	Burglary	154
67	Spcl Investigations Info	140
155	Prisoner Transport	138
200	Vacant Home	136
105	Traffic Crash-Inj	133
104	Sexual Assault	128
138	Funeral Escort	117
137	Process Service	108
26	Crossing Guard Duty	108
125	ATL-Non Specific	103
100	Battery	102
53	Utility Fire Call	102
69	Fire Alarm	90
114	Fire Assist	88
108	Fireworks Complaint	88
69	Warrant Self-Initiated	64
56	Overnight Parking	62
45	Stolen Vehicle	61
64	Investigation	43
47	Juvenile Alcohol	35
41	Business Security Check	35
37	Dead Animal	33
24	Threat w/Weapon	33
46	Open Door	32
14	Traffic Escort	32
25	DNR Violation	30
20	Structure Fire	28
18	Traffic Pursuit	24
25	Robbery	15

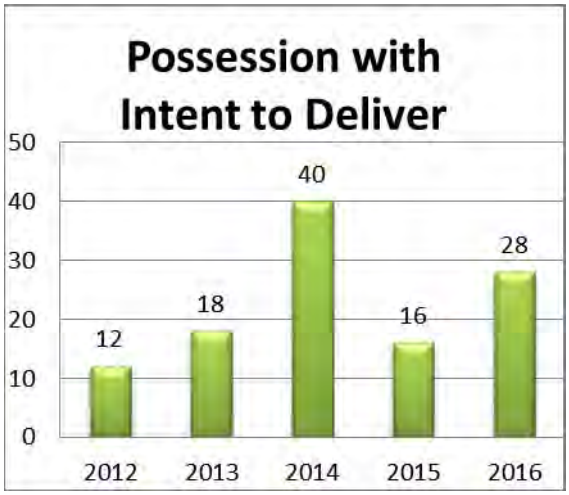
Calls for Service

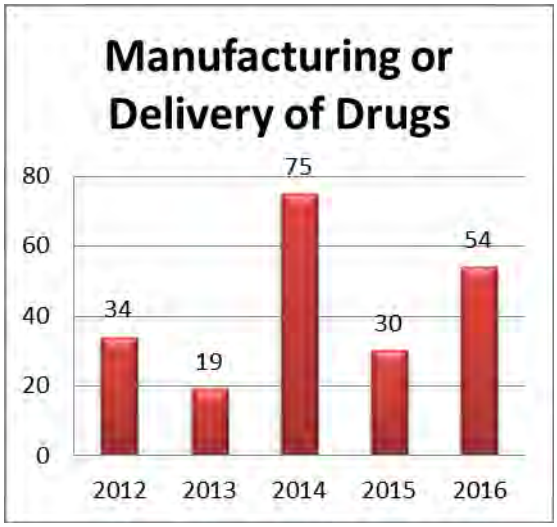
2015	Types of Calls for Service	2016
1	CO Alarm	13
5	Escort	12
16	Juvenile Transport	11
17	Non-Criminal ATL	8
13	Repossessed Vehicle	7
1	Tower Check	7
	Drug Overdose	6
1	Officer Safety	4
6	Car/Deer Voluntary	2
4	Grass Fire	2
15	Nuisance Property	1
4	Arson	1
2	Explosive Event Disp	1
2	Subject Stop	1
1	Haz Mat	1
	Traffic Weight Violation	1
	Weather Info	1

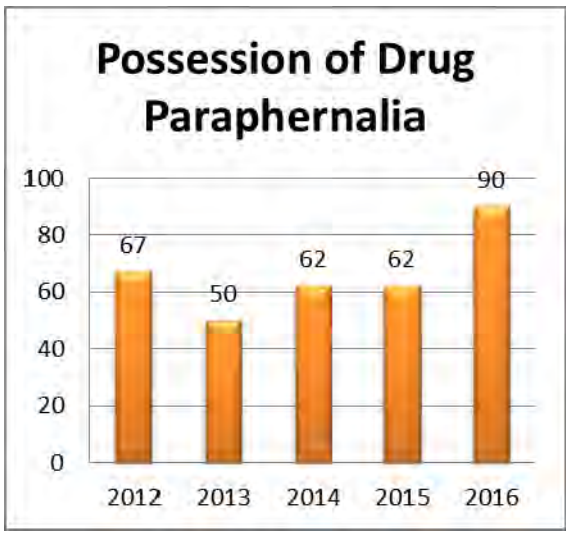
Drug Enforcement

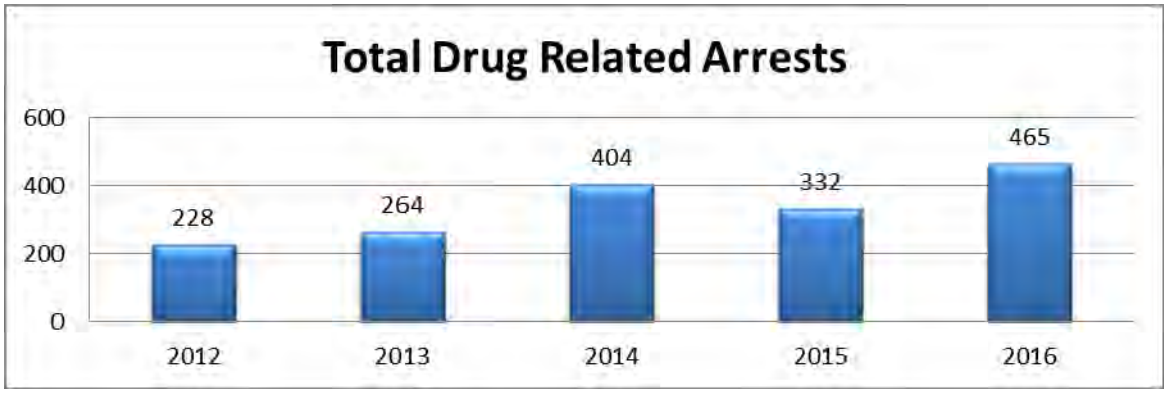
Drug use and abuse continues to drive crime in the City of Wausau. Wausau Police Department continues to dedicate significant resources to combat drug use and drug related crimes. The numbers listed below are total drug arrests within the city limits of Wausau. This does not include arrests made by the Marathon County Special Investigations Unit (which includes two Wausau Officers).





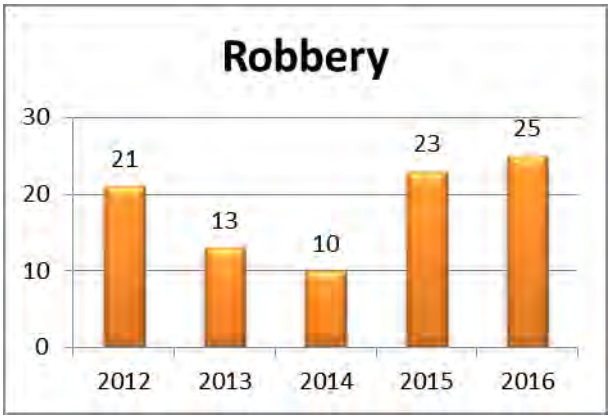


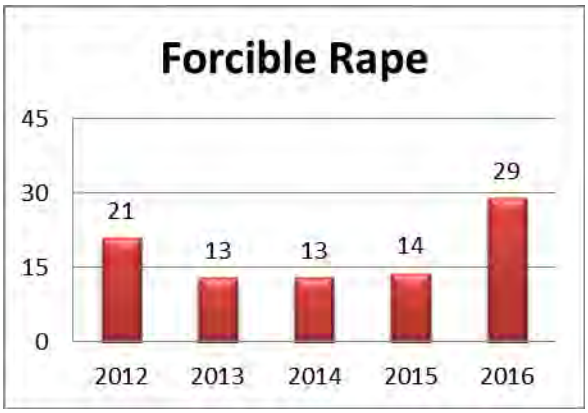


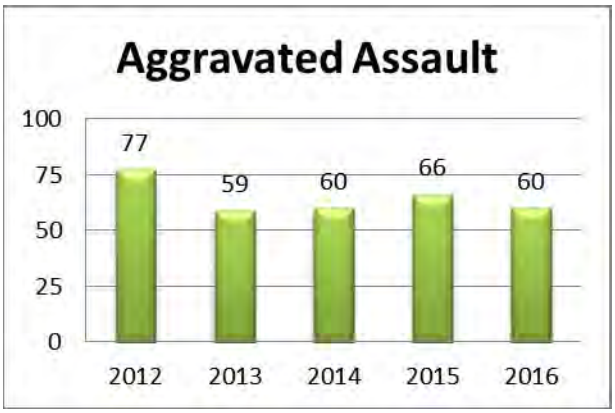


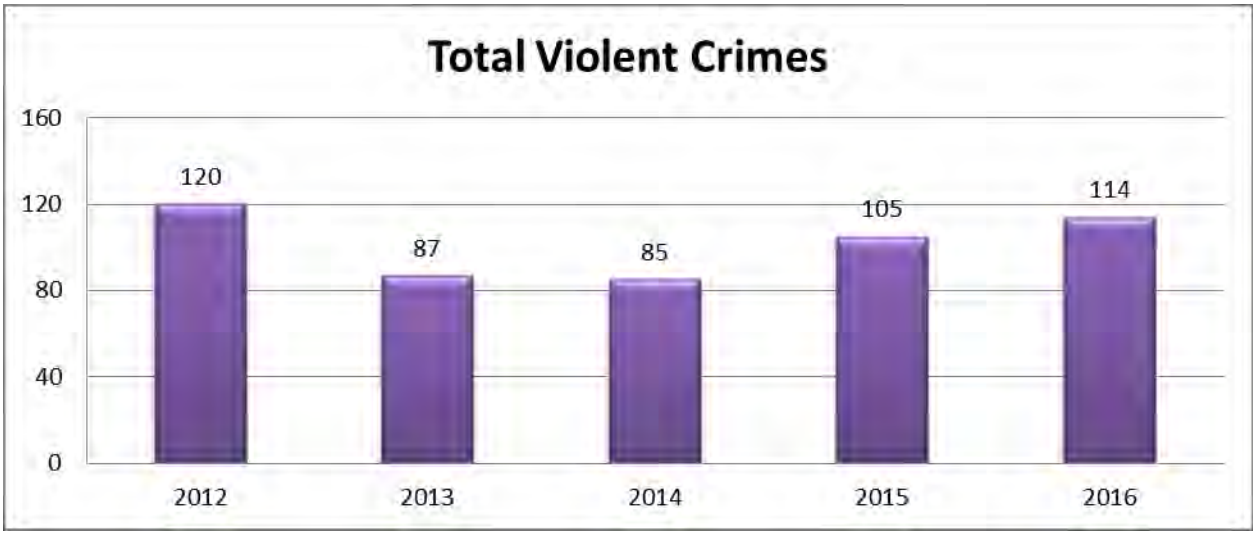
Violent Crime Index

A violent crime is a crime in which the offender uses or threatens to use violent force upon the victim. This entails both crimes in which the violent act is the objective, such as homicide, as well as crimes in which violence is the means to an end such as robbery.



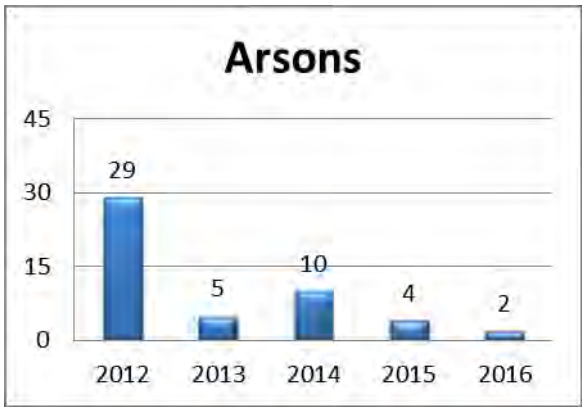


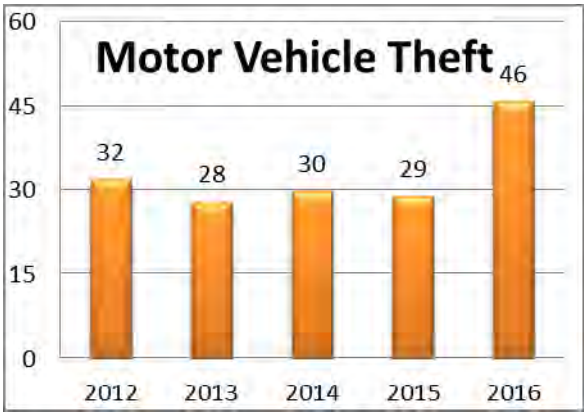


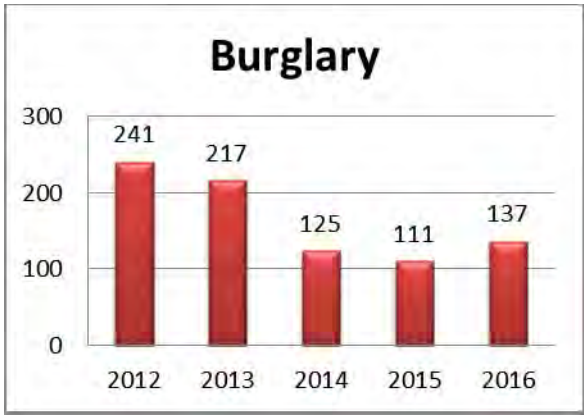


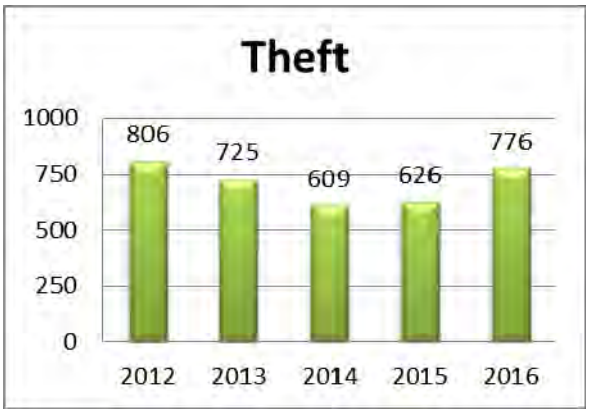
Property Crime Index

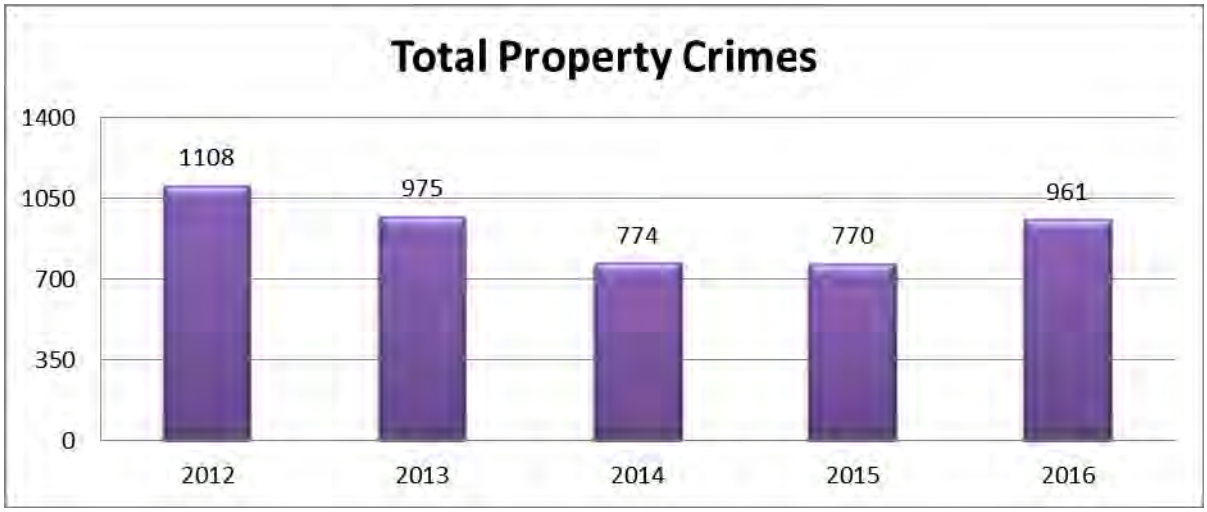
Property crime is a category of crime that includes, among other crimes, arsons, motor vehicle theft, burglary, and larceny/theft. Property crimes only involve the taking of money or property and does not involve force or threat of force against a victim.



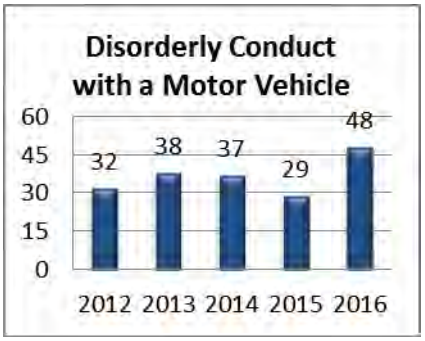


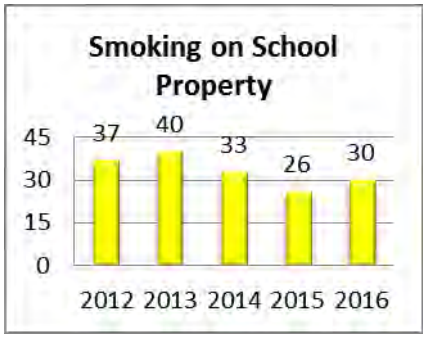


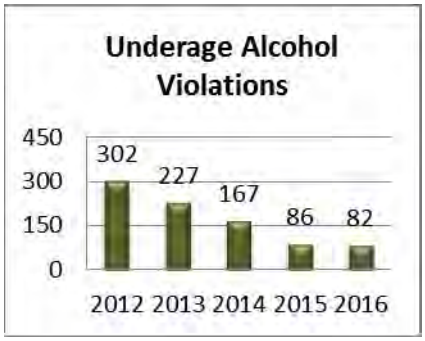


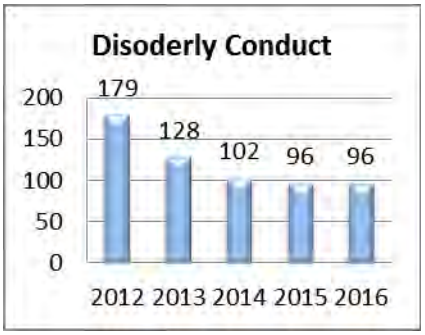


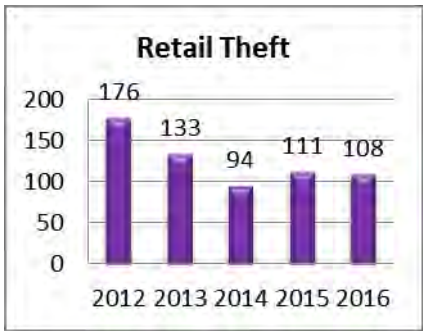
Municipal Citations

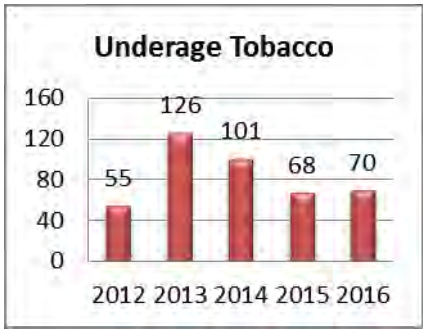


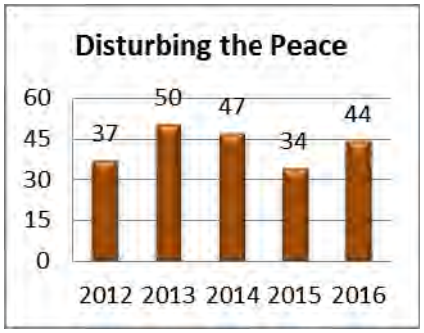


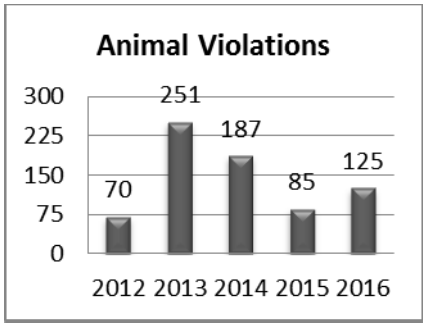


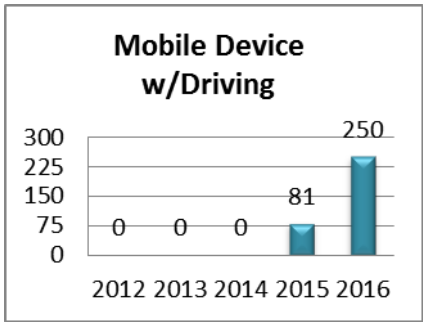


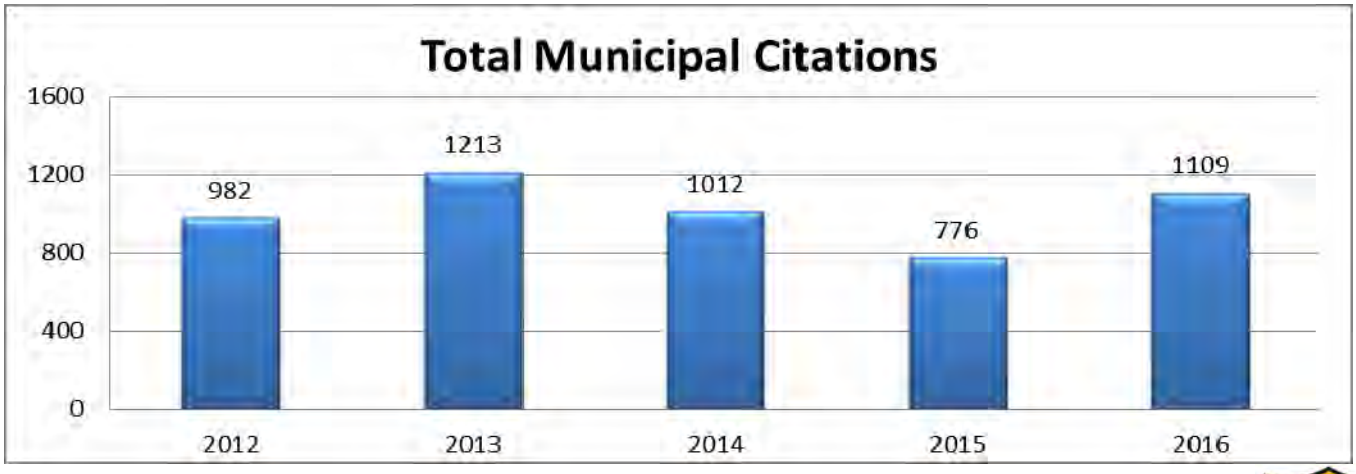




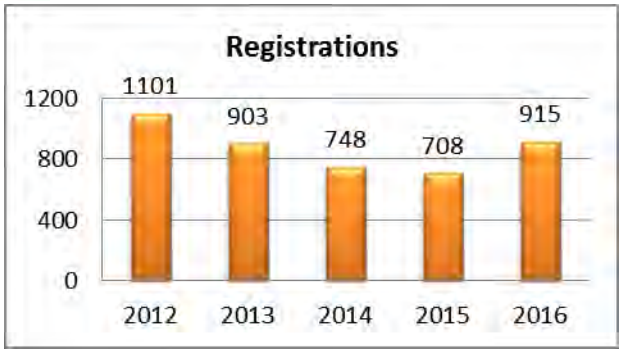


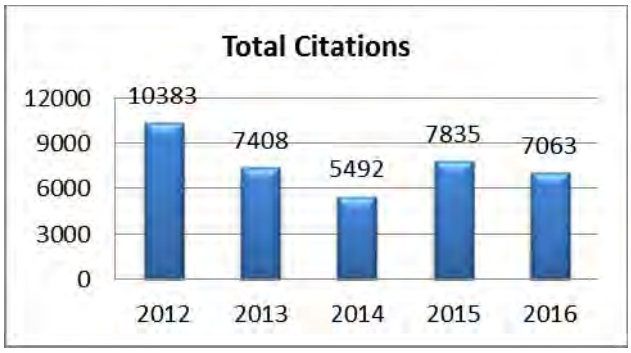


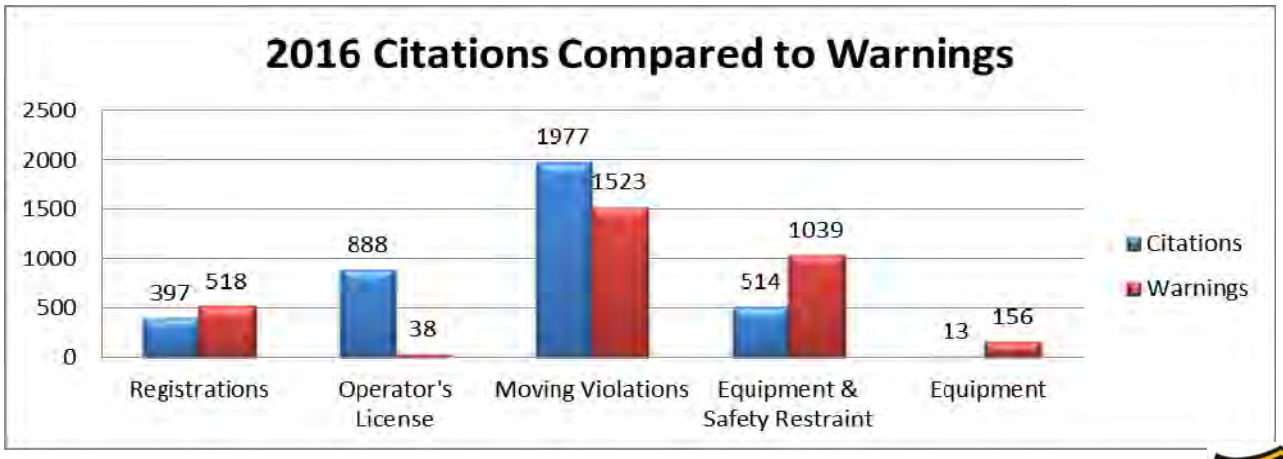




Traffic Citations & Warnings



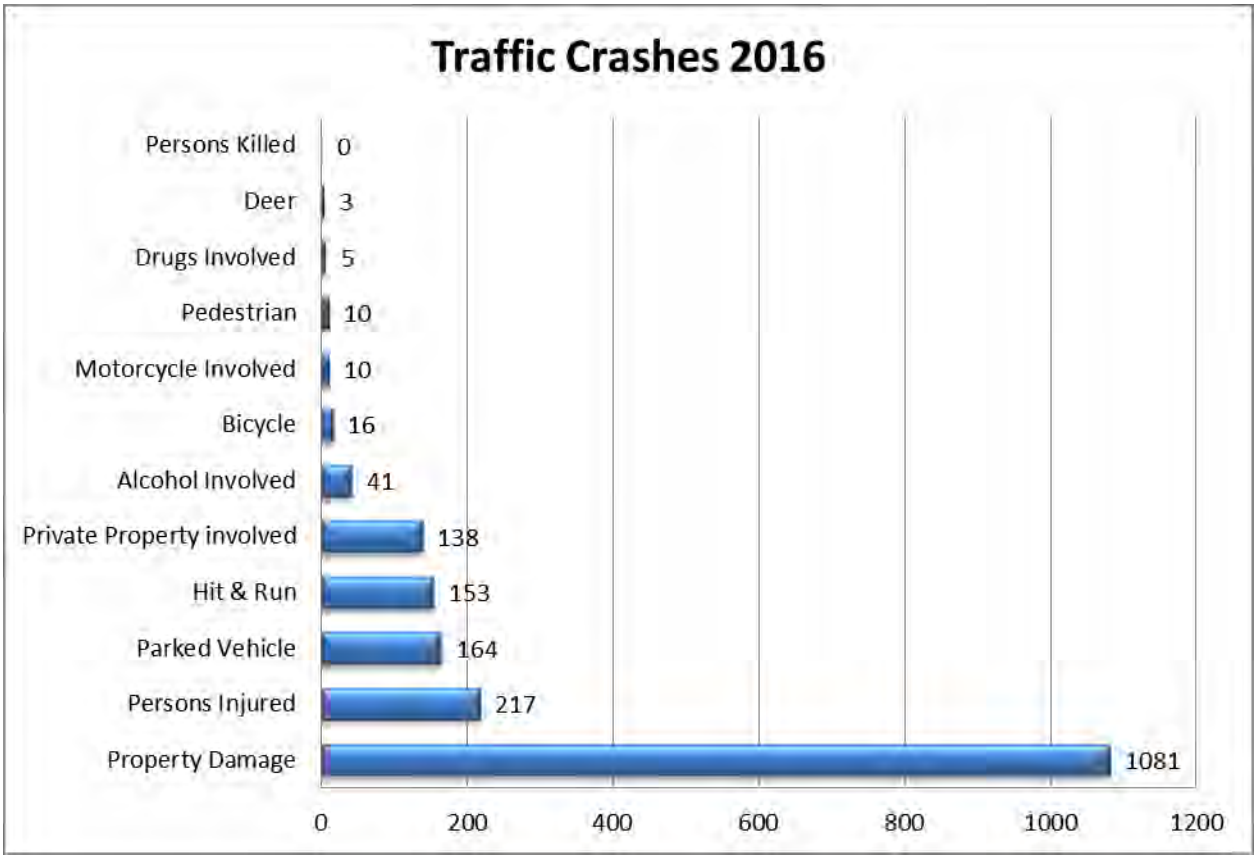




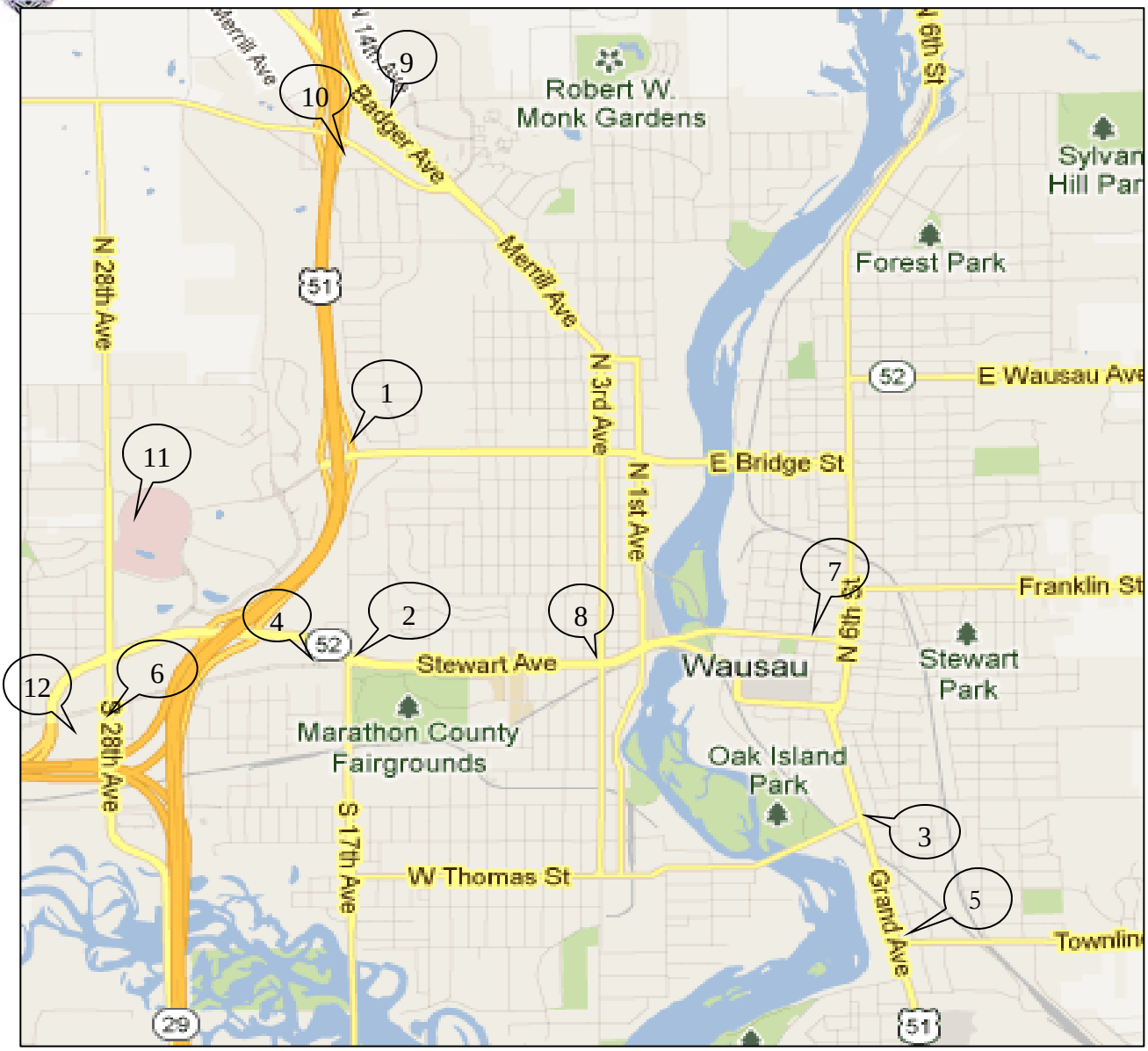
Traffic Crashes

Reportable Accident vs. Non-Reportable Accident—the difference between the two types of accidents is the estimated cost to repair damage sustained by a vehicle in the accident and whether a person is injured. An accident is considered reportable if the damage sustained by one vehicle is greater than $1000, a person is injured, or if damage to government property occurs with a value over $200.

	2012	2013	2014	2015	2016
Non-Reportable Accident	248	223	204	156	140
Reportable Accident	931	1118	1124	1055	1098
Total Accidents	1179	1341	1328	1211	1238



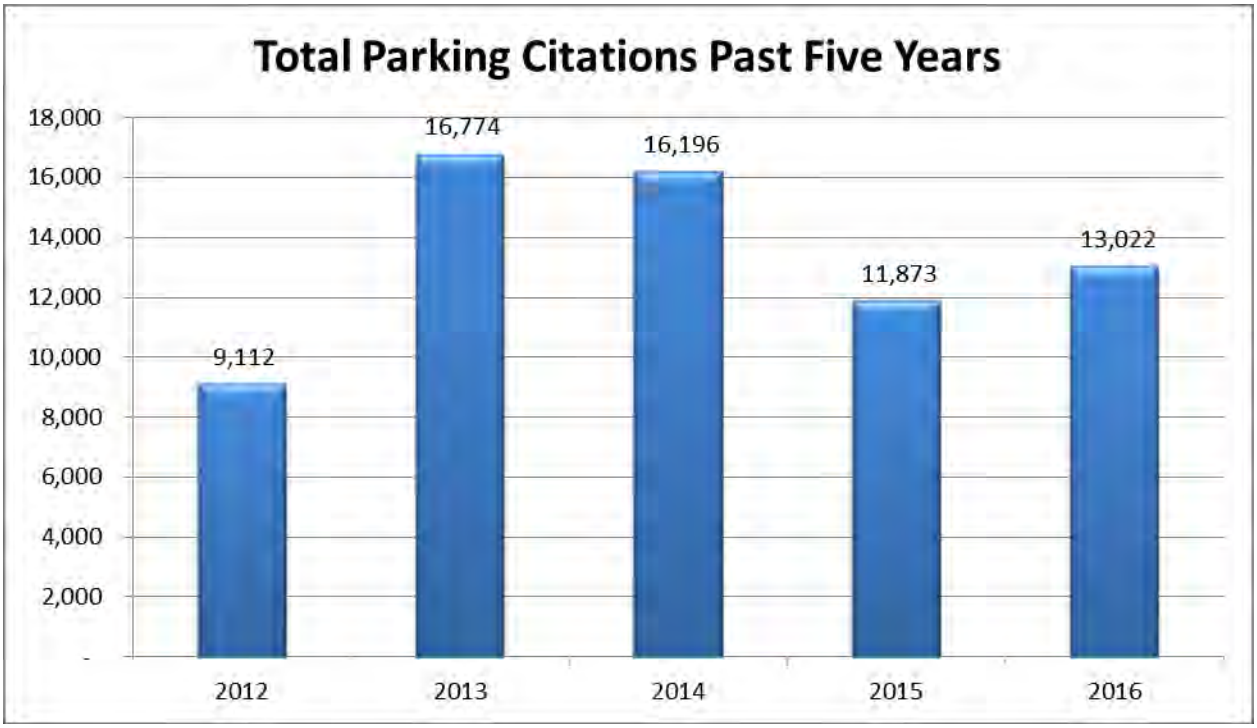
Most Frequent Crash Locations



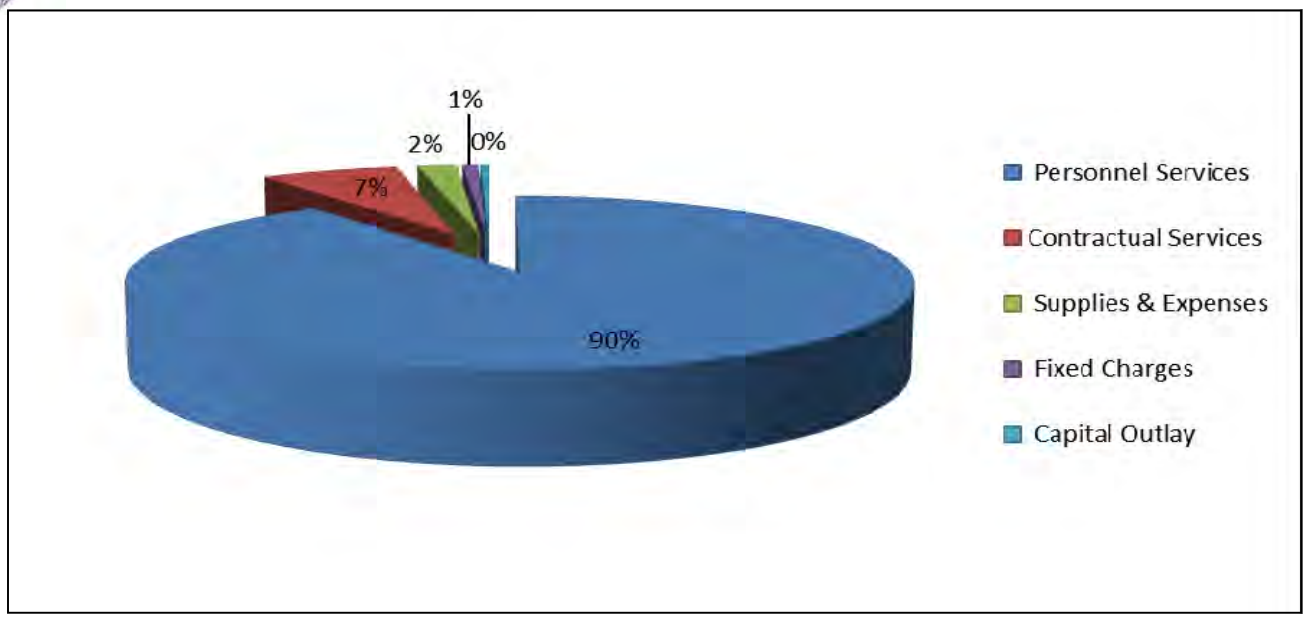
1) W Bridge St/US 51
2) S 17th Ave/ Stewart Ave
3) Grand Ave/Thomas St
4) S 18th Ave/ Stewart Ave
5) Grand Ave/Townline Rd
6) S 28th Ave/ Stewart Ave
7) N 5th St/Scott St
8) S 3rd Ave/Stewart Ave
9) 1811 Badger Ave
10) County Rd K/US 51
11) 333 Pine Ridge Blvd
12) 2801 Stewart Ave

Parking Citations Issued

	2012	2013	2014	2015	2016
Expired Meter	4,151	9,134	7,526	4,767	3,398
Overtime Parking	1,262	2,423	2,215	2,325	3,468
Parked 2:30-6 AM	1,537	1,889	3,186	2,292	3,335
No Permit on City Property	183	460	1,041	657	449
Parked in No Parking Area	262	444	450	414	277
Parked on Private Property	138	139	228	102	197
Handicapped Parking	28	317	285	168	322
Abandoned Vehicle	158	36	40	32	58
All other Violation	1,393	1,932	1,225	1,116	1,518
Total Parking Citations Issued	9,112	16,774	16,196	11,873	13,022

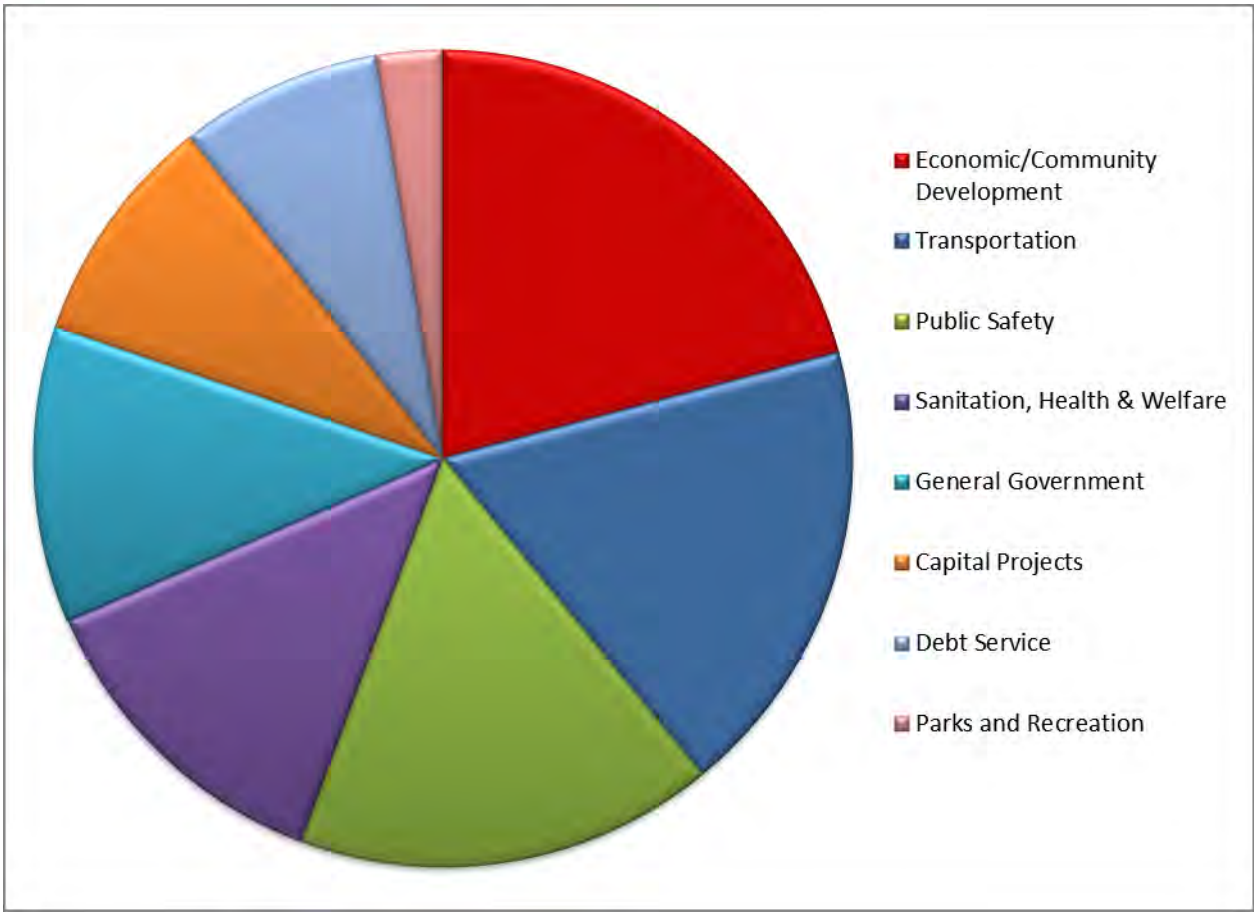


2016 Police Budget Summary



	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual
Personnel Services	7,407,626	7,719,852	7,474,660	7,863,866	7,867,467
Contractual Services	667,130	565,259	586,619	601,631	583,298
Supplies & Expenses	97,247	89,617	115,868	138,500	163,267
Fixed Charges	74,752	84,457	71,921	59,823	60,049
Capital Outlay	6,424	75,720	44,478	24,959	37,514
Total Expenses	8,253,179	8,534,904	8,293,546	8,688,779	8,711,595
Intergovernmental Grants /Aids	206,105	211,547	186,598	121,441	7,262
Public Charges	19,795	23,383	33,146	24,868	24,008
Intergovernmental Charges	299,879	304,619	309,014	333,097	102,658
Miscellaneous	16,426	94,337	126,996	99,491	20,209
Other Financing Sources	87,743	29,290	-	-	-
Total Revenues	629,948	663,176	655,754	578,897	154,137

2016 City of Wausau Expenditures



Economic/Community Development	$	20,055,276
Transportation		17,585,042
Public Safety		15,996,462
Sanitation, Health & Welfare		12,378,021
General Government		11,312,532
Capital Projects		8,837,146
Debt Service		7,696,013
Parks and Recreation		2,519,699
Total Expenditures	$	96,380,191

Retirements

Officer Dave Landretti
Badge # 004
16 years of service
March 2000 to March 2016

Lieutenant Luke Heindel
Badge # 882
28 years of service
July 1988 to April 2016

Detective Kay Hansen
Badge # 962
20 years of service
October 1996 to June 2016

Retirements

Officer Tom Hines (left)
Badge # 922
24 years of service
August 1992 to July 2016

Officer Tom Peterson (right)
Badge # 973
25 years of service
April 1991 to July 2016

Officer Bob Wilcox
Badge # 903
26 years of service
September 1990 to August 2016

Retirements

Officer Maureen Pilsner
Badge # 914
25 years of service
June 1991—August 2016

Linda Turk
Support Staff, Records Bureau
33 years of service
April 1983—December 2016

Promotions & Assignments

Lieutenant Andrew Hartwig
Promoted to Patrol Lieutenant
April 2016

Officer Nick Stetzer
Assigned to School Resource Officer
April 2016

Detective Jillian Kurtzhals
Promoted to Detective
April 2016

First Annual Awards Banquet

On March 1, 2016 the Wausau Police Department held its first Awards Banquet to honor our staff and community partners that help us to accomplish our mission and achieve our goals. Our officers are dedicated to making a difference every day, as well as improving the quality of life for our citizens. We wanted to make sure they know their efforts are acknowledged and appreciated. Our community partners strive for the same goals in supporting our department and our community, and we wanted to be sure they were also aware of our appreciation for their efforts.

First Annual Awards Banquet

Civilian Awards

Public Official Partnership Award…….…..…….Lisa Rasmussen
City Employee/Department of the Year……..……..Wausau Fire Department
Educator Award…….….……..Dr. Jeff Lindell
Stakeholder Service Award……...…..Marathon Town & Country Store
Civilian Service Award…….……...…..Rebecca Myszka
Dispatcher of the Year Award……..……..Tammy Voigt
Journalistic Excellence Award…….……....Pat Peckham
Victim Advocacy Award……...Jessica Lind
Community Partner Award……...Judd S. Alexander Foundation
Emergency Police Volunteer of the Year……..Larry Jaeger
Police Support Staff Person of the Year…….....Susan Lang
Community Caretaker Award……...…...Kristen Spiegel-Berg
Bridge Builder Award…….……Don Ryder

Supervisor Awards

Distinguished Service Award…….…...……..Luke Heindel
Training Officer Award……...Mark Pankow
Bullseye Award…….....Michael Juedes
Awesome Award…….…..Ben Graham
Lifetime Achievement Award…….....Greg Hagenbucher
WPD Special Service Award……..……..Todd Baeten
Core Values Award…….…...……Ben Bliven
Supervisor of the Year……..……..Bill Kolb

Officer/Detective Awards

Community Volunteer Award……...…….Andrew Hartwig
Youth Mentorship Award……...Jon Kindlarski
Inspiration Award……..…….Kevin Cornell
Badges Award……..Lance Loonsfoot, Chris Sukis, Fred Goch, Ted Knoeck,
Brian Campbell, Matt Bell, Roy Koplitz, Anthony Reince,
Garrett Carr, David Bertram
Lifesaving Award……..…….Andrew Hartwig
Outstanding Team Award……Bill Kolb, Jennifer Holz, Cord Buckner, Jaime Henrichs
Problem Solving Officer……..…..Bob Wilcox
Sir Robert Peel Award…….…..Nathaniel Stetzer
Excellence in Policing Award…….……...Nick Stetzer
Rookie of the Year…….…..……..Garrett Carr
Back-up Officer Award……..……..Shawn Pierschalla
Star Award…….…….……....Ben Graham, Max LaPorte, John Jurasin, Roy Umlauf
Valor Award……...Shawn Fritsch
Law Enforcement of the Year…….……...……...John Phillips

Awards

Detective Jen Holz
WI Assoc of Homocide Investigators
Michael Vendola Death Investigator of the Year
April 2016

Officer Bob Wilcox
Wausau Noon Optimist
Respect for Law Award
May 2016

Lieutenant Andy Hartwig
Leadership in Political Organizations Award
May 2016

Awards

Officer Kevin Cornell
Wausau School District
Caught In The Act Award
June 2016

Detective Jennifer Holz
Wisconsin Woodchucks
Hometown Hero Award
August 2016

Kristen Spiegel-Berg
2016 Outstanding Achievement in Supporting
Domestic Violence Victims Award
Oct 2016

Awards

Lieutenant Todd Baeten
Wausau School District
Friends of Education Award
November 2016

Captain Ben Bliven
Wisconsin Chiefs of Police Association
Leaders of Tomorrow
December 2016

Welcome New Hires!

Officers Mitchael Borneman, Benjamin Price,
Nicholas Walters and Snow Thao
May 2, 2016

Ken Bloch
Parking Control Specialist
July 18, 2016

Welcome New Hires!

Officers Christopher Codere, Jason Pacey, Matthew Grover, Mallori Piotrowski, and Xai Vang
August 18, 2016

K9 Units

Officer Shawn Fritsch & K9 Zanto

Officer Shawn Fritsch & K9 Zanto became partners in May 2013. Zanto is a 5 year old German Shepherd.

In 2016, Zanto completed 204 searches and 3 demonstrations.

Officer Mark Jaeger & K9 Layla

Officer Mark Jaeger & K9 Layla became partners in May 2015. Layla is a 6 year old Belgian Malanois. Prior to joining the police department, she worked by protecting our military base in Afghanistan.

In 2016, Layla completed 74 searches.

Officer Luis Lopes-Serrao & K9 Zander

Officer Luis Lopes-Serrao joined the Wausau Police Department on August 1, 2015 with his partner Zander. Zander is a 6 year old German Shepard.

In 2016, Zander completed 240 searches and 5 demonstrations.

Officer Dale Zander & K9 Bak

Officer Dale Zander and K9 Bak were partners from March 2015 to October 2016. Bak was a three year old Belgain Malinois and came from the Czech Republic.

In 2016, Bak completed 87 searches and 10 demonstrations.

SWAT

Officer Koua Thao
Woodland operations training

Special Weapons and Tactics (SWAT) team is comprised of a variety of members from various Marathon County Law Enforcement agencies. The Wausau Police Department has five members on the team:

Detective Nathan Pauls
Officer Nathan Porath
Officer Koua Thao
Officer Jacob Albee
Officer John Phillips

Pictured right:
Officer Jacob Albee
& Chris Buenning (EMPD)
Airplane Assault Training

SWAT tryouts:
Officer Nathan Porath,
Firefighter/Paramedic Ted Tautges (WFD),
Officer Dan Goff (EMPD)

Emergency Police

The Emergency Police Unit of the Wausau Police Department was formed in 1951 to assist the department with traffic and crowd control. There are three squads and 35 officers. Last year, the unit volunteered 3,939 hours of service. The director is Larry W. Jaeger and his executive officer is Major Frank Schuelke. The unit assists with all of the major events that bring large groups of people to the area, requiring extra hands to keep the events organized and flowing. The unit also comes in on an emergency basis, such as on June 5, 2016, when a major storm whipped through Wausau. Volunteers came in to help with checking on downed trees and road blockages, performing traffic & scene control, and then managing the damage and onlookers at Marathon Park. This assistance helps to free up officers to handle other calls that need attention.

Wausau Emergency Police have training at various times during the year and work hard to be ready. In February, the unit conducted their annual uniform inspection and also celebrated the 30th anniversary of Lt. Michael Lotharius. As in any volunteer organization, we are always looking for new recruits. This year we welcomed three new volunteers: Wayne, Baneck, Stephen Lotharius, and Gerald Brummond. Xai Vang moved on from his volunteering with the Emergency Police Unit to become a sworn officer in the Wausau Police Department. A candidate must be at least 18 years of age, pass a background check and an interview to become a member. Our members range in age from 18 to 70 plus, both male and female. The unit provides the uniform, except pants and shoes. Meetings are generally held on a monthly basis. If you are interested, please contact the police department.

New volunteers:

Wayne Baneck

Stephen Lotharius

Gerald Brummond

Lt Michael Lotharius
Celebrates 30 years

Xai Vang, with Captain Ben Bliven, Captain Matt Barnes, and Mayor Rob Mielke.

Explorer Post

Wausau Police Department Explorer Post #0442

The Wausau Police Explorer Post #0442 is a learning-for-life program sponsored by the Wausau Police Department. The program partners police officers with youth between the ages of 14-21 who have an interest in law enforcement. The program teaches those youth what a career in law enforcement is actually like. These students also have opportunities to volunteer in the community through various events.

In 2016 our explorers' dedication to community service was outstanding! The explorers constantly look for ways they can give back to the community. This includes volunteering at several Paws & Protect events, the Balloon & Glow Rally, traffic control / assistance at numerous local 5K events, the Kronenwetter Fall Festival / Kronenwetter Run for the Fallen event, participating in the Relay for Life, the Wausau PD Community Thank You picnic and more. We can't thank these youth enough for their generosity.

Our explorers meet twice a month and are given lessons in numerous topics related to law enforcement. This could include classes on arrest & search, statutory law, first aid, traffic enforcement, firearms safety and use, evidence recovery, crime scene searches and the list goes on. We also had opportunities to cross-train with the newly developed Wausau Fire Explorer Post on things such as crash response and officer down response.

The 2016 State Conference Team

In February we sent a group of explorers to the Wisconsin State Law Enforcement Explorer Conference in the Wisconsin Dells. This conference gives youth the opportunity to meet their peers from local, county and federal explorer posts from across the state and to compete in various skill events. It also allows them to learn what other posts are doing in the state, brainstorm fundraising opportunities, and let's not forget, have some Dells fun!

Explorer Post

In October, we had an opportunity to send three of our senior explorers to the first annual Wisconsin Explorer Leadership Academy, sponsored by WLEEAA, at Fox Valley Technical College in Appleton. This was a one-day training program which taught the youth the importance of leadership, leadership skills and more.

This program is funded through membership fees, community donations and fundraising events. The program is run by a dedicated group of police officers, called Advisors, who love teaching youth. This past year we added four new advisors to the post with Officer Jacob Chittum, Officer Garrett Carr, Officer Ben Price, and Officer Snow Thao.

Firearms Safety Training

We look forward to another great year. The explorer post operates year-round and is always recruiting. If you are interested in learning more about the program, you can visit our Facebook page at www.facebook.com/PoliceExplorer or contact Lead Advisor Officer Luis Lopes Serrao #155 at (715) 261-7968 or by e-mail at luis.lopes-serrao@ci.wausau.wi.us.

Partnering with the Fire Explorer Post

Sorting pills from the medication drop box

CPR training

Citizens Police Academy

The Wausau Police Department embraces a style of policing that involves a close working relationship with our community. In an effort to strengthen and enhance this relationship, our agency offers a creative venture to develop an increased partnership with our citizens.

Our department designed an eight week police course for citizens of Wausau, and the surrounding communities, called "Citizen's Police Academy." Our Citizen's Police Academy has three goals:

- Provide citizens with a better understanding and knowledge of the Wausau Police Department's operations, practices, and functions
- Strengthen the community's support and involvement
- Create better communication and working relationships between the citizens and Wausau Police Department.

Citizens learn about drug identification/investigations, OWI investigations, and interview/statement analysis. Citizens have an opportunity to participate in simulated firearms training and a demonstration of the Taser X26 (electronic control weapon). Citizens also tour the Wausau Police Department, Marathon County Jail,

Citizen's Academy Class 2016

Community Events

Special Olympics

The Special Olympics began its association with law enforcement in 1981 in Kansas as a vision of Chief LaMunyon, who wanted to give his officers something positive to participate in. Thus, the Law Enforcement Torch Run was born. The mission of this movement is to raise funds and awareness for Special Olympics.

The Wausau Police Department is proud to be involved in the Wisconsin branch of the Run, and is an active participant in events to support their mission.

Cop on a Rooftop Fundraiser

Timothy Shriver, Chairman of Special Olympics

2016 Law Enforcement Torch Run

Kwik Trip Icon Fundraiser

Texas Road House Fundraiser

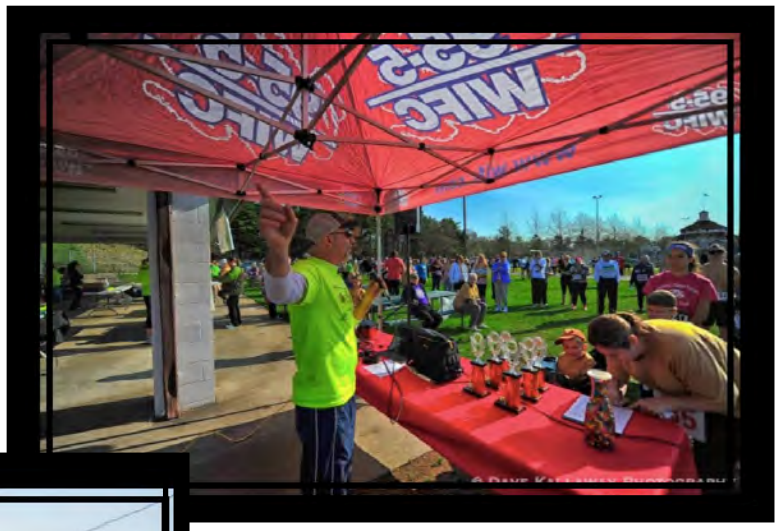
Community Events

Coffee With A Cop
January and August 2016

Wausau Police and Everest Metro, partnered with several local sponsors, coordinated two clinics where residents could license, vaccinate and micro chip their cats and dogs.
February and December 2016

In honor of National Police Week, families of the WPD created a banner with the families' handprints.
May 2016

Community Events



Above and left:

The Wausau Police Department assisted with the course layout for the Women's Community Chase'n Chocolate 5K Run/ Walk, coordinated course control, gave pre-race instructions and started the race off with a lights and siren send-off.

May 2016

Captain Ben Bliven was the celebrity guest judge for the North Central Health Care United Way Soup Contest.

September 2016

Community Events

Due to the tremendous outpouring of support from our community, the police department held an appreciation picnic on August 30, 2016 for the community. Food was served, officers provided instructions & demonstrations of our evidence van, K9's, and squad cars.

We can't wait for next year's!

Community Events

Attorney General Brad Schimel visited Wausau on October 21, 2016 to hold a press conference on the fall Prescription Drug Take Back Day. The Take Back Day is a reminder to responsibly dispose of unneeded or outdated prescription drugs.

There is a drop off box available 24/7 at the Police Department for citizens to dispose of these items.

Above: In another effort to support United Way, our Records Department brought a strong showing to the campaign kickoff event in October —Hat Day.

Left: The Wausau Police Benefit Association purchased 84 turkeys to donate to The Neighbor's Place for Thanksgiving. A special thank you to County Market for the price consideration on the purchase!

Community Events

Police officers are known for making arrests and delivering tickets; however, with Holiday Heroes, police officers have the opportunity to have positive interactions with families in the City of Wausau during this holiday season. This year, we were able to spread some extra joy to 41 children; gifting the children with winter clothing and, of course, toys!

A sincere thank you to all who helped make this year's Holiday Heroes a great success.

2016 Department Photos

Chief Jeff Hardel 805

Capt Greg Hagenbucher 861

Capt Benjamin Bliven 001

Capt Matthew Barnes 005

Lt Mark Pankow 921

Lt Dwayne Dachel 891

Lt William Kolb 931

Lt Nathan Pekarske 061

Lt Todd Baeten 022

Lt Michael Felder 934

Lt Melinda Pauls 024

Lt Bill Taylor 023

Lt Benjamin Graham 084

Lt Nathan Cihlar 054

Lt Matt Van Lieshout 074

Lt. Andy Hartwig 071

Det Jeff Strobach 913

Det Cord Buckner 974

Det Nathan Pauls 991

Det Jennifer Holz 012

2016 Department Photos

Det Jon Kindlarski 081

Det Jillian Kurtzhals 043

Ofc Roy Umlauf 893

Ofc Lisa Rennie 911

Ofc David Jordan 912

Ofc Mark Jaeger 924

Ofc Brent Tidquist 933

Ofc Paul Piskoty 935

Ofc Kevin Cornell 936

Ofc Dean Talg 941

Ofc Pao Yang 951

Ofc Mark Kurtzhals 961

Ofc John Jurasin 011

Ofc Dale Zander 041

Ofc Max LaPorte 042

Ofc Sandra Hunt 044

Ofc Anthony Reince 047

Ofc Shawn Fritsch 051

Ofc Brent Olson 053

Ofc Jeffrey Schremp 072

2016 Department Photos

Ofc Shawn Pierschalla 075

Ofc Jacob Albee 076

Ofc Houa Lee 082

Ofc Kyle Buchkoski 083

Ofc John Phillips 091

Ofc Eric Lemirand 093

Ofc Sarah Bedish 111

Ofc Koua Thao 113

Ofc Nate Stetzer 121

Ofc Nich Stetzer 123

Ofc Jacob Chittum 131

Ofc Garrett Carr 141

Ofc Brian Burkhardt 143

Ofc Dennis Peterson 151

Ofc James Martin 153

Ofc Jena Zinkowich 154

Ofc Luis Lopes-Serrao 155

Ofc David Bertram 156

Ofc Brady Copas 157

Ofc Peter Fish 158

2016 Department Photos

Ofc Ross Austin 159

Ofc Shawn Meyer 150

Ofc Nick Walters 161

Ofc Benjamin Price 162

Ofc Snow Thao 163

Ofc Mitchael Borneman 164

Ofc Xai Yang 165

Ofc Jason Pacey 166

Ofc Matthew Grover 167

Ofc Christopher Codere 168

Ofc Mallory Piotrowski 169

Administrative Supervisor
Susan Lang

LE computer Tech
Cheryl Stieve

Administrative Assistant
Mary Jordan

Administrative Assistant
Jennifer Friday

Humane Officer
Ashlee Bishop 575

Parking Control
James Hellrood 097

Parking Control
Ken Block 099

Evidence Custodian
Jade Marten

2016 Department Photos

K9 Zanto

K9 Layla

K9 Zander