

# Mount Horeb Police Department 2022 Annual Report

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**January 01, 2023**

**Mount Horeb PD**

**Authored by: Chief Doug Vierck**



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# Letter From the Chief

**W**hat a year we had last year. Increased community events to continue to build our partnership in the village, along with two new administrative assistants and two new officers hired. We also promoted a new lieutenant along the way. Our training decreased slightly as we adjusted to the changes, while our call volume was about the same. As our staff grows, our abilities, skills, and knowledge increase and we are able to be more effective and efficient. In this edition of our annual report you will see new faces, more community events and outreach, and a few new highlights. 2023 marks my third year as police chief. In such a short time, things have changed tremendously within the agency. We have hired and/or promoted 13 staff out of 22 total positions, we have overhauled our entire policy manual, and we have implemented new training strategies as well as our Mission, Vision, and Values. We are beyond blessed with the resources and support offered by the community. Our focus is continued partnership and improvement to better serve the community. Please take note of the use of force, citizen complaints, hiring practices, and level of training listed in this report. With all the discussions surrounding policing around the country in the past two years, take note that your village police department is working hard to have professional, well trained officers by using a high standards hiring practice to reduce the risks of excessive force and wrong doing. We hope you enjoy learning a little more about our agency from the past year. We are excited to keep doing our best in 2023!

Respectfully,

Chief Doug Vierck

# Mission, Vision, Values Statement



## **Mission:**

Developing Partnerships through S.E.R.V.I.C.E to Our Community

## **Vision:**

We will be respected partners in our community through dedicated service and collaboration. Seeking continuous improvement to meet the ever-changing demands of our profession.

## **Values Statement:**

Our values are internalized in the SERVICE we provide to the community.

**SACRIFICE**—We sacrifice and risk all to protect those we serve

**ENGAGED**—We will maintain high levels of initiative and commitment to our cause

**RESPECT**—We will treat all with dignity, understanding, and equality

**VISION**—We will always look to the future to constantly improve

**INTEGRITY**—We are part of an honorable profession and strive to do what is right

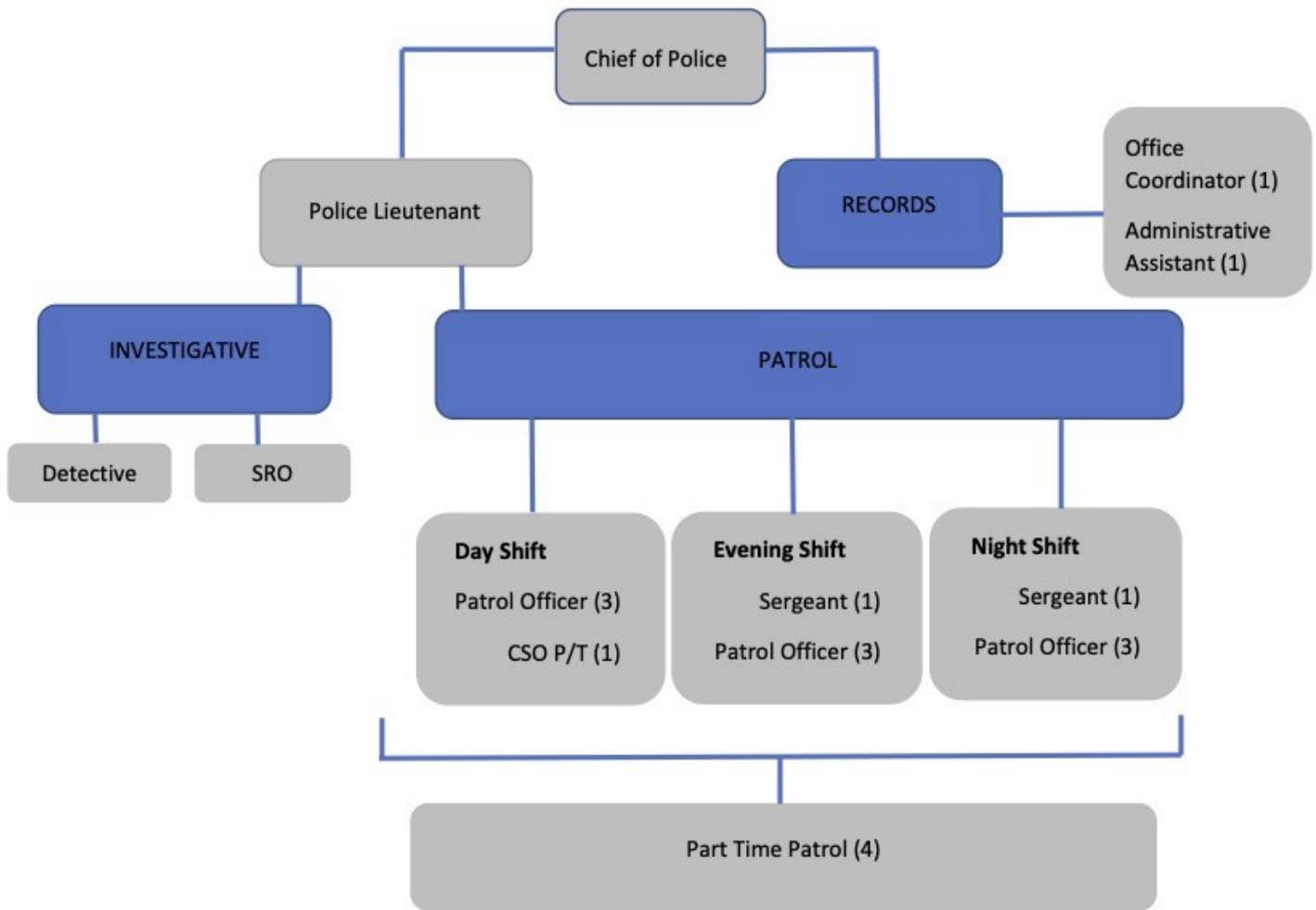
**COMMUNITY ORIENTED**—Our service revolves around our community partnership

**EQUALITY**—We will be accepting of differences and treat all equally

# VILLAGE OF MOUNT HOREB

Statistics		Village – Manager Government
Population (2020 Census)	7,874	
Households (2017-2021)	2,736	
City Area (2020)	3.23 Sq. Miles	
Public Schools		<b>Village Board Members</b>  <b>Village President</b>  Randy Littel  <b>Village Trustees</b>  Tim White Ryan Czyzewski Jason Fendrick Nate Gauger Brett Halverson Cathy Scott
Elementary (Early Learning Center, Primary Center, Intermediate Center)	3	
Middle	1	
High	1	
Income		<b>Village Administrator</b>  Nic Owen
Per Capita Income (2017-2021)	\$40,616	
Median Household Income (in 2021 Dollars) 2015-2019	\$84,259	
<b>Data: <a href="https://www.census.gov/quickfacts/fact/table/mounthorebvillagewisconsin/PST045221">https://www.census.gov/quickfacts/fact/table/mounthorebvillagewisconsin/PST045221</a></b>		





## Mount Horeb Police Department Organizational Chart 2020

Full-Time Sworn:	15
Part-Time Sworn:	4
Civilian Employees:	3
<b>Total Employees:</b>	<b>22</b>

Effective December 1, 2021

# Department Staffing

Authorized Positions					
	2018	2019	2020	2021	2022
Chief	1	1	1	1	1
Lieutenant	1	1	1	1	1
Sergeant	-	-	1	2	2
Detective	1	1	1	1	1
School Resource Officer	-	-	1	1	1
Patrol Officer (Full-Time)	9	10	9	9	9
Patrol Officer (Part-Time)	4	4	4	4	4
<b>Total Sworn</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>19</b>
Administrative Assistant	2	2	2	2	2
Community Service Officer (Part-Time)	-	1	1	1	1
<b>Total Non-Sworn</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Total Employees</b>	<b>18</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>22</b>





# Staffing Levels

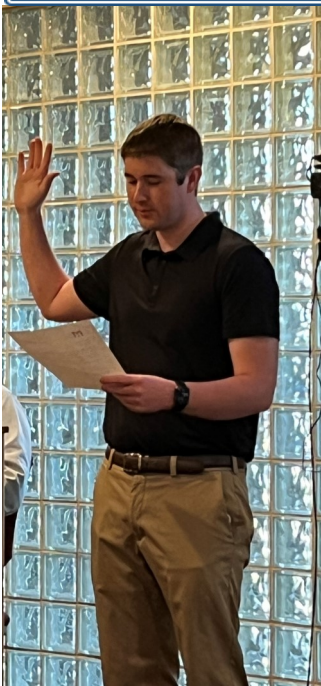
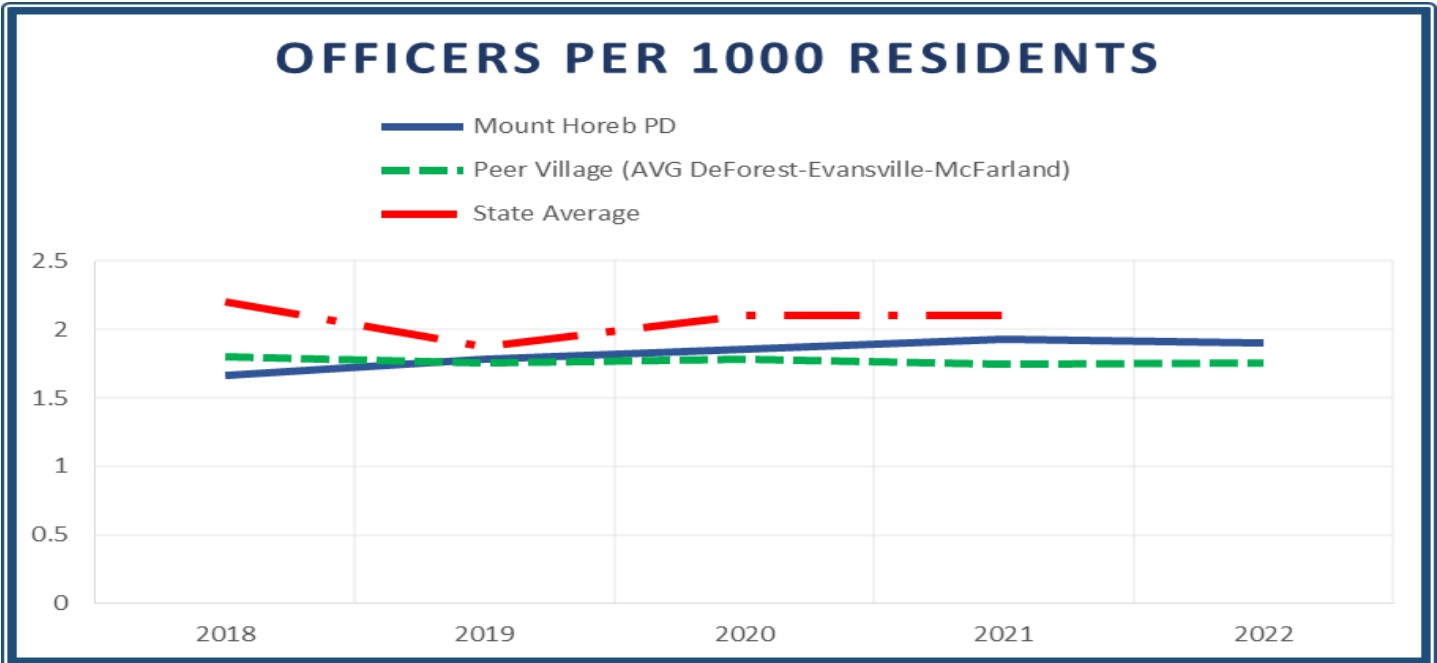
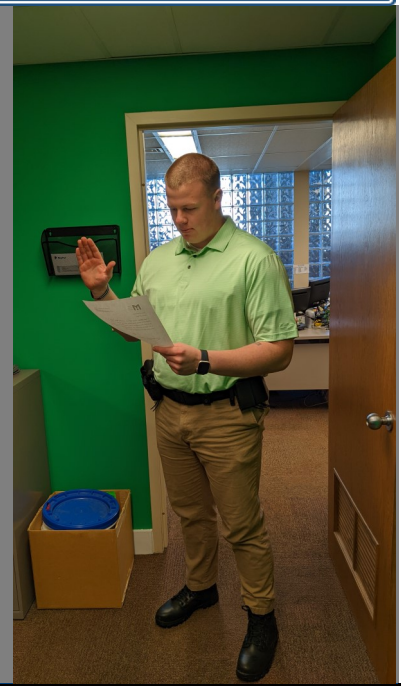


Photo (RIGHT) Officer Sam Koeller is sworn in by Village Clerk Alyssa Gaffney at Village Hall in March 2022.

Photo (LEFT) Officer Brian Hugill is sworn in at a Village Board meeting in July 2022.



Year	2018	2019	2020	2021	2022
Village of Mount Horeb Population	7,240	7,312	7,534	7,754	7,874
Total Full Time Sworn officers	12	13	14	15	15
Full Time Sworn Officers per 1,000 Pop.	1.66	1.78	1.86	1.93	1.90
Peer City Average Full Time Sworn Officers per 1,000 Pop.	1.80	1.76	1.78	1.75	1.76
State Average Full Time Sworn Officers per 1,000 Pop.	2.20	1.87	2.1	2.1	-

## Recruitment

With promotions and planned additions, we have hired two officer this year. There was one retirement (Jon Orcutt, highlighted in 2021 Report) and one resignation that led to two hiring processes. One officer will be hired in 2023 due to the resignation. Officers have been recruiting at technical colleges and through personal acquaintances to increase our hiring pool. Over the past few years, applicant numbers have been lower and lower each year. Our plan is to create a recruitment team in the next year or two to increase our presence in the recruitment arena.

## Hiring Process

We continued our new hiring process in 2022. A few parts were changed, there were some different questions added, and we will continue to assess and modify as needed to maintain the best screening processes. We included a community panel interview, and had over 16 different people involved in rating candidates to ensure we had the best candidate selected. Our process included a written test, an interview with the Police Commission, and an Assessment Center. An assessment center is a series of exercises (interviews, presentations, scenarios, etc.) that test the skills of a candidate against the skills needed for the job. While it might seem over the top, current events over the past two years have shown how important hiring the right person is to an agency.

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## Personnel Changes

Appointments		
Sam Koeller	Patrol Officer	March 7, 2022
Brian Hugill	Patrol Officer	July 11, 2022
Brenda Wienkes	Administrative Assistant	January 18, 2022
Helen Conrad	Administrative Assistant	April 11, 2022
Promotions		
Josh Jarvis	Lieutenant	October 10, 2022
Resignations		
Nate Gretzinger	Lieutenant	July 15, 2022

## Highlight Bios for Appointments

# WELCOME!!!

### Sam Koeller

Officer Koeller graduated from Southwest Wisconsin Technical College in Fennimore with a degree in Criminal Justice, and completed the 720-hour academy there, as well. He began at the Mount Horeb Police Department in March of 2022. While off-duty, he enjoys spending time with family and friends, reading, and working out. Officer Koeller is very excited to work with the people of Mount Horeb, and looks forward to getting to know the community better.

Photos: (RIGHT) Officer Koeller conducts field sobriety tests during a training scenario. Officers in field training go through mock scenarios to practice skills in controlled environments.



# Highlight Bios for Appointments

# WELCOME!!!

## Brian Hugill

Officer Hugill graduated from UW-Platteville with a Bachelor's degree in Criminal Justice and then attended the Law Enforcement Academy at Southwest Technical College. Officer Hugill started his career with the Village of Mount Horeb in 2015 as a Production Assistant for Trollway TV, recording local government meetings and community events. In 2022, Officer Hugill started with the Mount Horeb Police Department, where he looks forward to continuing to work with the Mount Horeb community.



Photos: (RIGHT) Officer Hugill graduating from the SWTC Law Enforcement Academy. Ofc. Hugill graduated in November 2022.

# Highlight Bios for Appointments

# WELCOME!!!

## Brenda Wienkes

Brenda joined the Mount Horeb Police Department in January 2022 as an Administrative Assistant. Brenda worked 30 plus years in the agricultural industry, working in multiple positions, including logistics, customer service, sourcing products, and as the office manager.

Brenda lives in Highland with her husband. She has three grown children, two grandchildren and, another on the way.



Photos: (RIGHT) Administrative Assistant Wienkes sits near her desk in the front office.

# Highlight Bios for Appointments

# WELCOME!!!

## Helen Conrad

Helen spent the majority of her career in banking and accounting. She lives in Mt. Horeb and was excited when a position opened up with the police department giving her the opportunity to work in an interesting and exciting field closer to home.

Helen enjoys spending time with her husband, 4 kids and 2 grandkids, hiking the trails by her house, biking, reading and flower gardening.



Photos: (RIGHT) Administrative Assistant Wienkes sits near her desk in the front office.

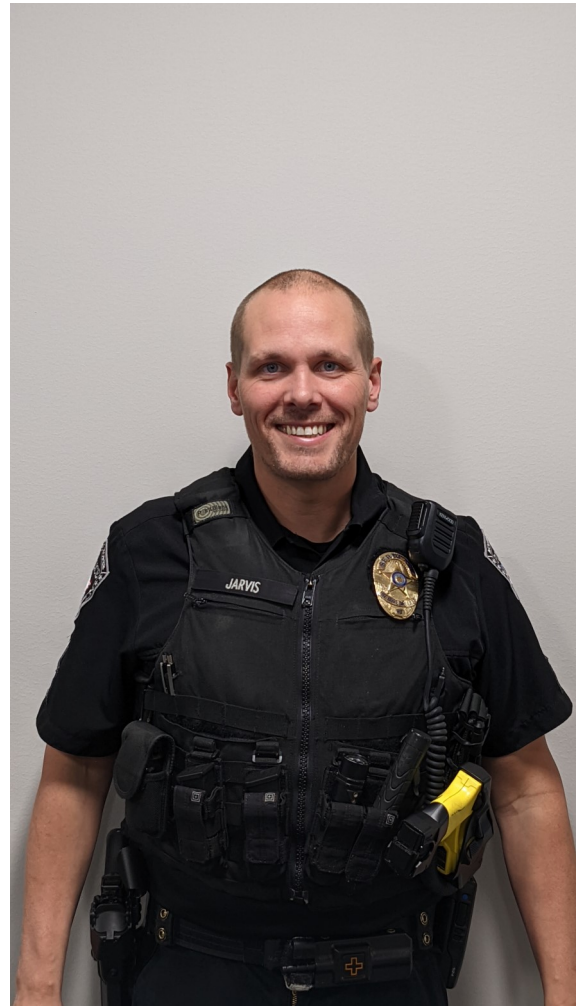
# Highlight Bios for Promotions

# CONGRATULATIONS!!!

## Josh Jarvis

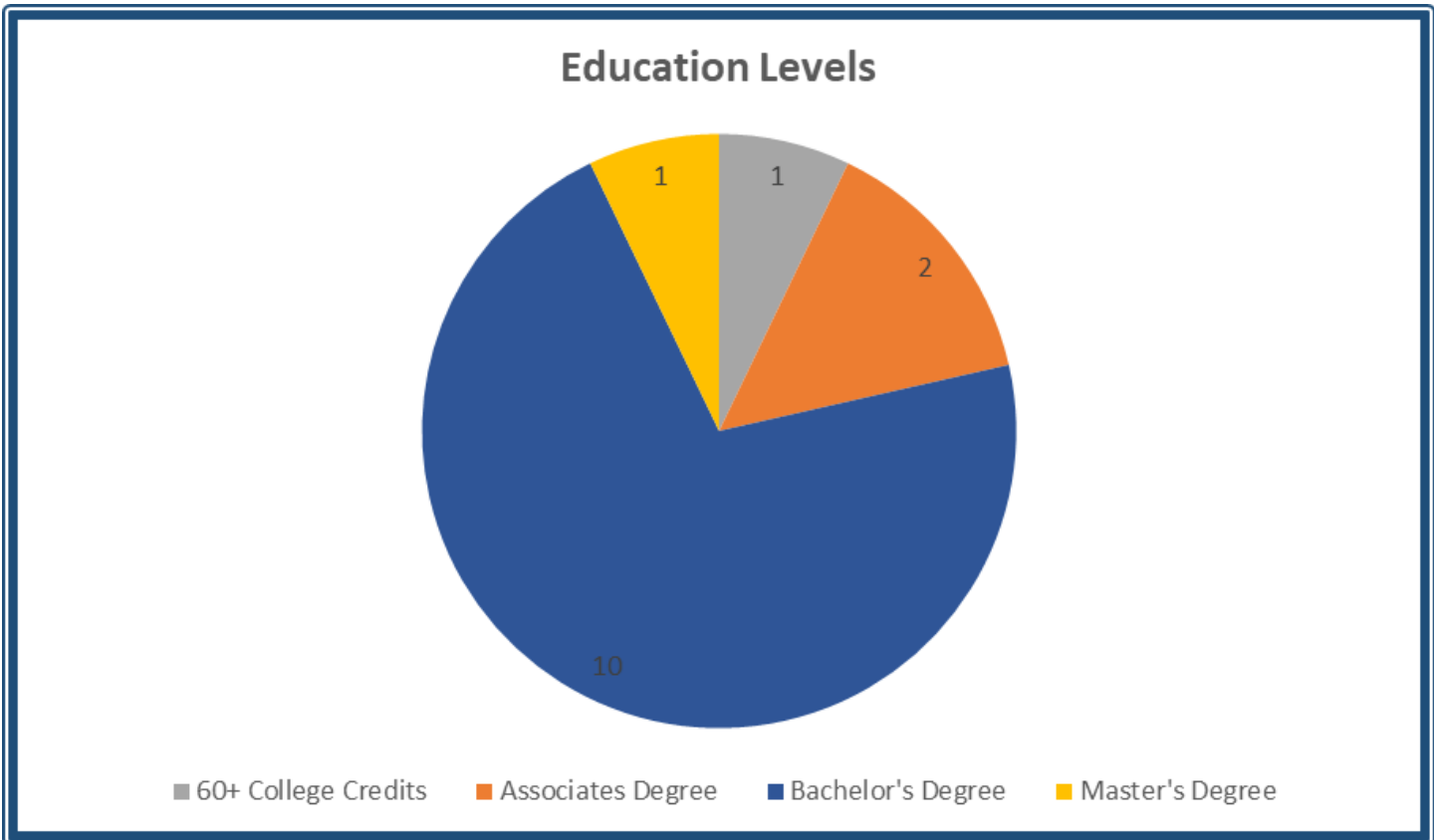
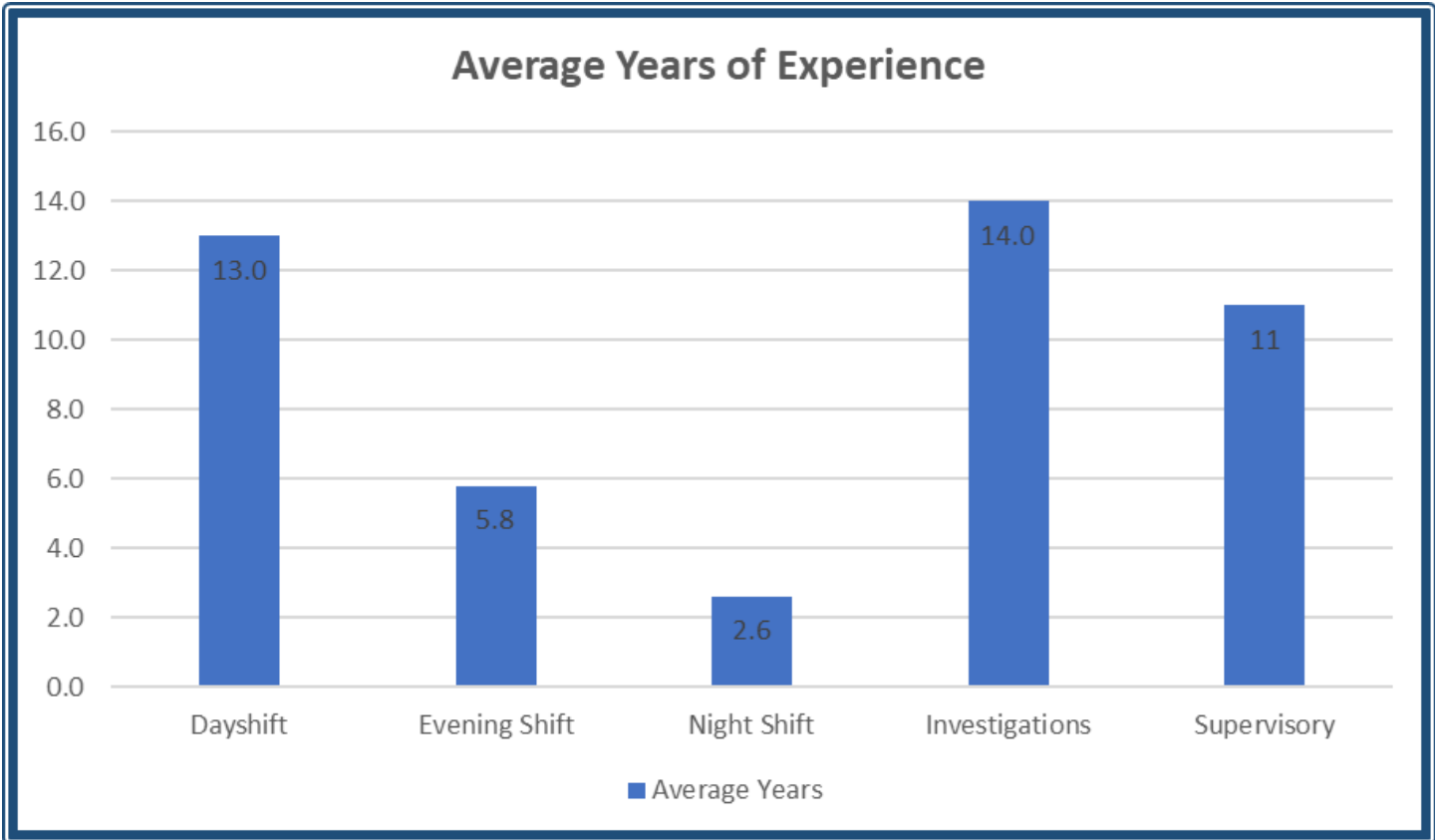
Promoted to Lieutenant in October of 2022

Lieutenant Jarvis has been working with the Mount Horeb Police Department since April of 2018 and was recently been promoted to lieutenant. Sergeant Jarvis had been a sergeant since July 2020. He is currently the lead firearms instructor as well as being a Taser, ALERRT active shooter response trainer, Tactical Response, and Scenario Instructor. He enjoys working with others, putting together trainings to help better our officer's skills so that they can effectively work through problems that may be encountered on the job.



Photos: (ABOVE) Sergeant Jarvis was promoted to lieutenant in October 2022.

# EDUCATION AND EXPERIENCE





# Department Training

Total Training Hours by Group					
	2018	2019	2020	2021	2022
Administrative	25	12	105	201	310
Supervisory	25	12	84	282	223
Patrol Division	557	649	402	1,049	550
Investigations	108	66	138	162	150
Grand Total	715	739	729	1,694	1,233

\*\*\* Administrative group includes Chief Vierck and Lieutenant Jarvis. Supervisory group includes Sergeant-Rehfeldt. Patrol Division group includes all patrol officers. Investigative Division includes Detective Schaaf and SRO Rosemeyer \*\*\*

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## Field Training

Field training is an integral part in law enforcement. In Wisconsin, to become an officer you have to complete at least 60 college credits. Then you must complete a 720-hour law enforcement academy. Once that is complete, you still have to complete on the job, field training. This includes riding with specially trained officers who are certified to teach, mentor, and evaluate performance. Our field training program is 10 weeks or 60 working days of on-the-job training. If an officer has prior experience and shows the proper skills, abilities, and knowledge in a shorter period of time, field training will be shorter. If an individual struggles, they may be extended to a longer time of training. If they are unable to perform the job, their employment may be terminated. Officers must show skills, abilities, and knowledge to complete the training.

In 2022, we hired two officers who completed field training. One officer is still in field training and will complete their training by the end of February 2023. We have five field training officers on staff currently. We recently sent three officers to training to certify as training officers due to retirements and resignations. Our program has been reviewed, updated, and is constantly analyzed to ensure we are training to the highest standards.

## Inservice Training

We conducted four (4) Inservice Trainings in 2022. Inservice training helps keep officers up to date on policy changes, changes in laws, and best practices. They also help improve the skills of all officers. The following is a summary of our Inservice Trainings.

**Rifle skills and Room Clearing** – We were fortunate enough to get high quality training from elite professionals at Vortex on rifle and close quarters room clearing. This training will help in the event of an active threat incident where officers will be required to respond to an active threat to life at a school, business, or other public location. Having real world experts in our backyard to increase training is an asset to the village and our employees.

**Paperwork and Domestic Violence** – A large portion of our jobs is paperwork. With new staff and veteran staff alike, a refresher is always welcome. We also brought in the Domestic Abuse Intervention Services staff to help officers understand domestic violence and victim services better.

Photos: (RIGHT) Sergeant Rehfeldt confronts and armed individual in a scenario during training at Vortex.

(RIGHT) Officers Stoddard, Koeller, and Wyss practice room clearing skills prior to scenario training at Vortex.



## Inservice Training Continued

**Handgun Qualification** – Wisconsin State Statutes require a minimum of one qualification a year. Qualification is a set course of fire established by the Wisconsin Department of Justice Training and Standards Board. In Mount Horeb, Officers practice firearms and use of force decision making multiple times a year. This includes skills building and timed exercises.

Photos (RIGHT): Officer Zimpel is shown how to defend himself in ground fighting. The instructor is a local DNR warden who assisted in the training.



**Officer Involved Critical Incident Investigations and Defensive Tactics / Ground Fighting** – WI DOJ Division of Criminal Investigation (DCI) and the Wisconsin Professional Police Association (WPPA) partnered to educate officers on the steps and process for investigating officer involved critical incidents. Having this training allows for the process to run more smoothly and efficiently, reducing the wait time for the investigation to be completed. We also practiced ground fighting skills and additional defensive tactics training.

**Emergency Vehicle Operation** – Wisconsin statutes require officers to train in pursuit driving and emergency vehicle operation training every other year. This training must include a review of policy and the state curriculum. This year officers focused on high risk vehicle contacts, core skills such as cornering, parking, and serpentine, as well as pursuit radio communications. This training takes place in Fennimore at the Southwest Wisconsin Technical College driving track. We have one officer certified as an instructor in Vehicle Contacts and Emergency Vehicle Operations training.



Photo (ABOVE): Officers practiced emergency vehicle operation skills. We focused on understanding vehicle dynamics and movements.

## Advanced Training

In addition to Inservice Training, officers will also be sent to advanced training to improve specialized skills or bring new trainings and experience back to the police department. There were **twenty-four (24) different trainings** attended by **fifteen (15) different officers** in 2022. The additional trainings are listed below.

**Wisconsin Traffic Safety Officer's Conference** – This is an annual conference covering many traffic safety topics. Officers learn of resources to improve traffic safety, safety considerations for traffic incidents (traffic stops, traffic crashes, road closures, etc.), and changes in law, policy, etc., that can affect communities. Chief Vierck and Officer DerManuelian attended this conference.

**Breath Examiner Specialist Training** – This course certifies officers to run a breath test for individuals suspected of being under the influence of alcohol. All officers are trained in this and we have an instrument that is maintained by the State of Wisconsin at our police department for conducting these tests. Having this training and the instrument close, allows for better investigations and improved efficiency. Officer Koeller completed this training in 2022.

**Winning Mind—Excellence in Training** – This training on leadership focuses on developing staff and understanding how to lead by example. The instructor was an international presenter from Canada with a background in law enforcement. The training will help continue a positive change in culture in the agency by having all command staff being trained with the same message and vision for the agency. Chief Vierck, Lieutenant Jarvis, and Sergeant Rehfeldt all attended this training.

**Legally Justified, but was it Avoidable** – This national course is very relevant today, more than ever. The focus is on analyzing tactics and use of force after the fact. The purpose is to understand the human response to stress and train the brain to respond better so that outcomes are more desirable. The focus is on unintentional and unconscious responses so that officers can have better emotional intelligence to respond rather than react. Officers Fell, Erickson, Molburg, and DerManuelian attended this training, helping us have at least one officer per shift with an understanding of how to reduce the risks of unnecessary force.

## Advanced Training Continued

**Leadership in Police Organizations (LPO)** – LPO focuses on leadership at all levels. Officers are often times working alone and have to make split second decisions. This requires leadership without titles. A goal of Mount Horeb PD is to have as many officers as possible attend this course. Chief Vierck and Sergeant Rehfeldt attended in 2022. The course is three weeks long (one week a month for three months) with very minimal costs to the agency. The course is very beneficial as it teaches new best practices of leadership and helps create a positive culture within the agency. The three focuses of the course are individuals, teams, and culture.

Photos (RIGHT) : Chief Vierck and Sergeant Rehfeldt at LPO graduation.



**420 for Patrol** – The marijuana laws are changing across the United States rapidly. Between legalization, CBD, Delta 8, etc., it is difficult to keep up with changes and trends. 420 for Patrol is an up to date training on current trends, laws, and issues surrounding cannabis. It is applied to impairment, legal issues, and other concerns to assist law enforcement with understanding and avoiding problems. Officers Stoddard and Molburg attended this training.

**Open Records Laws** – Our two new administrative assistants, Brenda Wienkes and Helen Conrad attended this class. Records management and transparency are a huge undertaking for a government entity. Understanding the laws is essential to reducing risk and complying with laws. This course helped give a better understanding on open records laws in Wisconsin.

**Drugs and Impaired Driving Conference** – A national level conference covering topics surrounding preventing impaired driving. The focus is on enforcement, prevention, and public policy. This conference is held by the International Association of Chiefs of Police each year in different parts of the United States. Chief Doug Vierck attends each year at no cost to the village due to his association with the Wisconsin Drug Recognition Expert Program. The information brought back to the agency is invaluable to the community for policy recommendations and knowledge passed on to officers and the community.

**Various Online Webinars** – The Training and Standards Bureau offers many online, two hour webinars as options for officers to complete online training. These topics include wellness, stress management, active shooter incidents, fraud, elder abuse, sexual assault, culture competence, leadership, and other current, relevant training topics. Almost every officer in the agency has completed at least one of these webinar trainings to enhance their skills and abilities. Some have completed ten or more hours worth.

## Advanced Training Continued

**Defensive Tactics Instructor** – Officer DerManuelian attended Defensive Tactics Instructor training in 2022. Due to policy requirements to train every year, it was important to have an instructor in our agency. The instructor can teach officers at Inservice and conduct after incident reviews to make sure we are in compliance with policy and best practice. This 96 hour course over multiple weeks certifies the instructor to teach the Wisconsin curriculum.

**Scenario Instructor** — This specialized instructor course prepares officers to safely run scenario based training. Topics include safety checks to ensure no live weapons are used, writing scenarios, assessing students during scenarios, and planning training with proper documentation. Lieutenant Jarvis and Detective Schaaf attended this training. We now have three officers certified to improve our safety and be more efficient in our training.

**Instructor Development Course (IDC)** — This course prepares and certifies officers to become a general instructor. After completing this course, officers may seek out specialized instructor courses to become an instructor in defensive tactics, emergency vehicle operations, vehicle contacts, etc. With retirements and staffing changes, more instructors are needed. We sent one instructor through in 2022, Sergeant Rehfeldt. This helps with instructing as well as supervising and giving staff feedback. An officer must have three years experience and be in good standing to attend.

**Tactical Response Instructor Course** – To ensure we are training regularly and following best practices, Lieutenant Jarvis became certified in tactical response. This training will help create scenarios, train officers in room clearing, and ensure the agency is prepared to respond to any active threat in the village.

**Active Threat Conference** – Each year, Wisconsin holds a conference on Active Threat Response in Oshkosh. Sergeant Rehfeldt attended in 2022 with Officers Stephens and Zimpel. This conference is a statewide collaboration to share information with all agencies on current trends, response best practices, and other information to better prepare officers for an active threat in their jurisdiction.

**Active Shooter Incident Management (ASIM)** – There are three levels to this course. The levels are basic, advanced, and instructor. Almost all staff have completed the basic ASIM course for patrol officers. Sergeant Jarvis was able to complete the advanced course through an online grant with Dane County Emergency Management. This class was also offered to fire departments to allow greater team efficiency at large scale events. Officer Molburg attended in 2022.

## Advanced Training Continued

**Advanced Roadside Impaired Driving Enforcement (ARIDE)** — Officers are trained to detect drug impaired drivers in addition to refreshing their skills to detect alcohol impaired drivers. The class includes drug trends, statistics, and field sobriety testing skills. Officers DerManuelian and Koeller attended this training in 2022. The goal is to get all officers trained in this course.

**Developing the Patrol Investigator** — In smaller communities, there are less resources. Mount Horeb PD only has one detective/investigator. This means patrol officers have more responsibilities to perform follow up and take an investigation from report to arrest. In 2022 we sent two officers, Wyss and Erickson, to a class to improve investigations beyond just report taking. One possibility in the future is to create an additional investigator position. This class will help immediately and also prepare for the option to add additional investigators.

**Search Warrant 101 and 201** — These two courses were four hours long for a full day of learning about search warrants. This class helps prepare officers to write and execute search warrants. In a digital age, police agencies are writing search warrants a lot more. Having officers trained in this area is key to help respond to crimes and help victims get justice and closure for victims of crimes.

**Crisis Intervention Team Training (CIT)** — We sent another officer to CIT training in 2022. Officer Fell attended CIT training this year. This course helps officers understand how to approach individuals in crisis to de-escalate and reduce chances of using force.

**Peer Support** — Four officers from Mount Horeb PD attended a training to start establishing a peer support team in Mount Horeb. Peer support pairs officers with someone who was involved in a critical incident or is struggling. This allows for support and wellness care for officers by their peers, which promotes more trust and buy-in.



Photo (ABOVE): Community Members and elected/appointed officials learn about impaired driving during the citizen's academy.

## Advanced Training Continued

**Field Training Officer—Basic** — Officer Erickson attended a 24 hour training to become a field training officer. Field training officers evaluate and confirm newly hired officers are prepared for the job through mentoring and training staff. This is one of the most important positions in a police department. At this time, we have 5 certified officers as FTOs.

**ICS 300** — This is an incident command and emergency management course to help officers and other emergency response agencies better collaborate and work on the same page to increase efficiency. While we hope we don't have a disaster or major incident, we are trained and prepared to handle them if they occur. Lieutenant Jarvis attended this course in 2022. Eventually all supervisors and command staff will complete this course and the next level, ICS-400.



**Officer Involved Critical Incident Investigations** — WI DOJ Department of Criminal Investigations (DCI) trains investigators to investigate officer involved critical incidents. In Wisconsin, an outside agency must investigate an officer involved critical incident. Some counties have investigator teams that are assigned to lead these investigations. We sent Detective Schaaf to this training in the event that Dane County creates such a team.

**School Resource Officer and Juvenile Officer Conferences** — School Resource Officer Steve Rosemeyer attended two state conferences this year to learn about juvenile law and justice as well as school resource officer topics. Officer Rosemeyer works very hard to stay up to date on trends, challenges, and solutions to ensure we are providing the best resources to the school district in our partnership.

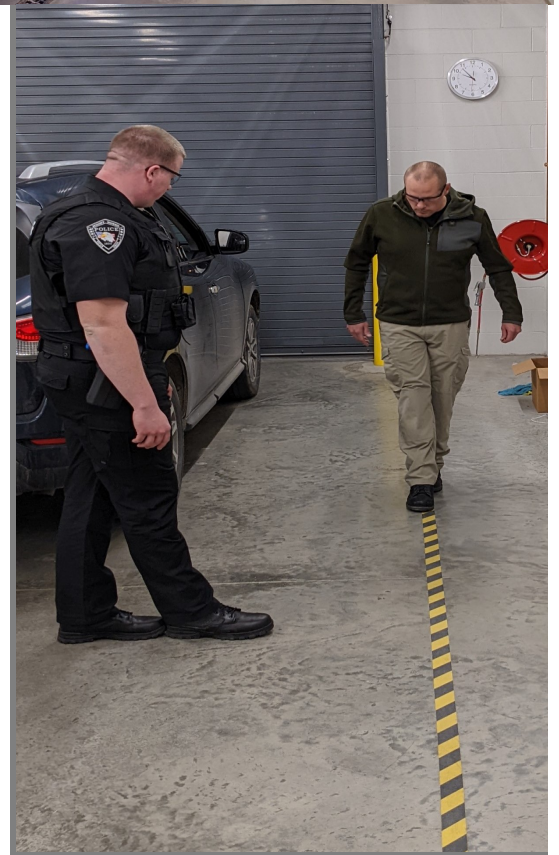


Photo (ABOVE): Lieutenant Jarvis teaches and assesses Officer Koeller during field training. They are working on traffic stop scenarios.



## Future Planned Training

As mentioned in other areas of this report, our focus is on community engagement and training. We will continue to improve and increase our training as much as possible each year. 2023 is going to continue building on 2022 and keep increasing the skills and knowledge level of our training.

We keep moving forward, opening new doors, and doing new things, because we're curious, and curiosity keeps leading us down new paths.” - Walt Disney

**Instructor Certifications** —Instructors help the agency in many ways. Instructors can review reports, teach new officers, become an informal leader, establish subject matter experts, and reduce costs for sending officers outside the agency for training. We hope to add a additional instructors in Defense Tactics Tactical Response, Vehicle Contacts, and Emergency Vehicle Operation. Growing our instructor cadre will help continue our commitment to excellence. It is also key to strategic planning to have multiple instructors in case an officer leaves or retires. We can also reduce workload to prevent burnout.

**Rookie to Retirement** - In the past, law enforcement has struggled with retirement and transitioning out of the profession. This training covers how to have a healthy career, reduce career ending risks and problems, and how to plan for the end of your career so you can enjoy retirement and exit the profession healthy. Hosting this training, helps more attend to increase our overall wellness, job satisfaction, and reduce poor performance.

**Leadership Training** - We will continue to increase our leadership training for future development and succession planning. All officers are in a position at some point to be a leader, whether formal or informal. Giving them skills to help with decisions making, trust, and communication is critical to our success as an agency.

**Inservice Trainings** - We will cover topics in domestic violence investigations, gas line events (by MG&E), CPR/AED, Integrated Communications and Tactics (ICAT) for decision making and de-escalation, and some simulator training at VORTEX. These topics are chosen at the end of the previous year based on calls for service, concerns by supervisors, needs of the agency, and current events to stay up to date on the latest events facing law enforcement.

“The hallmark of successful people is that they are always stretching themselves to learn new things.”

- Carol S. Dweck

## MHPD Library

Everyone learns differently. At MHPD we strive to continue learning and give opportunities for growth from many different sources. One of our newest options for officers and staff is the MHPD library. Our library consists of books on various topics relevant to law enforcement. These topics include Leadership, Officer Safety, Deceptive Behaviors, Patrol Procedures, Legal Issues, Officer Wellness, and Risk Management. We plan to continue to grow this library to continue our growth in skills, knowledge, and abilities.

**Leadership** — Officers often work on cases by themselves, they are making decisions with a lot of autonomy based on the speed and nature of the work. All officers need leadership skills to help with the job.

**Officer Safety** — This career is inherently dangerous. Any help in improving safety can go a long way.

**Deceptive Behaviors** — Learning how to tell if someone is lying from body language can help solve cases and bring closure to victims of crimes.

**Patrol Procedures** — During training, officers are not able to learn all aspects of the job. Having access to other information sources can improve knowledge and skills.

**Legal** — Understanding the laws is a must. Resources on case law and legal decisions are a good quick reference for officers.

**Officer Wellness** — If officers are not well physically or mentally, they will not be able to help others. Having resources available to improve physical and mental well being are a key component to wellness. The books are also available to significant others of officers to have extra support.

**Risk Management** — High stress decision making can lead to risks. Understanding risk management can prevent problems before they happen. These books are one piece of the puzzle to reducing risk in the police department.

# Other Functions / Activities of the Police Department

## Steering Committee

When implementing change, one of the biggest hurdles is buy-in from staff. To help with the changes and allow for better input, a Steering Committee was created. The steering committee is comprised on a diverse group of staff from the police department spanning all shifts, civilian and sworn staff. The purpose is to get input from all levels on our vision, mission, policies, training, and systems as we make decisions.

2022 started a transition to new members due to resignations, promotions, and retirements. Along with a change in personnel, there will be added responsibilities to the committee in 2023. These responsibilities consist of fundraising for special events and assignments, nominations for officer awards, special event planning and development, in-service training ideas, and continuing to review, update, and create new policy as needed.

## Awards

We currently do not have a formal awards program. We will be implementing one in the near future as we complete an overhaul of our department policies. The awards program will include awards for officers who achieve excellence, staff recognition, as well as awards for members of the public. There will be a nomination process that will be available once it is up and running. There will also be a method for the community to recognize positive performance by officers. One plan will be a messaging system we hope to link to our website to send messages of thanks to officers. Will have more detailed updates in 2023 as we work to keep improving our agency.

## National Night Out (NNO)



**2022**

2022 brought new partners for National Night Out. We paired with Wednesday Night Live to bring a fun-filled event with music and community engagement. Agencies included Mount Horeb Fire Department, Dane County Sherriff's Office, Verona PD, Wisconsin State Patrol, Wisconsin Department of Natural Resources, Dane County Emergency Management, Blue Mounds PD, and UW-Medflight.. We also hosted a dunk tank to raise money for our future K-9 program. We anticipate continuing this fundraising event again.



### Plans for Future

Next year (2023) We plan to have Mount Horeb FD, Dane County, Wisconsin State Patrol, Wisconsin Department of Natural Resources, and Dane County Emergency Management back again. We are going to work on having a helicopter again and partner with Wednesday Night Live again. Our hope is to have free food, free music, and other fun activities for all to enjoy.

# Cops and Bobbers



We hosted the second annual Cops and Bobbers event in 2022. This was a partnership with Mount Horeb Recreation Department, Mount Horeb Optimists, Dane County Sheriff's Office and Wisconsin Department of Natural Resources. This event is held during a free fishing weekend in the Spring to help introduce kids to fishing while getting to know local community members. The event was very well attended, in spite of the rain and we anticipate hosting another one in 2023. SRO Steve Rosemeyer is instrumental in planning and hosting this event.



# Cones with a Cop

Icki Sticksi hosted the first Cones with a Cop in Mount Horeb. One of our goals in 2022 was to host more community events. This event brought residents into a local business to have conversations with the police during a non-enforcement setting. We had great discussions on pedestrian safety, speeding and other traffic violations, as well as discussions on the inner workings of the police department.



Photo (ABOVE): Officer Wyss and Officer Koeller play connect four during Cones with a Cop.

# Trunk or Treat

We hosted our first Trunk or Treat Event. This was a combined effort of all Village Departments to get out into the community so residents can get to know the Village employees. Officer Wyss was the driving force behind this event and was instrumental in it's success.



Photo (ABOVE): Officer Wyss and Sergeant Rehfeldt hand out candy to children dressed up for Halloween.

Photo (RIGHT): Officers Wyss, Sergeant Rehfeldt, and Officer Koeller pose prior to the start of Trunk or Treat.





## Shop with a Cop

Officers participated in Shop with a Cop again this year. This year the officers were able to go shopping with the children in contrast to previous two years where officers went shopping without the children and delivered the gifts. This is a partnered event between the Mount Horeb Area School District, the Mount Horeb Police Department, and the Dane County Sheriff's Office. Officers went shopping and then helped wrap the items. The officers all donated their time to the wonderful cause. We are happy to take part in giving back and supporting the community.





Photo (LEFT): The entrance to the PD garage, where we set up for a drive-through drug take back event.



Photo (RIGHT): Chief Vierck helping with Drug Take Back Event.

# Prescription Drug Take Back

Photo (BELOW): The garage set up for the drive through take back event.

Two times a year we offer a Drug Take Back Day event. These are partnered with the Wisconsin Department of Justice to collect unused or unwanted medications across the State of Wisconsin. This program keeps the medications from ending up in the water system or in the wrong hands. We will continue this program into 2023 and beyond to work toward our goal of a safe community by reducing the number of unused medications in wastewater and in landfills.





# Community Engagement / Supportive Community

One of our core values is Community Oriented. We are appreciative of the support from the community as we constantly work to be a part of the community. Our officers stop out in the community to interact with and support others, beyond just responding to calls. These photos are just a few of the instances that officers were engaging with the community at different events to make ourselves available to the public.

Photo: (RIGHT): Our first ever Trunk or Treat Event. Officer Natalie Wyss spearheaded the idea and worked with various departments to bring the event to life. It was a huge success.

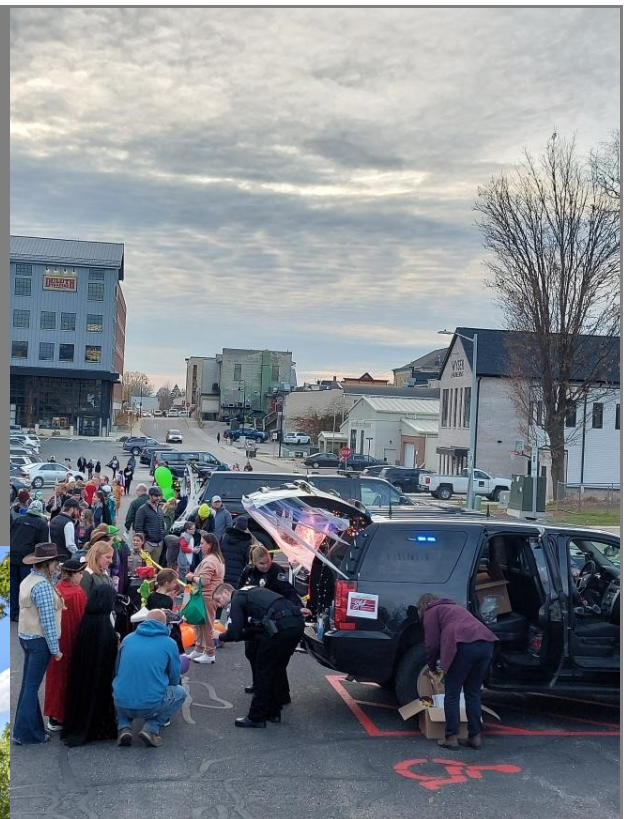


Photo: (LEFT): Officer Steve Rosemeyer prepares for a pop-up event at the Mount Horeb Aquatic Center. We gave out free hotdogs and water while collecting money for our future K9 program.

# Community Engagement / Supportive Community



Photo: (LEFT): Officer Stoddard plays basketball with a 3rd grade Mount Horeb Recreation Department basketball team.



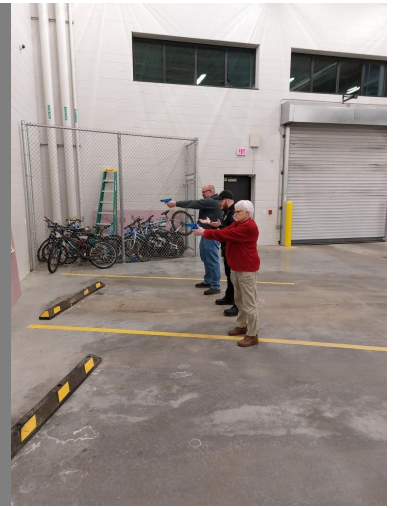
Photo: (RIGHT): Officer Stoddard attempts to block a shot while interacting with a community 3rd grade basketball team.



Photo (LEFT): Citizen's Academy members check out their accuracy after shooting.

Photo (RIGHT): Two students shoot paint marking rounds at a target as they learn about firearms.

Photo (BELOW): Two students run a volunteer through field sobriety tests to check for impairment.



## Citizen's Academy

Three years in the making, we finally were able to coordinate and host the first annual Mount Horeb PD Citizen's Academy. We started with Village Administration and Elected/Appointed officials to get feedback from those that oversee the police department. We will use that feedback to improve the citizen's academy. Our hope is to hold a minimum of one academy a year for Village residents and area business leaders to learn more about the police department. The citizen's academy consists of seven to nine sessions over three months. Residents will learn about use of force, investigations, impaired driving, enforcement firearms, tasers, and other fun topics. The event is very hands on and interactive.



# Expenditures and Budget

	2021	2022
Wages and Benefits	\$1,730,949	1,837,150
Contractual Services	\$20,187	\$24,635
Supplies and Materials	\$36,126	\$32,709
Capital Expenditures	\$88,612	\$72,943
General Expenses	\$155,725	\$167,760
Total Expenditures	\$2,031,599	\$2,135,197

As you can see, the major funding for the police department goes to Wages and Benefits to put men and women in the community to help provide service. The increases in Expenditures is related to increased utility fees, increased clothing allowance due to increased new hires, and overtime costs related to open positions and new officer training.

Capital Expenditures decreased slightly in 2022. Due to levy limits and other fiscal constraints, we purchased several items in 2021 to lower the capital budget in 2022.

Our long term plan is to spread out upgrades and improvements in technology so we are only buying 1-2 items a year at a lower cost, rather than buying everything at once. This will help us avoid having to buy large quantities at a large cost, every 5-10 years . This also helps with changes in technology so we can keep up to date without large costs. Things that will fall into this category are Automated External Defibrillators (AEDs), Computers, Radios, Electronic Control Devices (ECDs A.K.A. Tasers), etc. We are starting to see the benefits of long-term strategic planning. It is easier and more efficient to plan and budget each year. We are also having less technological issues and repair costs.

# Goals and Planning for the Future

We must plan in order to keep moving forward. Part of the evaluation and planning process is creating S.M.A.R.T. Goals for the police department. S.M.A.R.T., stands for Specific, Measurable, Attainable, Relevant, and Time-Based. Below you will find our goals for 2023. These are not the only goals, but they are the priority for the year. Other goals include a peer support group, keep improving and increasing training, and continuing to increase the efficiency of the police department.

1. In an effort to be more efficient and use our systems to their highest capabilities, we plan to upgrade and improve our functionality and usability for the records management system. These changes included increased workflow within the system for supervisors to track reports and deadlines, reduced duplication of documents through improved information sharing across systems, and better evidence functionality through scanning and barcode system. By December 31, 2023 we will apply for grant funding and increase the modules used in our records system. We will hold training for staff and implement a workflow system to reduce late reports, missed deadlines, and inefficient report review processes.
2. Emergencies, disasters, and large-scale events are unpredictable and often occur at the worst possible times. Having a plan in place to prepare, protect, mitigate, and respond to such events can reduce recovery time and catastrophic loss. The Emergency Response Plan for the Village of Mount Horeb is outdated. We will upgrade the plan, improve the Emergency Operations Center (EOC), improve resources, mapping, and equipment, and conduct a table top exercise by September 30, 2023. This will improve the overall preparedness and knowledge level to respond to emergencies within the Village of Mount Horeb.
3. A large portion of the complaints made to the police department involve traffic related problems, including crosswalk, speeding, stop sign, and reckless driving complaints all over the village, including school zones. In an effort to reduce the complaints, violations, and crashes, the Mount Horeb Police Department will start increasing our social media outreach and education on traffic laws, conduct targeted and focused enforcement of traffic problems, and increase our presence in problem areas on a regular basis. We will conduct a minimum of five targeted enforcement events in this coordinated plan from April 2023 through October 2023.

# Patrol Division

The Patrol Division consists of three shifts covering 24 hours of patrol each day. The shifts consist of Day shift, Evening Shift, and Night Shift. Each shift has three officers that work on a rotating basis of six days on and three days off.

## Day Shift

Day shift patrol has three assigned officers that are supervised by the Lieutenant. Day shift spends a lot of time at businesses and schools (where most of the population is during these hours). They also work hard at self-initiated activity like traffic enforcement and proactive activities to prevent crashes and problems.

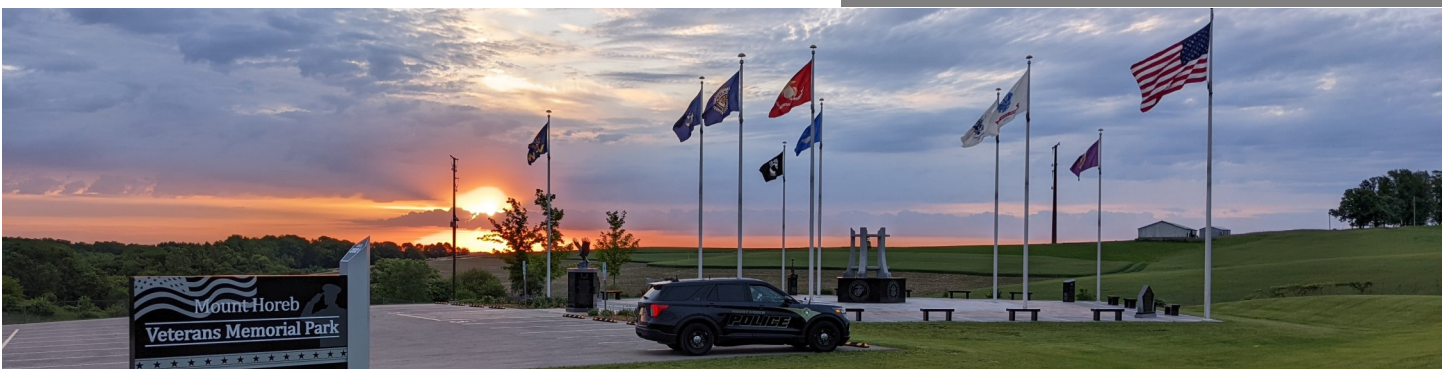
## Evening Shift

Evening Shift has three assigned officers that are supervised by a sergeant. Evening shift is one of the busiest shifts because everyone is home from work and school. During these times of day, people may return home from work to find damage to their property or a burglary. In addition to calls for service, evening shift spends time conducting traffic enforcement to prevent crashes, improve safety, and identify criminal activity.

## Night Shift

Night Shift has three assigned officers that are supervised by a sergeant. These officers work hard to prevent crimes from happening while everyone is sleeping. They notify residents of open garage doors or suspicious activity. Common incidents are alarms, burglaries, impaired driving, and domestic violence incidents to name a few.

Photo (BELOW): A night shift officer took this photo as the sun started to rise on a cold windy morning. We patrol all areas of the village to keep people and property safe.

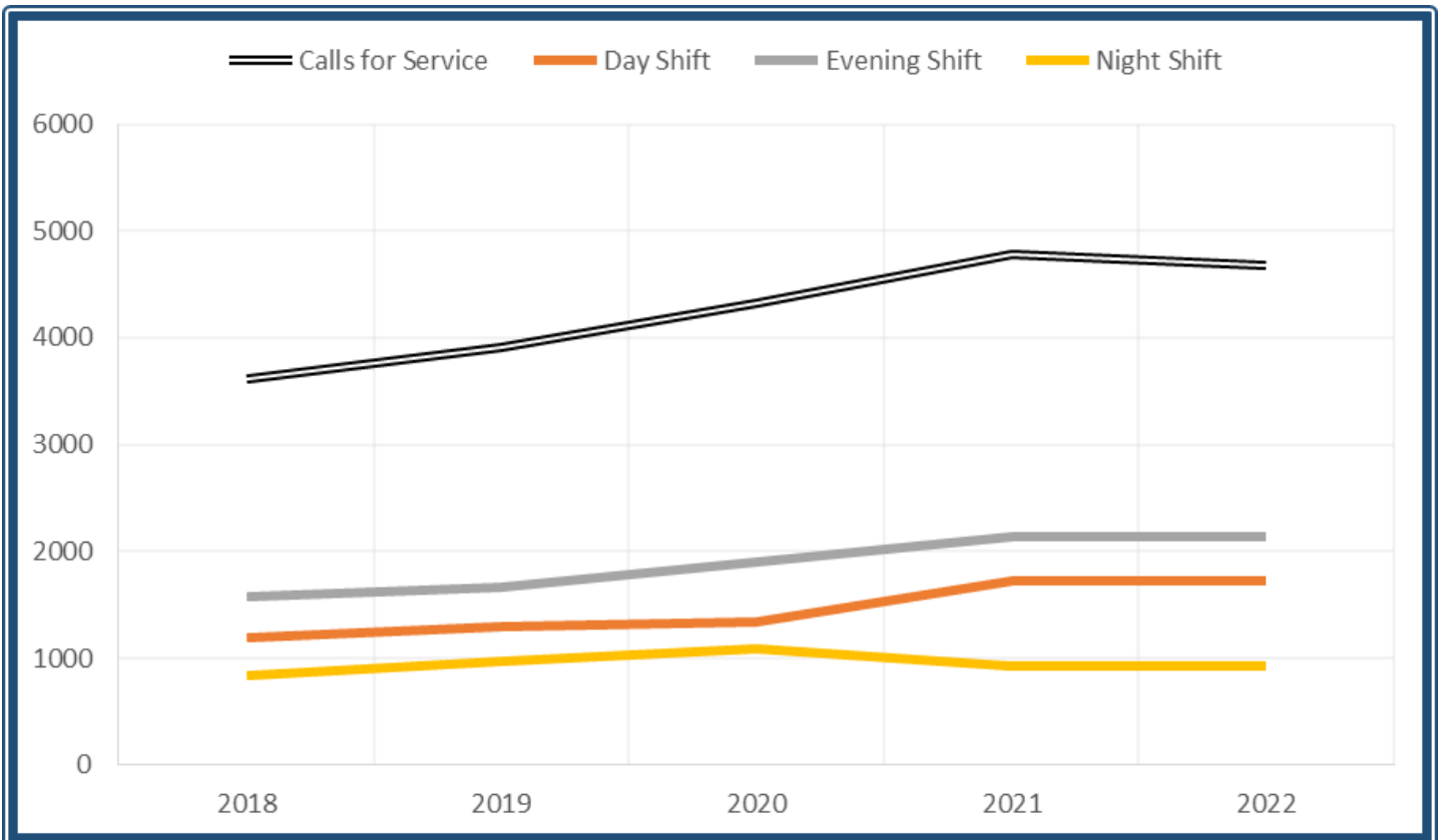


# Calls for Service

Year	Calls for Service	% Increase	Staff Levels	% Increase
2018	3615	15%	12	9%
2019	3914	8%	13	8.3%
2020	4315	10%	14	7.6%
2021	4782	10%	15	7.1%
2022	4681	-2%	15	7.1%
2018-2022	+ 1,066	+ 29%	+3	+25%

As the Village grows in size and expands, there are more calls and increased demand for public safety services. As you can see, our call volume has increased over the past five years by 29%, while our staffing has only increased 25%. The staffing increases over the years has included a detective, school resource officer, and a supervisor that does not necessarily assist in the daily call volume. We are continuing to analyze and find better ways to be efficient and improve our service to the community. 2022 showed a slight reduction in call volume. This is likely due to two officers being in field training. When an officer is training, they can take longer on calls and tend to be less proactive while they are learning.

\*\*\* There may be differences in numbers of the next few pages. Due to three different systems (Dispatch, Records System, Ticket System), which include different coding, the numbers may not completely match depending on the source of the numbers. All efforts were made to be consistent.\*\*\*



# 2022 Calls for Service

Problem Type	Total
Unknown	4
911 Abandoned	31
911 Abandoned Text Message	0
911 Disconnect	28
911 Misdial	11
911 Multiple/Nuisance	0
911 Open Line	47
911 Playing with Phone	5
911 Question	14
911 Test	2
911 Unintentional/Caller Contact	113
AA-Assist Ambulance	667
AC-Assist Citizen	251
Accident-Bicycle	0
Accident-Deer	2
Accident-Hit/Run	21
Accident-Injury	12
Accident-No Injury	50
Accident-Past Report	0
Accident-Private Property	26
Accident-Unknown Injury	6
AFD-Assist Fire Department	78
Alarm	54
Alarm Cancelled	0
Alarm-Business	0
Animal-Barking	3
Animal-Bite	3
Animal-Disturbance	7
Animal-Found	4
Animal-General/Stray	28
Animal-Lost	14
Annoying Phone Calls	1

Problem Type	Total
AOA-Assist Other Agency	108
Arrested Adult	8
ATL-Person	4
Attempted Homicide	0
Battery	6
Burglary-Non-Residence	3
Burglary-Residence	5
Check Area/Foot Patrol	65
Check Person	159
Check Property	185
Child Abuse	3
Child Neglect	0
Civil Dispute	8
Commitment/Chapter 51	0
Confidential/Silent	1
Damage to Property	24
Death Investigation	6
Disabled Vehicle	24
Disturbance	23
Domestic/Family Trouble	44
Drug Investigation	15
Emergency	0
Enticement/Kidnap	0
Fight in Progress	2
Follow Up	70
Forgery	0
Found Person	0
Found Property	37
Fraud	34
Graffiti Complaint	0
Gun Call	0
Harassment	21
Information (Law)	153



# 2022 Calls for Service Cont.

Problem Type	Total
Intoxicated Driver	8
Intoxicated Person	1
Juvenile Complaint	79
Lost Property	5
Medical Examiner Call	1
Meeting	0
Missing Adult	6
Missing Juvenile	6
Murder/Homicide	0
Neighbor Trouble	11
Noise Disturbance	28
Overdose	2
Phone Message (Law)	244
PNB/AED Response	4
Preserve Peace	22
Private Parking	11
Recovd Stolen-Outside Agency	0
Repossessed Vehicle Info	6
Robbery-Armed	0
Robbery-Strong Armed	0
Safety Hazard	23
Sex Offense-Misc	8
Sexual Assault-Adult	1
Sexual Assault-Child	1
Special Event	29
Street Parking	23
Suspicious Person	18
Suspicious Vehicle	81
Theft	16
Theft-Auto	3
Theft-From Auto	4
Theft-Other Vehicle	1

Problem Type	Total
Theft-Retail	8
Threats	5
Towed Vehicle	0
Traffic Complaint	62
Traffic Incident-Past	4
Traffic Incident-Road Rage	0
Traffic Monitoring	0
Traffic Stop	1417
Traffic-Citizen Concern	0
Trespass Complaint	2
Unwanted Person	5
Vehicle Lockout	7
Violation Of Court Order	9
Weapons Violation	4
<b>Total</b>	<b>4681</b>

Photos (BELOW): Suspected Psilocybin Mushrooms located during an investigation.



# Traffic Enforcement 2022

Problem Type	2022 Total	2021 Total	Difference
Traffic Complaint	62	43	+19 (44%)
Traffic Incident—Past	4	5	-1 (20%)
Traffic Incident—Road Rage	0	6	-6 (100%)
Traffic Stop	1,417	1,393	+24 (2%)
Total	1,483	1,447	+36 (2.5%)



Photo (ABOVE) - Open intoxicants located during a traffic investigation.

Photo (RIGHT) - Squad car photo taken on a very foggy night in town.



# Citations and Warnings 2022

Violation	Citations 2021	Citations 2022	Difference
Accident	40	25	-15 (-37.5%)
Driver's License	99	57	-42 (-42%)
Light	3	0	-3 (-100%)
Miscellaneous	0	0	0 (0%)
Moving Traffic	37	27	-10 (-27%)
Operating While Intoxicated	50	35	-15 (-30%)
Other Equipment	1	1	0 (0%)
Oversized/Overweight Motor Carrier	3	2	-1 (-33%)
Vehicle Registration Plates	24	25	+1 (+4%)
Pedestrian	0	0	0 (0%)
Safety Belt	11	4	-7 (-64%)
Speeding	139	71	-68 (-49%)
All Other Categories	61	36	-25 (-41%)
<b>Total</b>	<b>468</b>	<b>283</b>	<b>-185 (-39.5%)</b>

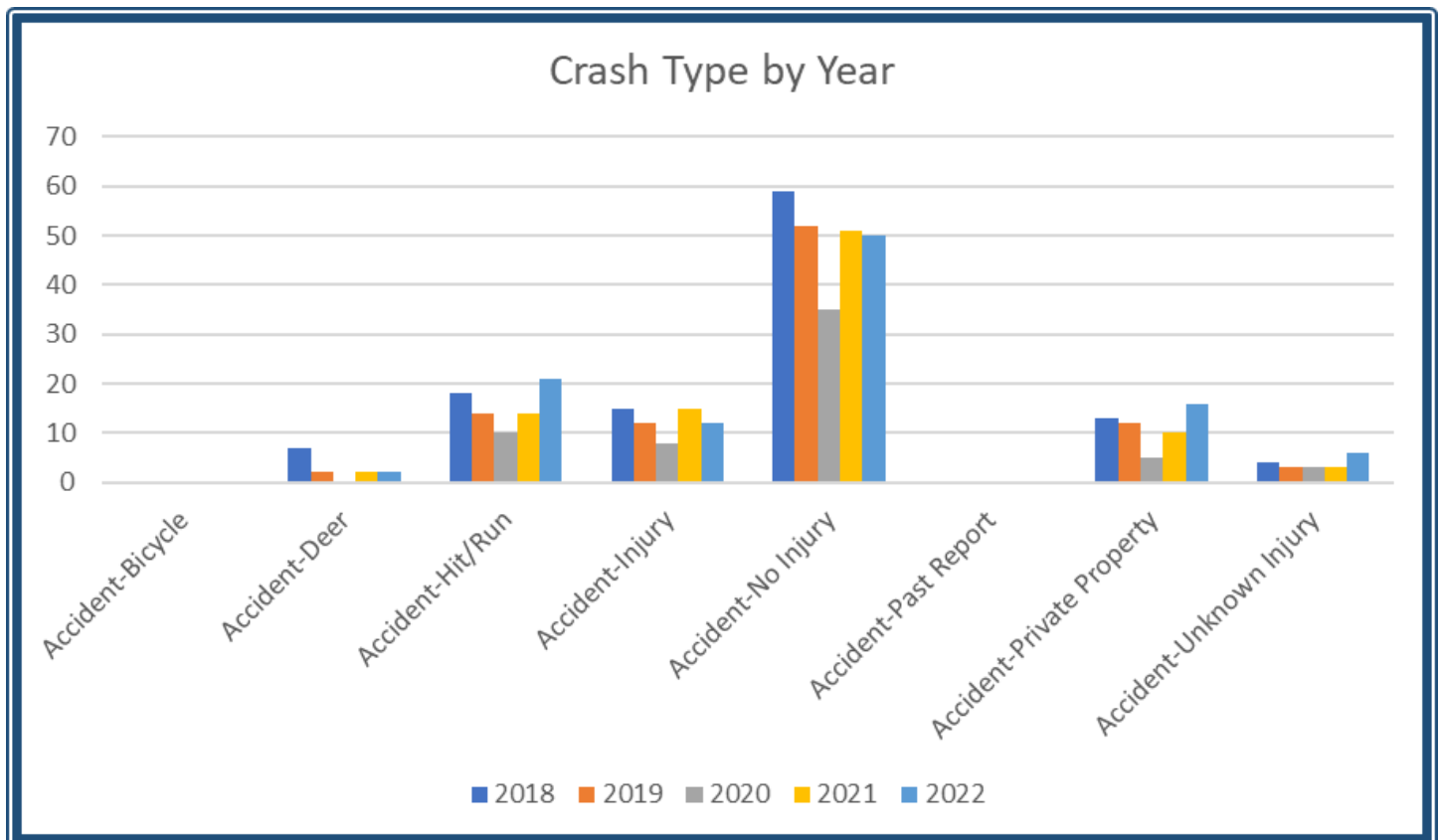
	2021	2022	Difference
Traffic Warnings Issued	1428	1520	+92 (+6%)
Non-Traffic Citations Issued	64	95	+31 (+48%)
Parking Citations Issued	174	414	+240 (+138%)



Photo (LEFT) - Laser reading of 91 mph in a 65 mph zone.

# Traffic Accidents

Problem Type	2018	2019	2020	2021	2022	Change 2021-2022
Accident—Bicycle	0	0	0	0	0	0 (0%)
Accident—Deer	7	2	0	2	2	0 (0%)
Accident—Hit and Run	18	14	10	14	21	+7 (50%)
Accident—Injury	15	12	8	15	12	-3 (20%)
Accident—No Injury	59	52	35	51	50	-1 (2%)
Accident—Past Report	0	0	0	0	0	0 (0%)
Accident—Private Property	13	12	5	10	26	+16 (160%)
Accident—Unknown Injury	4	3	3	3	6	+3 (100%)
Total	116	95	61	95	117	+22 (23%)



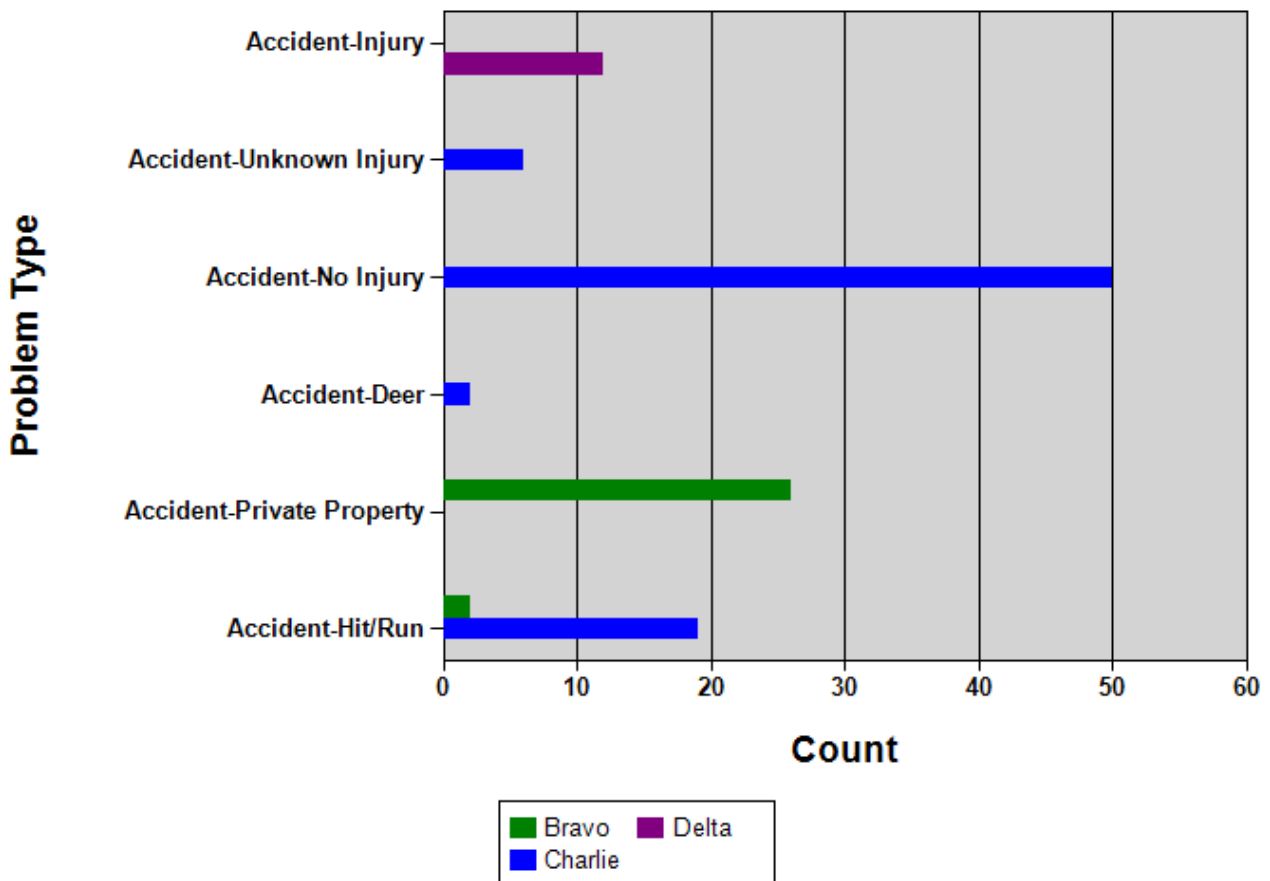
# Traffic Accidents in 2022

Problem Type	2022 Total	2021 Total
Accident—Bicycle	0	0
Accident—Deer	2	2
Accident—Hit and Run	21	14
Accident—Injury	12	15
Accident—No Injury	50	51
Accident—Past Report	0	0
Accident—Private Property	16	10
Accident—Unknown Injury	6	3
<b>Total</b>	<b>117</b>	<b>95</b>



Photos (ABOVE): Top photo is a car that crashed and left the road, striking a tree. The bottom photo was a construction vehicle that struck a parked vehicle.

Graph (Below) - Taken from our dispatch system. Shows the priority level of crashes from 2022. Bravo is the lowest priority level, Charlie is second highest, and Delta is the highest priority level. Priority relates to severity if the crash.



# Investigations Division

The investigations division consists of one full time detective. Detective Schaaf handles all major investigations such as death investigations, sexual assaults, financial crimes, etc. She assists other officers as needed and is also an instructor to help patrol staff improve their investigative skills. Detective Schaaf works on Internet Crimes Against Children (ICAC) investigations, oversees our TIME (Transaction Information for the Management of Enforcement) system, Pre-hire background investigations, and helps with building maintenance, coordination, and oversight.

Detective Schaaf works flexible hours based on cases and the need for investigative services. This year she has worked on several potential child abuse cases, assisted patrol on several electronics/internet based crimes (teaching them about search warrants), a higher number of ICAC cases (a national trend for all agencies), a business fraud that included consulting with the Secret Service, a stalking case, and a large scale missing child case.



Photo (LEFT) - A missing catalytic converter that was cut off a vehicle overnight.

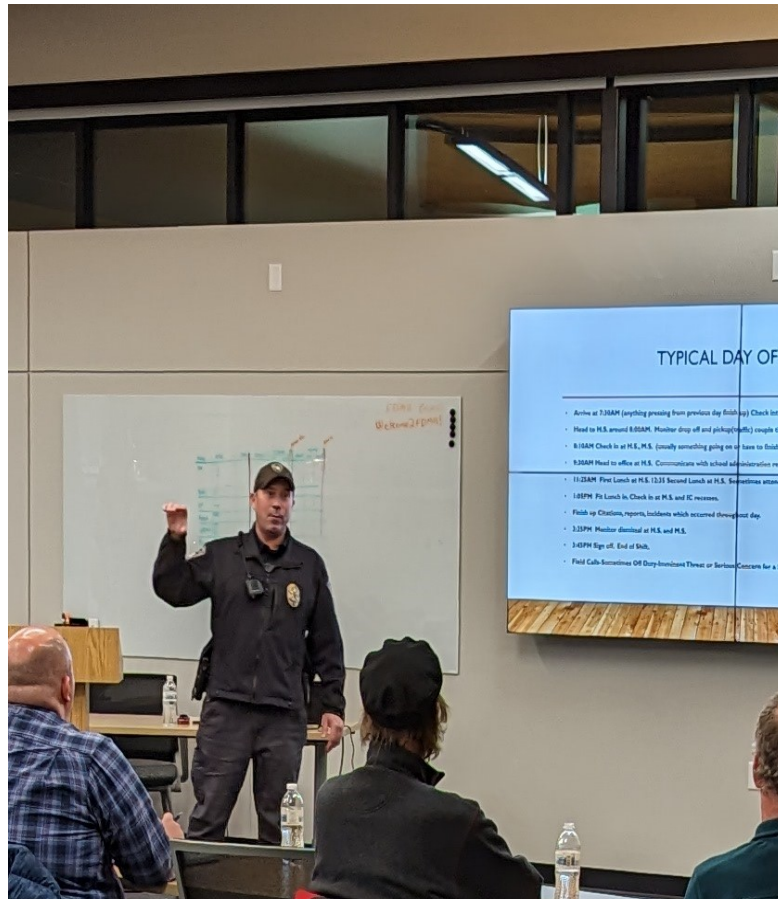
Photo (BELOW) - Officers process a large quantity of possible stolen items recovered during a stolen vehicle investigations.



# School Resource Officer

Officer Rosemeyer continued his focus on being a RESOURCE to the school. He gave many presentations on social media. He has been involved in drivers education and continues to partner with the school district. Officer Rosemeyer presents and learns from the Admin Council that meets on a regular basis. Working with and getting to know all district administration at all levels. Table top exercises, tours, safety briefings and assessments, as well as responding to safety and security issues within the schools. Officer Rosemeyer still visits different schools at lunch times and recesses. He also works with social workers and counselors to help in case of a mental health crisis so everyone is on the same page. The police department and school administration have had regular meetings to give and accept feedback from both sides to ensure we are meeting expectations from both ends. The partnership between the school and police department has been very enlightening and engaging. We are happy to partner with the schools to be a resource to the community.

In addition to his school functions, Officer Rosemeyer helps to organize Shop with a Cop and Cops and Bobbers to combine the school function of being a resource with our agency value of community oriented. Officer Rosemeyer helps create community events and functions to bridge the relationships between the community, the police department, and the schools through these events.



## MOUNT HOREB AREA SCHOOL DISTRICT

# Community Service Officer



Our community service officer is Lonnie Drinkall. He works 75% of full time and is a civilian, or non-sworn position. CSO Drinkall has prior work history in law enforcement and is perfect for this position, based on his knowledge and background. His focus is parking enforcement, code enforcement, animal control, and assisting administration with tasks that help keep patrol officers available for calls for service and public safety tasks.

There are no tasks that CSO Drinkall cannot handle. He not only spends time on parking enforcement, nuisance abatement, traffic control, and managing the speed trailer; he also helps with walk in complaints, managing records surrounding parking violations, and run errands such as taking squads in for maintenance, changing out lights and fuses in squads, and being a role player for trainings. Without CSO Drinkall, we would not be nearly as efficient as we are today.

We have noticed a downward trend in parking citations written by CSO Drinkall. Parking tickets in general have gone up, mostly due to alternate side parking violations. But the reduced parking citations are likely due to increased enforcement starting in 2019, when CSO Drinkall started in Mount Horeb. 2019-2020 citations skyrocketed due to lack of enforcement prior to CSO Drinkall (part of the reason he was hired). Now, entering into 2023, everyone is aware of CSO Drinkall (we are told he is quite popular when he walks downtown). This reduces the violations, the main reason for having a parking enforcement officer. But, CSO Drinkall is using his time wisely with all the other tasks listed above that more than makes up for the reduced time spent on parking violations.



# Records Division

We have two administrative assistants that work the front office and manage our records. Both positions were filled by new staff in 2022. Brenda Wienkes and Helen Conrad both started in early 2022. They are the backbone of this agency. Without them, the phones would go unanswered, the reports would not be typed and organized in our records system, emails and daily communication would cease to exist, and too many other processes to mention would come undone. Even though they are both new and are faced with new challenges to learn each day, neither has missed a beat and have both performed very well in their first year in the role.

The records division is the face of the police department for anyone that visits the building. They help answer questions, solve problems, direct officers to where services are needed, assist the administrative team, and are a part of almost every function of the police department. Without them, we would be lost for sure.

## Wisconsin Incident Based Reporting (WIBRs)

Mount Horeb PD participates in Wisconsin Incident based Reporting (WIBRS). The Wisconsin Incident-Based Reporting System (WIBRS) is the Wisconsin-specific version of the FBI’s National Incident-Based Reporting System (NIBRS). These data collections are part of the FBI’s Uniform Crime Reporting (UCR) Program, but offer much more detail and information compared to the Summary-Based Reporting (SBR) system. Mount Horeb Police Department has participated in this program since 2016.

Every month we certify data, close incidents accordingly, and send all the data to the Wisconsin Department of Justice. This data is entered into the National Incident Based Reporting System (NIBRS)

to document crime levels and reported incidents. Wisconsin Department of Justice recently created a new dashboard website for the data. This way the information is easily accessible and more transparent to the community.

For more information go to: <https://www.doj.state.wi.us/dles/bjia/wibrs-data>

Mount Horeb PD						
	2018	2019	2020	2021	2022	2021—2022 % Change
Aggravated Assault	5	3	2	4	5	+25%
Arson	1	0	0	0	0	0%
Burglary	14	1	5	2	1	-50%
Homicide	0	0	0	0	0	0%
Human Trafficking Commercial Sex	0	1	0	0	0	0%
Human Trafficking Involving Servitude	0	0	0	0	0	0%
Larceny Theft	57	21	27	24	12	-50%
Motor Vehicle Theft	1	1	1	0	1	+100%
Rape – Prior to 2017	0	0	0	0	0	0%
Rape – revised 2017	4	3	2	2	0	-200%
Robbery	0	1	2	0	0	0%
Simple Assault	23	6	9	5	8	+60%

# Wisconsin Incident Based Reporting 2022

These are the 2022 numbers that were reported to the WIBRs system for MHPD. A call through dispatch that we investigate may ultimately have the offense code changed once it is investigated, dependent on the facts of the investigation. We also have to take our coding of calls based on our system and fit those into the federal level incident codes. Since they are federal codes based on NIBRs, some of them are not used or may be zeros since they don't apply to us.

DESCRIPTION	# OF OFFENSES
Murder and Negligent Manslaughter	0
Negligent Manslaughter	0
Kidnapping/Abduction	0
Rape	2
Sexual Assault with an Object	1
Fondling	1
Robbery	0
Aggravated Assault	5
Simple Assault	8
Intimidation	3
Arson	0
Extortion/Blackmail	3
Burglary/Breaking & Entering	1
Pocket-Picking	0
Purse-Snatching	0
Shoplifting	6
Theft from Buildings	2
Theft from Coin Operated Machine or Device	0
Theft from Motor Vehicle	0
Theft of Motor Vehicle Parts or Accessories	1
All Other Larceny	15
Theft of Motor Vehicle	1
Counterfeiting/Forgery	0
False Pretense/Swindle	0
Credit Card/ATM Fraud	0
Impersonation	0
Wire Fraud	0
Identity Theft	1
Hacking / Computer Invasion	0
Embezzlement	0
Stolen Property Offenses	0

DESCRIPTION	# OF OFFENSES
Destruction/Damage/Vandalism	6
Drug/Narcotics Violations	85
Drug Equipment Violations	27
Statutory Rape	0
Pornography/Obscene Material	3
Betting/Wagering	0
Operating/Promoting/Assisting Gambling	0
Gambling Equipment Violations	0
Prostitution	0
Assisting or Promoting Prostitution	0
Purchasing Prostitution	0
Bribery	0
Weapons Law Violations	5
Human Trafficking, Commercial Sex Acts	0
Human Trafficking, Involuntary Servitude	0
Animal Cruelty	0
Bad Checks	2
Curfew/Loitering/Vagrancy Violations	1
Disorderly Conduct	36
Driving Under the Influence	29
Family Offenses/Nonviolent	3
Liquor Law Violations	12
Peeping Tom	0
Trespass of Real Property	1
All Other Offenses	54
<b>TOTAL IBR REPORTABLE OFFENSES</b>	<b>314</b>

# Use of Force

Use of force is a tough topic. There are times where officers have no choice but to use force. These include when force is used against the officer or someone else. In Mount Horeb, there are very limited times we use force, and then it is only when necessary and within our training, experience, and the law.

In 2021, we completed an assessment of our Use of Force Policies through the Wisconsin Law Enforcement Accreditation Group (WILEAG). Our policies were found to be in compliance with Wisconsin and Federal standards. We train consistently and continuously in de-escalation and use of force to reduce the chance of using force. When Chief Vierck was appointed in 2020, there were no reporting mechanisms for the number of use of force incidents in our records system. Starting in 2021, we added a report to track use of force in our records reporting system. This is one of the many safeguards to ensure early detection of excessive use of force or other problems relating to use of force. We train officers in de-escalation to reduce the need for force, we added a Defensive Tactics Instructor in 2022 to better train officers, review incidents, and create additional support for the goal of minimizing force to the best of our ability, and we have incorporated scenario based training to help with stress inoculation and reduce the likelihood of excessive force and improper responses under stress.

Our policy defines non-deadly force as any force used that is not deadly force, but force that in normal circumstances can cause bodily harm. Our reporting process requires a report for use of force for any amount of force beyond handcuffing. Some of the reports of force include restraining someone even though there were no injuries. Other reports of force include the threat of a taser, but the taser was not used. The numbers below do not necessarily mean there were injuries or physical force was used. If you would like to know more about our Use of Force policies, please go to [www.mhpd.org/policies](http://www.mhpd.org/policies).

In 2022, there were 4,681 calls for service documented through the Dane County Communications software. During 2022, officers with Mount Horeb PD used force only 8 times. That is using force, on average, once for every 585 calls for service or 0.17%. These uses of force included one high-risk traffic stop, two deployments of spike strips, two ground stabilizations, two vertical stabilizations, and several empty hand controls used in conjunction with some of the above listed uses of force (physically restraining someone).

# Complaints Against Officers

Just like use of force, complaints against officers are relatively rare in Mount Horeb. But, we want to be as transparent as we can be with information.

All complaints are taken seriously. Investigations are conducted fairly and impartially before a disposition is made.

We want to ensure that we are accepting of complaints so we can improve our service to the community and address any concerns brought to our attention.

In 2022, we received five (5) complaints against officers. The complaints all focused on officer behavior.

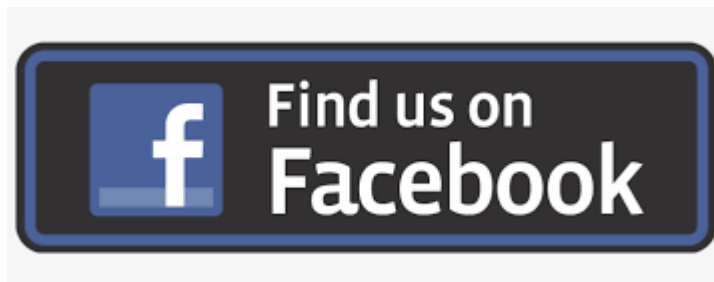
- 2 Were Unfounded
- 1 Was Not Sustained
- 2 Were Sustained
- 0 Were Exonerated
- 0 Related to Policy Failure

The definitions of the dispositions are:

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

Complaints listed above include anonymous complaints, complaints that are sent to us, but the reporting person does not follow up or cooperate to gather more information, informal, and formal complaints. Regardless of the type or manner of complaint, a supervisor is assigned to review the information, speak to the officer, and determine the outcome based on the definitions above. Then, if there is a violation of policy or law, our disciplinary policy is followed to ensure accountability.

# Connect with Mount Horeb PD



## Mount Horeb Police Department

In Person:

Mount Horeb Police Department  
400 Blue Mounds Street  
Mount Horeb , Wisconsin 53572

Call:

(608) 437-5522

Visit:

[www.mhpd.org](http://www.mhpd.org)