

# Mount Horeb Police Department 2020 Annual Report

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**January 01, 2021**

**Mount Horeb PD**

**Authored by: Chief Doug Vierck**



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Photos (Right) Baby owls that were found in town. Officers worked with various resources to create a nest and put them back in a tree to ensure their survival.



# Letter From the Chief

**W**hat a year to take this role as Chief of Police. A global pandemic, a contentious election, growth, census, and change. I joked with Village Administrator Nic Owen that I didn't expect to be tested on everything I talked about in my interview during the first six months on the job. But in all honesty, I would not have wanted it any other way. I work with a great bunch of officers that have been inspiring and dedicated. They drop everything to help the agency, the community, and each other. While we have been tested this year, I can say we have come out ahead. We have an amazing building, a supportive community, and talented, dedicated officers. As you read through the following pages, you will see the growth of the agency, the calls we have handled over the past year, and get a glimpse at how we function as a department. We have changes from the past year, including new appointments, promotions, and retirements. We have photos and descriptions of trainings as well as events we have participated in this last year. Even with COVID-19 and changes in staff, we kept pretty busy with training, calls for service, projects, and learning our new roles.

It is an honor to serve as your police chief. I hope you enjoy getting to know our agency, our officers, and what we have done. We are here to serve the community as a partner.

Here's to an even better New Year!

Respectfully,

Chief Doug Vierck

# Mission, Vision, Values Statement



## **Mission:**

The Mount Horeb Police Department seeks to maintain a safe community with a sense of service that is both professional and equal, as a collaborative partnership with those we serve.

## **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

EMPATHY—We seek to understand those we interact with

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

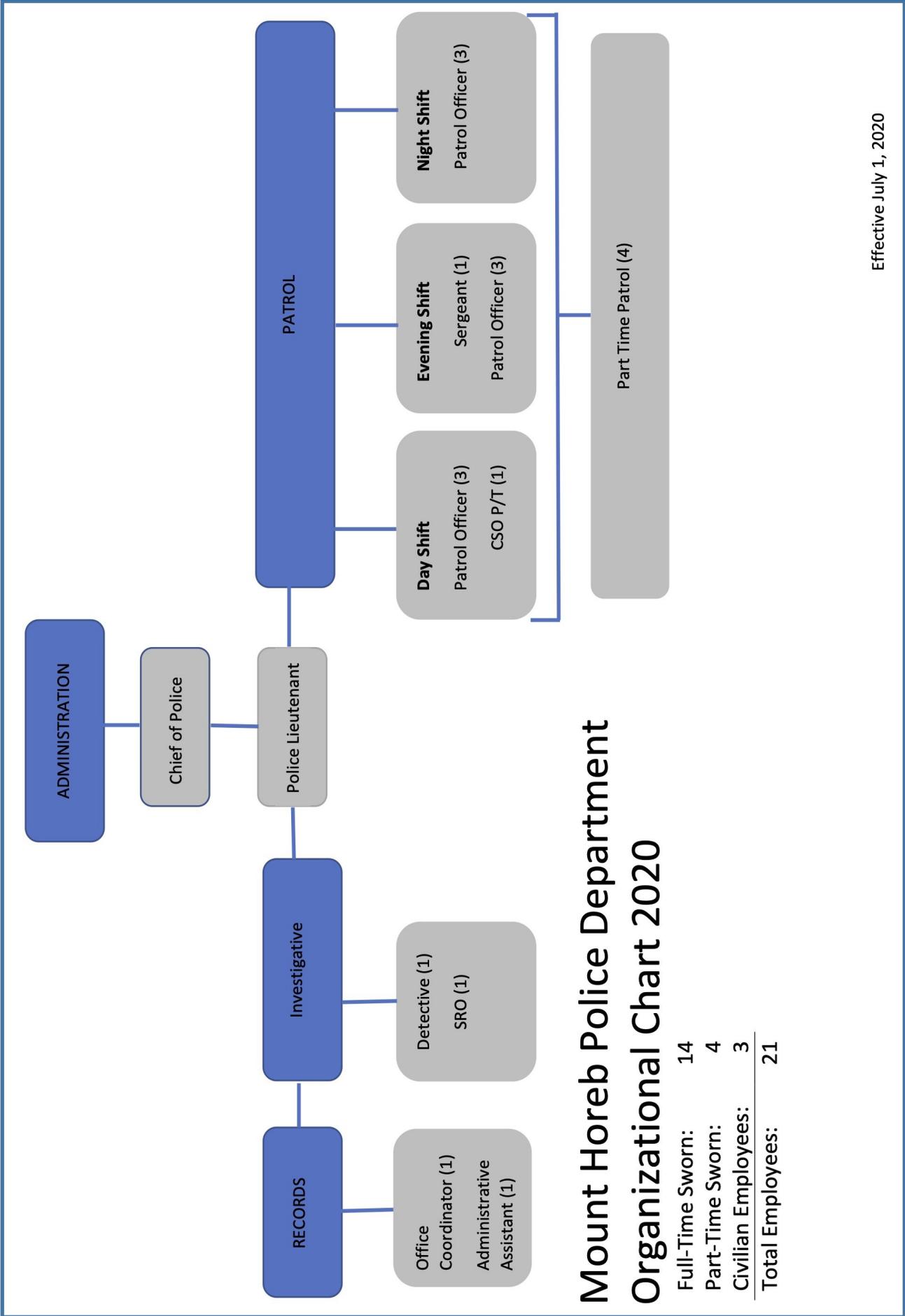
EQUALITY—We will be accepting of differences and treat all equally

# VILLAGE OF MOUNT HOREB

Statistics		Village – Manager Government
Population (July 1 2019)	7,534	
Households (2015-2019)	2, 709	
City Area (2010)	3.25 Sq. Miles	
Public Schools		
Elementary (Early Learning Center, Primary Center, Intermediate Center)	3	
Middle	1	
High	1	
Income		
Per Capita Income (2014-2018)	\$30,741	
Median Household Income (in 2019 Dollars) 2015-2019	\$79,900	
Data: <a href="https://www.census.gov/quickfacts/fact/table/mounthorebvillagewisconsin,WI/PST045219">https://www.census.gov/quickfacts/fact/table/mounthorebvillagewisconsin,WI/PST045219</a>		
		Village Board Members
		Village President
		Randy Littel
		Village Trustees
		Aaron Boehnen
		Ryan Czyzewski
		Jason Fendrick
		Beth Hill
		Jessica Jackson
		Cathy Scott
		Village Administrator
		Nic Owen



Photo Credit: S&E Drones



## Mount Horeb Police Department Organizational Chart 2020

Full-Time Sworn:	14
Part-Time Sworn:	4
Civilian Employees:	3
<b>Total Employees:</b>	<b>21</b>

Effective July 1, 2020

# Department Staffing

Authorized Positions					
	2016	2017	2018	2019	2020
<b>Chief</b>	1	1	1	1	1
<b>Lieutenant</b>	1	1	1	1	1
<b>Sergeant</b>	-	-	-	-	1
<b>Detective</b>	-	-	1	1	1
<b>School Resource Officer</b>	-	-	-	-	1
<b>Patrol Officer (Full-Time)</b>	9	9	9	10	9
<b>Patrol Officer (Part-Time)</b>	4	4	4	4	4
<b>Total Sworn</b>	<b>15</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>Administrative Assistant</b>	2	2	2	2	2
<b>Community Service Officer (Part-Time)</b>	-	-	-	1	1
<b>Total Non-Sworn</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>3</b>
<b>Total Employees</b>	<b>17</b>	<b>17</b>	<b>18</b>	<b>20</b>	<b>21</b>



# Staffing Levels

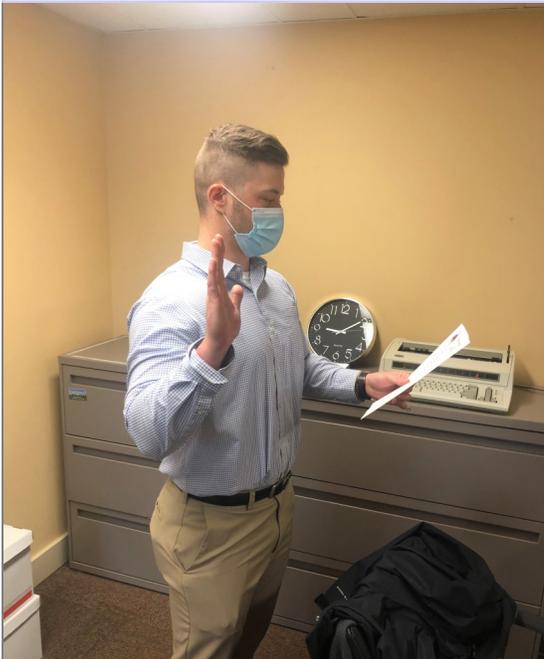
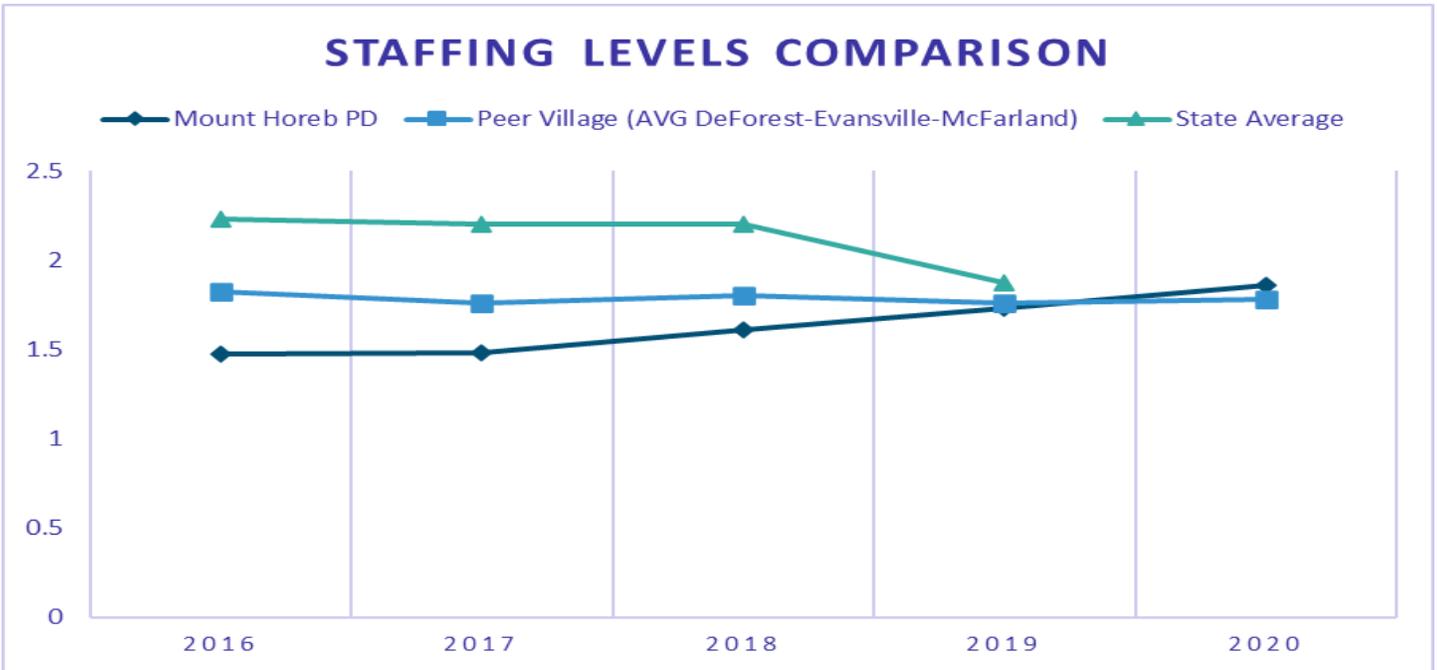
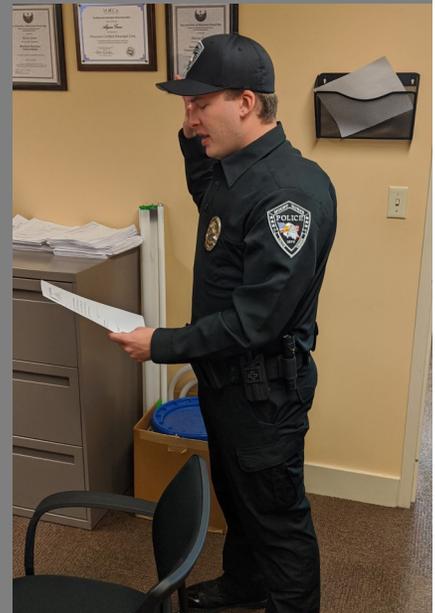


Photo (Left) Officer Cory Rehfeldt is sworn in by Village Clerk Alyssa Gaffney at Village Hall in November 2020.

Photo (Right) Officer Jonathan Molburg is sworn in by Village Clerk Alyssa Gaffney at Village Hall in May 2020.



Year	2016	2017	2018	2019	2020
Village of Mount Horeb Population	7,088	7,142	7,240	7,312	7,534
Total Full Time Sworn officers	11	11	12	13	14
Full Time Sworn Officers per 1,000 Pop.	1.55	1.54	1.66	1.78	1.86
Peer City Average Full Time Sworn Officers per 1,000 Pop.	1.82	1.76	1.80	1.76	1.78
State Average Full Time Sworn Officers per 1,000 Pop.	2.23	2.20	2.20	1.87	-

## Recruitment

With retirements, we have hired four officers this year, resulting in three hiring processes. 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. We plan to create a recruitment team in the next year or two to increase our presence in the recruitment arena.

## Hiring Process

One of the first things we did with new administration was to review our hiring process. Hiring processes can cause big problems if they are found to be discriminatory. We also know that the longer the process, the more likely qualified candidates may be hired elsewhere. We reached out to other agencies and learned how they conducted hiring processes. We established a new process in the Fall of 2020 with great result. We included a community panel interview, and had over 16 different people involved in rating candidates to ensure we had the best candidate. 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.

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# Personnel Changes

Appointments		
Doug Vierck	Chief of Police	February 10, 2020
Matthew DerManuelian	Patrol Officer	March 10, 2020
Carson Stoddard	Patrol Officer	March 10, 2020
Jonathan Molburg	Patrol Officer	May 11, 2020
Steve Rosemeyer	School Resource Officer	June, 15 2020
Cory Rehfeldt	Patrol Officer	November 16, 2020
Promotions		
Nate Gretzinger	Lieutenant	December, 08 2019
Joshua Jarvis	Sergeant	July 05, 2020
Retirements		
Sue Zander	Patrol Officer	April 14, 2020
Robie Blankenship	Patrol Officer	August 13, 2020

# Highlight Bios for Appointments

# WELCOME!!!

## **Doug Vierck**

Chief Doug Vierck has been a law enforcement officer since 2007. He has worked as a patrol officer with the Edgerton Police Department, a lieutenant with the Edgerton Police Department, a drug investigator as part of a county drug unit, and currently serves as Chief of Police for the Mount Horeb Police Department. He has experience in Patrol, Investigations, Supervision, Leadership, Budgeting, Training, Crisis Intervention, and IT Management.

Chief Vierck received a degree in 2006 from UW-Whitewater in Sociology with an emphasis on Criminal Justice. He graduated from Marquette University in 2013 with a Graduate Certificate in Law Enforcement Leadership and Management and completed the UW-Madison Certified Public Manager Program in June 2016. Chief Vierck also has over 12 years of leadership experience between the public and private sector.

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## **Matthew DerManuelian**

Hired in February 2020 to backfill the patrol officer position vacancy created by Lieutenant Gretzinger's promotion.

Officer DerManuelian has been in law enforcement for approximately 4 years. He originally studied to be a game warden, but went a different route. Officer DerManuelian enjoys outdoor activities and spending time with his wife and their German Shorthaired Pointer.

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## **Carson Stoddard**

Hired in February 2020 to backfill the patrol officer position vacancy created by creating the School Resource Officer position.

Officer Stoddard has been here since March 2020. He grew up in Spring Green, which is a small town not far from Mount Horeb. In his free time, he spends a lot of time on his boat, fishing the Wisconsin River with his family and friends.

# Highlight Bios for Appointments

## Jonathan Molburg

Hired in May of 2020 to backfill the patrol officer position vacancy created by Officer Zander's retirement.

Officer Molburg is a graduate of Southwest Technical College and the University of Wisconsin-Platteville. Outside of work, he enjoys hunting, fishing, and being outdoors. He looks forward to many years ahead serving this wonderful community.

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## Cory Rehfeldt

Hired in November of 2020 to backfill the patrol officer vacancy created by Officer Blankenship's retirement.

Officer Rehfeldt attended the University of Wisconsin Stevens Point and graduated with a bachelor degree in Environmental Law Enforcement and a minor in Sociology. He has three years of prior law enforcement experience through the Village of Oregon Police Department. Officer Rehfeldt is very excited to continue his law enforcement career serving the Village of Mount Horeb.

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## Steve Rosemeyer

Appointed School Resource Officer, a new position, in June of 2020.

Officer Rosemeyer is currently the School Resource Officer for the Mount Horeb Police Department. He has been in law enforcement for 8.5 years. He was previously employed by the Dane County Sheriff's Office for five years before coming to Mount Horeb. He enjoys being an officer in a smaller agency and working closely with the Mount Horeb community.

# Highlight Bios for Promotions

# CONGRATULATIONS!!!

## Nate Gretzinger

Promoted to Lieutenant in December of 2019

Lieutenant Gretzinger has been with the Mount Horeb Police Department since July 2007 and was promoted to Lieutenant in November of 2019. He is a field training officer, taser instructor, standardized field sobriety testing instructor and evidence technician, among other things.

Lieutenant Gretzinger graduated from Upper Iowa University with a bachelors in Public Administration and also has an associate's degree from MATC in Criminal Justice- Law Enforcement. He graduated high school from Madison East after splitting his childhood between Wisconsin and Charlotte, NC. He enjoys working out, spending time with his dogs, cooking, sand volleyball and going to sporting events. He also referees basketball games in his spare time.

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## Joshua Jarvis

Promoted to Sergeant in July of 2020

Officer Jarvis has been working with the Mount Horeb Police Department since April of 2018 and was recently been promoted to the newly developed Sergeant Position. He is currently the lead firearms instructor as well as being a Taser and ALERRT active shooter response trainer. 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.

# Highlight Bios for Retirements

# THANK YOU FOR

## **Sue Zander July 1999 to April 2020**

Officer Zander worked at Mount Horeb PD for almost 21 years. In addition to being a patrol officer, Officer Zander spent time as a school officer and the juvenile officer.

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## **Robie Blankenship July 1997 to August 2020**

Officer Blankenship worked at Mount Horeb PD for over 23 years. He also worked at other law enforcement agencies before Mount Horeb. Officer Blankenship was a patrol officer, but also spent some time as a detective. Officer Blankenship was also a field training officer (FTO) for the agency, passing his knowledge on to younger officers.

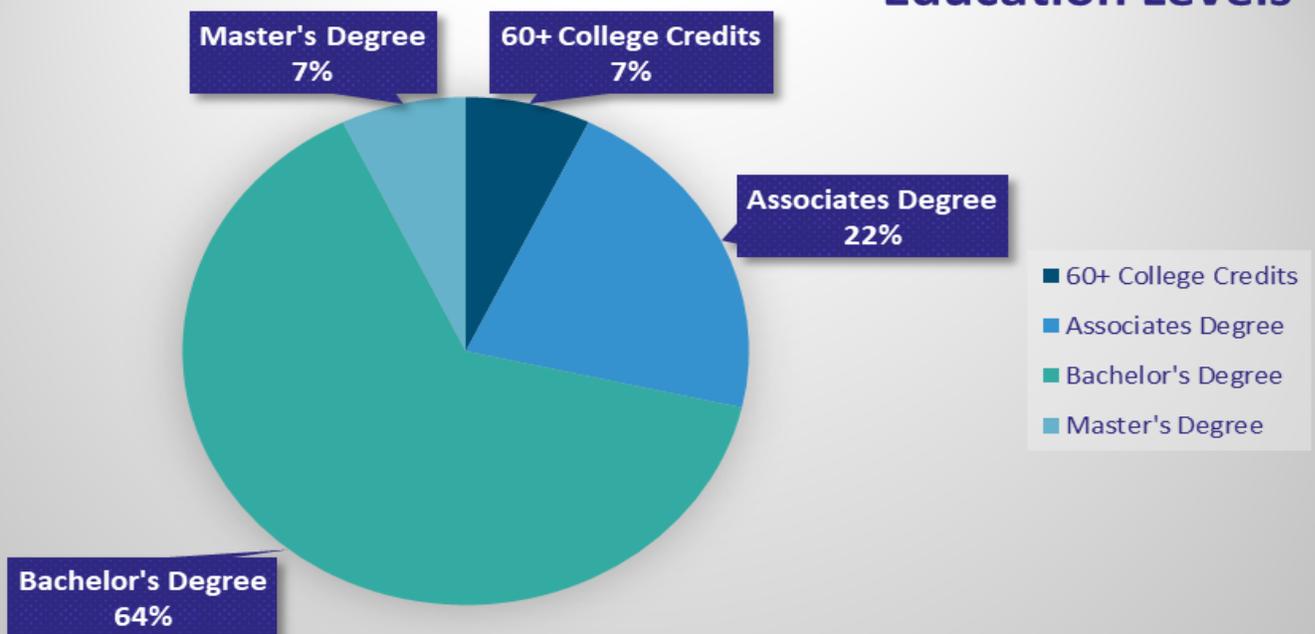
# YOUR SERVICE!!!

# EDUCATION AND EXPERIENCE

## Average Years of Experience



## Education Levels



# Department Training

Total Training Hours by Group					
	2016	2017	2018	2019	2020
<b>Administrative</b>	29	60	25	12	105
<b>Supervisory</b>	30	24	25	12	84
<b>Patrol Division</b>	511	475	557	649	402
<b>Investigative Division</b>	-	-	108	66	138
<b>Grand Total</b>	570	559	715	739	729

\*\*\* Administrative group includes Chief Vierck and Lieutenant Gretzinger. Supervisory group includes Sergeant Jarvis. Patrol Division group includes all patrol officers. Investigative Division includes Detective Schaaf and SRO Rosemeyer. The patrol totals went down due to retirements and canceled trainings. Prior Administrative groups only included the Chief of Police and the Lieutenant was included in the Supervisory, those numbers also increased due to new staff. \*\*\*

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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.

We have hired four officers in 2020 due to retirements, promotions, and additions. We have five field training officers on staff currently. They have trained all four new hires (with the fourth still currently in field training). They have been busy making sure we have the best trained officers possible in the Village of Mount Horeb. We then review our training program and make updates and modifications as needed to make sure we are up to the highest standards.

## Inservice Training

We conducted six (6) Inservice Trainings in 2020. 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.

**Taser recertification** – Officers carry Electronic Control Devices (ECDs), also known as Tasers. Policy and product manuals recommend annual training and recertification.

**Less Lethal Shotgun Qualification** – We have bean bag projectiles, fired from a shotgun, used as a less lethal alternative. New officers are trained on these devices during field training. Officers train on these at least every other year.

**Low Light Shooting** – Over half of our officers work during hours of darkness. It is important that we train in the same conditions we work in.



Photos: Officers Dostalek, Zimpel, and Molburg practice shooting in low light settings. We train both indoors and outdoors. This training took place at an indoor range at Vortex Optics in Barneveld.

## Inservice Training Continued

### **Handgun and Long Gun Qualification –**

Wisconsin State Statutes require a minimum of one qualification a year. In Mount Horeb, Officers practice firearms and use of force decision making multiple times a year.



Photos (Upper Right) : Officers Molburg and Orcutt and Lieutenant Gretzinger completing the qualification course.

**Impaired Driving Investigation Updates** – Impaired driving incidents are very frequent and have a lot of different laws that make these investigations confusing due to extensive paperwork requirements. Officers received an update in the current best practices as well as an overview of drugs that impair driving.

**Scene Management and Control** – Officers and Fire Department staff had a joint training on scene management and control. This allows us to better work together and understand each others' roles. We had several large incidents this past year where this type of training is crucial.



Photo (Lower Right): Officers and Fire Department Staff go over combative patients and the roles of everyone involved.

## 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 seven (7) different trainings attended by ten (10) different officers in 2020. 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.

**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.

**Ivory Tower Leadership Training** – This was a virtual training on leadership. A leader should not sit in an “ivory tower” above everyone. This training covered rapport building with staff, improved leadership skills, and mentoring and developing for better service to the community with a focus on engagement and teamwork.

**National School Resource Officer Training (NASRO)** – We hosted the National School Resource Officer training here at the Police Department. This was to help better prepare Officer Rosemeyer for the start of the school resource officer position that was created this year. The focus of this training was on teamwork, communication, and helping rather than enforcement and policing.

Photo: Officers from all around the area (even outside of Wisconsin), attend the National School Resource Officer Training in Mount Horeb. We had two officers attend, Steve Rosemeyer and Adam Fell. (Photo Credit: Matt Geiger).



## Advanced Training Continued

**First Line Supervisor Course**—This course was put together by local leadership in Dane County area police departments. It was hosted through Cardinal Stritch University. The class was 40 hours and taught by local supervisors and leaders, including Chief Vierck. Lieutenant Gretzinger and Sergeant Jarvis attended to help learn current leadership practices.

**Practical Police Supervision**—This course was an 8 hour course to help new supervisors transition from the role of patrol officer to the role of supervisor. Lieutenant Gretzinger and Sergeant Jarvis attended this course to help with their new role of supervisor.

**Interdiction Mastermind, Deceptive Behavior and Hidden Compartments, and Identifying Criminal Vehicles and Occupants** – These were a series of virtual trainings on traffic enforcement, drug and criminal interdiction, and deceptive behaviors. They highlight the criminal indicators displayed prior to the encounter, body language, signs of deception, vehicle hides, and the legalities surrounding this type of proactive enforcement. These trainings also provide police officers with a comprehensive break down of criminal trafficking trends, vehicle hides, and electronic hidden compartments. Instruction also covers simple indicators more prominently seen with high level criminal vehicles. These courses look at why criminals join criminal enterprises, common drug routes, body language, deceptive behavior, and common-sense approaches to understanding reasonable suspicion. Effective demeanor and language to be utilized by officers during their interaction with individuals is also discussed. Lack of training in these areas results in improper conduct, embarrassment, and could cost an untrained police officer their life.

Photos: (Lower Right) - Traffic stop where Dane County Sheriff's Office K-9 assisted Mount Horeb PD. (Lower Left) - Radar reading from a vehicle traveling 123 mph in a 65 mph zone.



Education is the passport to the future,

For tomorrow belongs to those who prepare for it today

- Malcolm X

## Future Planned Training

Due to COVID-19, a lot of trainings were cancelled. We also reduced the number of trainings to avoid large gatherings. Our plan is to continue training in 2021 to keep improving our officers. Some anticipated future planned trainings are highlighted below.

**Un-biased Policing**—This is a nationally based training that focuses on cultural competence and recognizing individual, implicit bias. This training prevents taking action based on biases and reduces profiling in law enforcement. We understand that everyone is different and that all people have unconscious bias. Our plan is to bring this training to Mount Horeb to improve our response to people from all backgrounds and ensure we understand unconscious bias to respond fairly and without bias.

**Integrated Communications and Tactics (ICAT)** - is a nationally based program that works on de-escalation, stress response, and working on communications and tactics to reduce the need for use of force. Not all use of force can be avoided, but if we can improve our communication and tactics, through training and proper policy, we can reduce it as much as possible. Our hope is to have all officers trained through this program in the next 18 months.

**Crisis Intervention Team Training (CIT)** - This training is coordinated through NAMI (National Alliance on Mental Illness) and presented to law enforcement. This course helps understand those in crisis, learn what resources are available in the area for those affected by mental illness, and gives officers the skills needed to better respond to incidents involving those in crisis. This is a 40 hour course that involves scenario based training. There are currently 5 officers in Mount Horeb PD that have completed this training. Two were scheduled for CIT training this year, but it was cancelled due to COVID-19. Our hope is to get 2-4 officers trained in CIT for 2021. The ultimate goal would be to have all officers trained in CIT.

# 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 consists of three patrol officers, one administrative assistant, and the community service officer (who has previous law enforcement and leadership experience). The committee was selected based on experience to get balanced feedback from staff as well as allow for better channels of communication during times of change and giving a voice in the direction of the agency.

The steering committee will give input on policy, planning future trainings, initiating community programs (National Night Out, Shop with a Cop, Coffee with a Cop, etc.), and help out with other areas of input as needed. They will also review common processes and procedures around the police department to improve efficiency and workplace safety.

## Awards

We currently do not have a formal awards program. We will be implementing one in the near future as we complete a complete 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 next year as we work to keep improving our agency.

## National Night Out (NNO)



### Virtual 2020

COVID-19 made every aspect of law enforcement difficult this year, including community outreach. National Night Out was not possible the way we have known it before. So, this year we took it virtual, like most things 2020. The would not have been possible without the help of several community members (Shannon Elliot and Teddi Sadler). For NNO 2020, we reached out to the community to ask questions and find out what they wanted to know about the Police and Fire Department. Then we had officers and fire staff introduce themselves on video and answer the questions. We also partnered with a professional videographer (Jeff Crowell) to produce an amazing video showing our new building and showing off what we do.

Link to the Website for MHPD / FDMH NNO 2020:

<https://nationalnightoutmounthoreb.wordpress.com/>

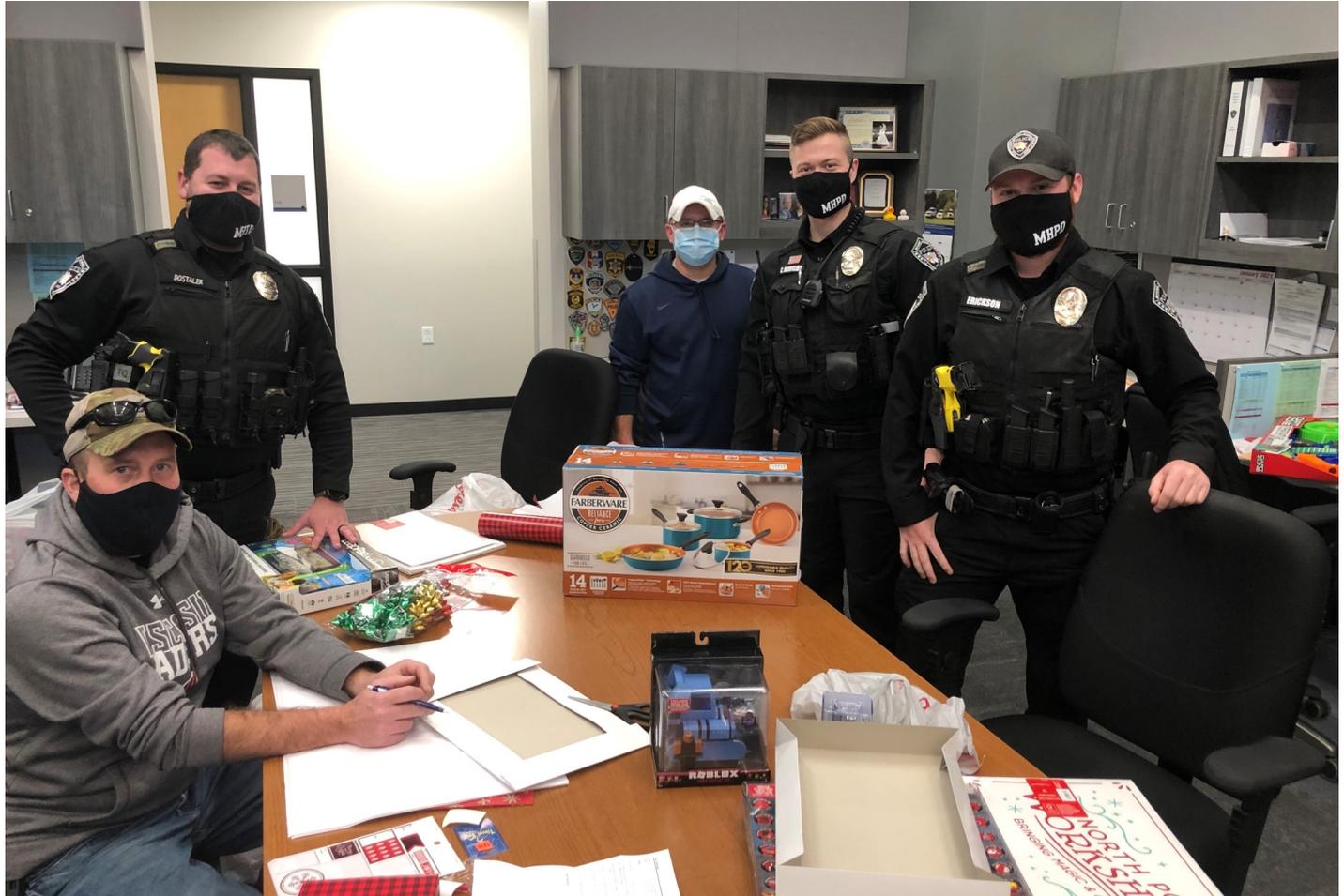
### Plans for Future

Our plan for the future is to hold bigger and better, in-person National Night Out events to better connect with the community and be involved with the Village. Possibilities include demonstrations (S.W.A.T., K-9, etc.), equipment displays, face painting, dunk tanks, community/business organizations, etc.



## Shop with a Cop

Officers participated in Shop with a Cop this year, even if it looked different, due to COVID-19. Officers were assigned families that signed up and they were given lists to buy from. Officers went shopping and then wrapped the items. Items were delivered or picked up prior to Christmas. The officers all donated their time to the wonderful cause. We are happy to take part in giving back and supporting the community.



# Community Engagement / Supportive Community

One of our core values is Community Oriented. We are appreciative of the support from the community and we are constantly working 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 or received positive feedback through donations of goodies.

Photo: (Right) An officer stops to check in with local children riding in a motorized police car toy.



Photo: (Left) Officers Erickson and Dostalek stopped to support local business entrepreneurs and sample the lemonade on a hot summer day.

# Community Engagement / Supportive Community



Photo: (Left) Officers Erickson and Ocutt accepted girl scout cookies from local residents in appreciation of our service.



Photo: (Right) Officers Fell and Stoddard received more girl scout cookies in appreciation of our service to the community.

# Expenditures and Budget

	2019	2020
Wages and Benefits	\$1,518,182	\$1,577,499
Contractual Services	\$29,123	\$28,736
Supplies and Materials	\$35,388	\$25,052
Capital Expenditures	\$3,956	\$83,074
General Expenses	\$100,808	\$139,533
Total Expenditures	\$1,687,457	\$1,853,894

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 related to increased utility fees, increased clothing allowance due to increased new hires, and an increase in communications costs for our radio and computer systems.

Capital Expenditures increased in 2020 for a squad purchase, including all equipment, to reduce the mileage to make maintenance costs lower. Also there were upgraded computers, upgraded radios, and finishing the locker room project to complete the locker room. 2021 Capital items include a community service vehicle for picking up large, found items such as bikes, picking up stray animals, and moving the speed trailer around town. This vehicle will also be used as a crime scene processing vehicle for large incidents where large quantities of evidence are collected or large, specialized equipment may need to be transported. We are also adding body and squad car cameras in 2021 to help improve evidence documentation and provide transparency.

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. Over the next 3-5 years we will transition to this process and start seeing savings and more efficient planning and purchasing.

# 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 2021. These are not the only goals, but are the priority for the year. Other goals include finishing a total overhaul of our policies and procedures, be out in the community more, and keep improving through training and feedback..

**1.** The Mount Horeb Police Department is in a period of transition. This includes a new leadership team and four new officers in 2020. This brings about many new challenges. The police department will complete a strategic plan for change and growth by the end of Q1. This will include delegating responsibility to Lieutenant Gretzinger and Sergeant Jarvis. Leadership training will be identified to prepare candidates for filling the second sergeant position, anticipated in January 2022. The comprehensive strategic plan will identify ways to improve efficiency and a plan for the next year, five years, and ten years for the Mount Horeb Police Department.

**2.** Training and standards change over the years. The Mount Horeb Police Department has not substantially changed the field training program in many years. The police department will review, analyze, and update the field training program by the end of Q2 of 2021. This will include looking at other options, assessing our current officers that have recently completed field training, and identifying needs for change and update. Current Field Training Officers (Jon Orcutt, Tyler Stephens, Tim Dostalek, Nate Gretzinger, and Doug Vierck) will work with recent officers that completed field training during Q1 of 2021 and ask the Steering Committee to determine the needs of the agency to review the program. During Q2 we will make changes that were identified. These changes will be used for training an officer in July 2021.

**3.** Officer suicides have always been high due to the traumatic nature of the job. Mount Horeb Police Department has been through its share of traumatic incidents over the past 2-3 years. The police department will implement a peer support program by the end of December 2021 to improve mental wellness of officers and reduce the risks of suicide in officers at the Mount Horeb Police Department. Officers will be sent to peer support training in Q2 of 2021. Those officers will then work as a group to establish the policy and procedure for a peer support program by the end of Q3. Officers will work closely with all department personnel to establish buy in and support. We will conduct department wide training in Q4 at an Inservice training to roll out the program.

# 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 six 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. Often times people 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. 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 (right) - A tree was knocked down during a wind storm. Officers blocked traffic until public services could come remove the tree.

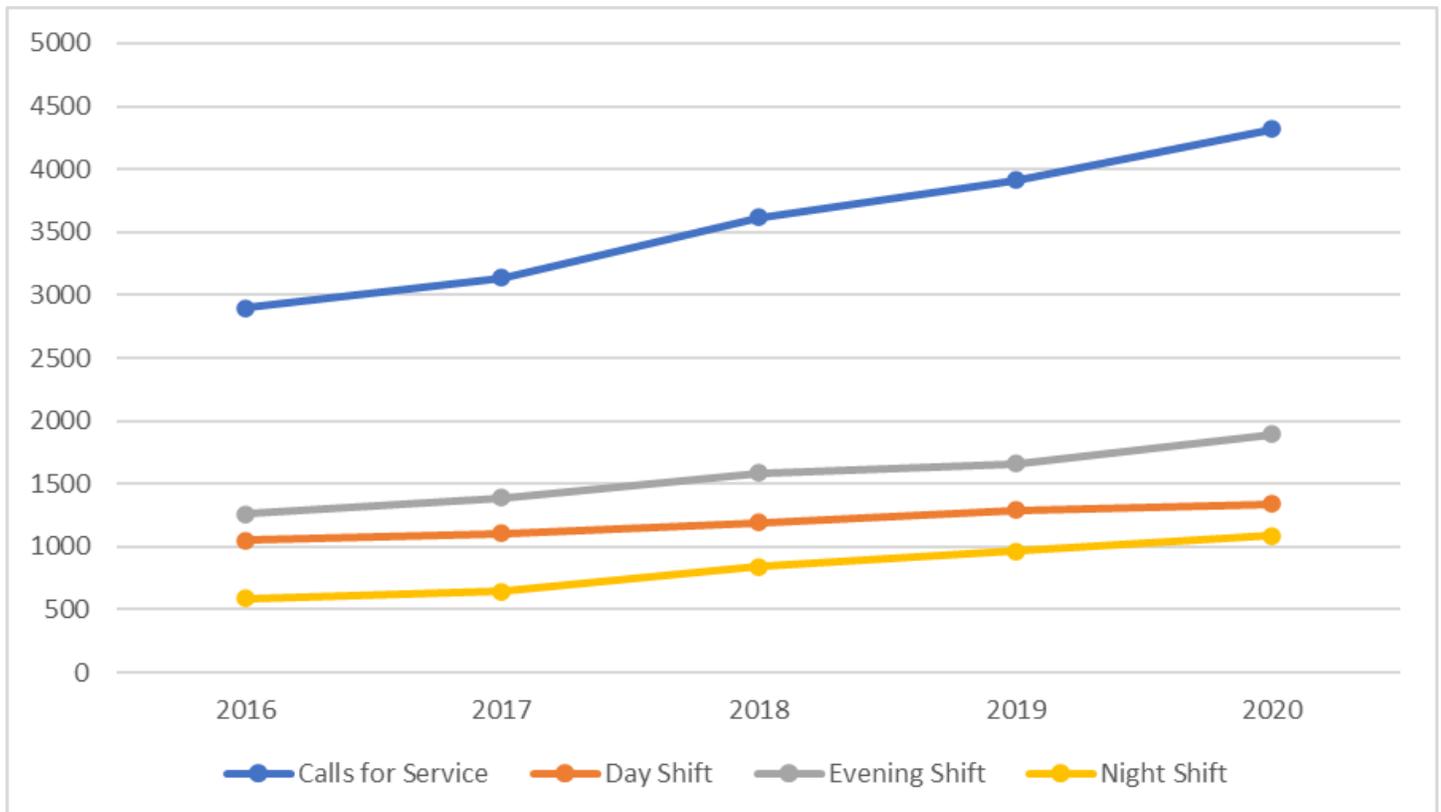


# Calls for Service

Year	Calls for Service	% Increase	Staff Levels	% Increase
2016	2895	N/A	11	N/A
2017	3141	8%	11	0
2018	3615	15%	12	9%
2019	3914	8%	13	8.3%
2020	4315	10%	14	7.6%
<b>2016-2020</b>	<b>+ 1,420</b>	<b>+ 49%</b>	<b>+3</b>	<b>+27.2%</b>

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 almost 50%, while our staffing has only increased 27%. The staffing increase 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. 2020 has been a year of change and assessment to help plan for the future.

\*\*\* 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.\*\*\*



# 2020 Calls for Service

Problem Type	Total
Unknown	1
911 Abandoned	37
911 Abandoned Text Message	0
911 Disconnect	37
911 Misdial	16
911 Multiple/Nuisance	0
911 Open Line	37
911 Playing with Phone	9
911 Question	8
911 Test	3
911 Unintentional/Caller Contact	144
AA-Assist Ambulance	436
AC-Assist Citizen	189
Accident-Bicycle	0
Accident-Deer	0
Accident-Hit/Run	10
Accident-Injury	8
Accident-No Injury	35
Accident-Past Report	0
Accident-Private Property	5
Accident-Unknown Injury	3
AFD-Assist Fire Department	95
Alarm	55
Alarm Cancelled	0
Alarm-Business	2
Animal-Barking	5
Animal-Bite	1
Animal-Disturbance	6
Animal-Found	4
Animal-General/Stray	36
Animal-Lost	6
Annoying Phone Calls	1

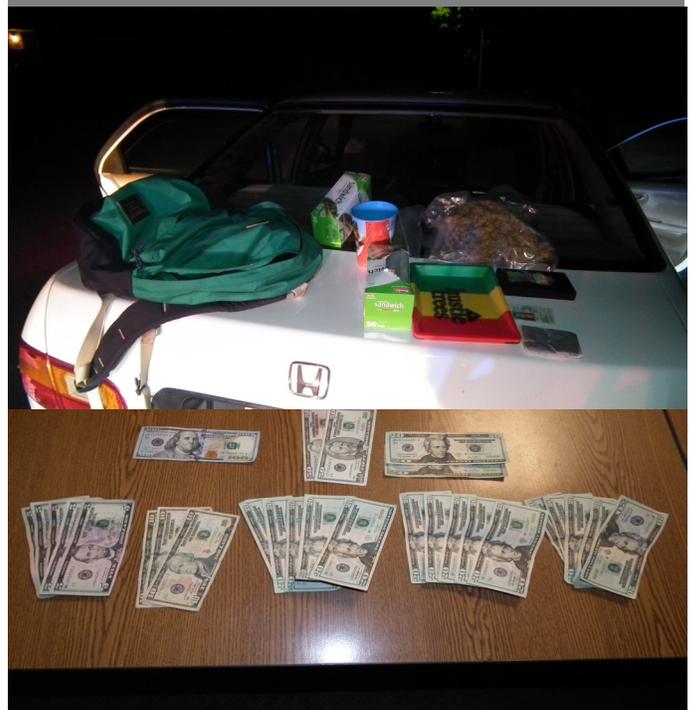
Problem Type	Total
AOA-Assist Other Agency	127
Arrested Adult	7
ATL-Person	6
Attempted Homicide	0
Battery	4
Burglary-Non-Residence	1
Burglary-Residence	4
Check Area/Foot Patrol	32
Check Person	153
Check Property	489
Child Abuse	2
Child Neglect	0
Civil Dispute	12
Commitment/Chapter 51	3
Confidential/Silent	1
Damage to Property	21
Death Investigation	5
Disabled Vehicle	25
Disturbance	22
Domestic/Family Trouble	47
Drug Investigation	15
Emergency	0
Enticement/Kidnap	0
Fight in Progress	1
Follow Up	61
Forgery	0
Found Person	1
Found Property	41
Fraud	39
Graffiti Complaint	0
Gun Call	1
Harassment	9
Information (Law)	173

# 2020 Calls for Service Cont.

Problem Type	Total
Intoxicated Driver	5
Intoxicated Person	3
Juvenile Complaint	28
Lost Property	11
Medical Examiner Call	1
Meeting	1
Missing Adult	4
Missing Juvenile	6
Murder/Homicide	0
Neighbor Trouble	9
Noise Disturbance	34
Overdose	2
Phone Message (Law)	198
PNB/AED Response	5
Preserve Peace	20
Private Parking	12
Recovd Stolen-Outside Agency	1
Repossessed Vehicle Info	5
Robbery-Armed	0
Robbery-Strong Armed	2
Safety Hazard	25
Sex Offense-Misc	2
Sexual Assault-Adult	2
Sexual Assault-Child	6
Special Event	16
Street Parking	54
Suspicious Person	20
Suspicious Vehicle	100
Theft	16
Theft-Auto	2
Theft-From Auto	11
Theft-Other Vehicle	1

Problem Type	Total
Theft-Retail	13
Threats	10
Towed Vehicle	3
Traffic Complaint	28
Traffic Incident-Past	2
Traffic Incident-Road Rage	3
Traffic Monitoring	1
Traffic Stop	1135
Traffic-Citizen Concern	0
Trespass Complaint	1
Unwanted Person	14
Vehicle Lockout	3
Violation Of Court Order	7
Weapons Violation	2
<b>Total</b>	<b>4315</b>

Photos (Lower Right) - Money, drugs, and paraphernalia located during a traffic stop.



# Traffic Enforcement 2020

Problem Type	Total
Traffic Complaint	27
Traffic Incident-Past	2
Traffic Incident-Road Rage	3
Traffic Stop	1,102
<b>Total</b>	<b>1,134</b>



Photo (Left) - Squad cars lined up running traffic enforcement.

# Citations and Warnings 2020

Violation	Citations
Accident	43
Driver's License	100
Light	2
Miscellaneous	0
Moving Traffic	26
Operating While Intoxicated	32
Other Equipment	0
Oversized/Overweight Motor Carrier	4
Vehicle Registration Plates	40
Pedestrian	0
Safety Belt	36
Speeding	156
All Other Categories	22
<b>Total</b>	<b>461</b>

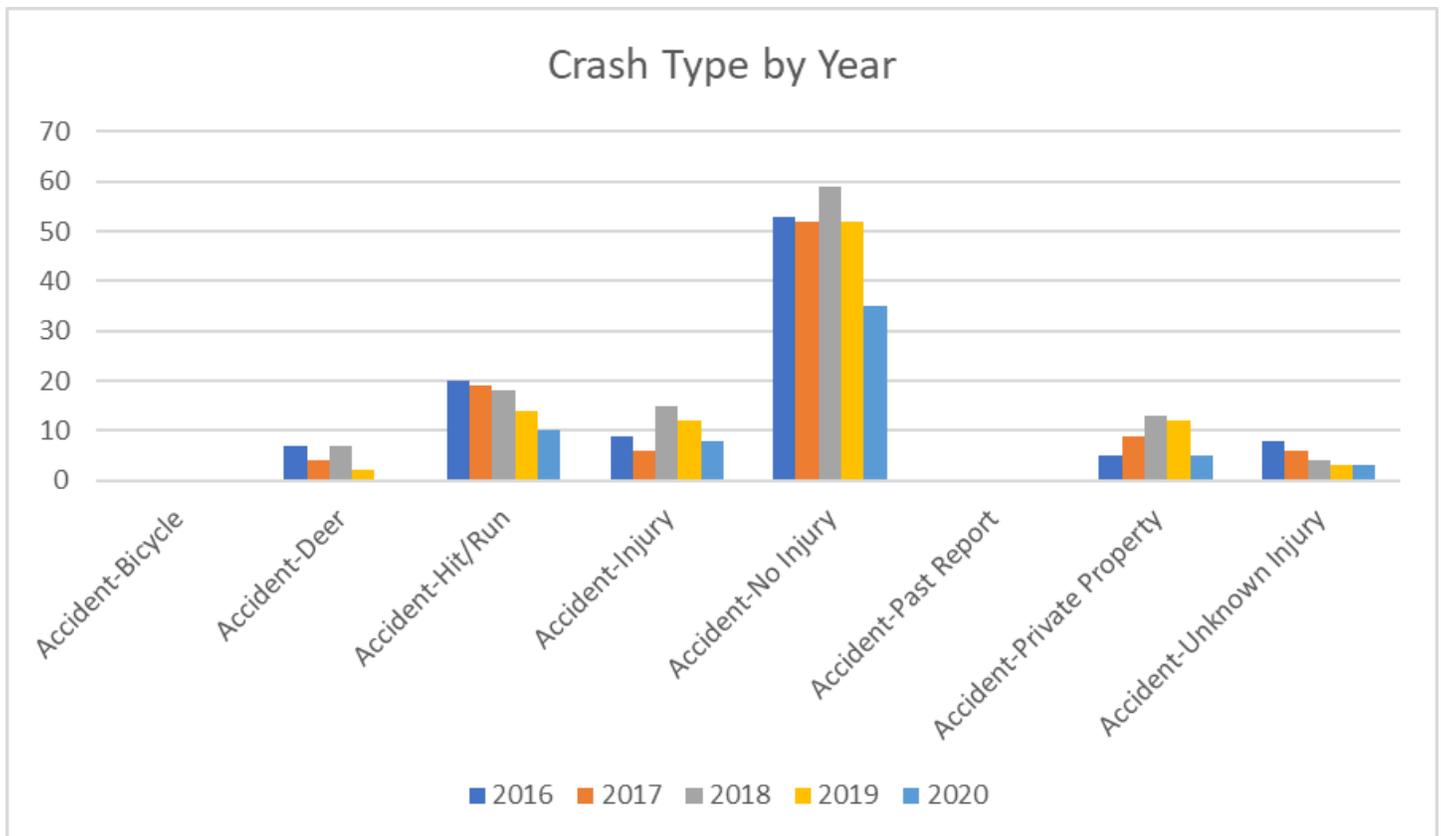
Traffic Warnings Issued	894
Non-Traffic Citations Issued	77
Parking Citations Issued	200



Photo (Left) - Laser reading 103 mph in a 65 mph zone. Driver was arrested for impaired driving at 7:27 am.

# Traffic Accidents

Problem Type	2016	2017	2018	2019	2020	Total
Accident-Bicycle	0	0	0	0	0	0
Accident-Deer	7	4	7	2	0	20
Accident-Hit/Run	20	19	18	14	10	81
Accident-Injury	9	6	15	12	8	50
Accident-No Injury	53	52	59	52	35	251
Accident-Past Report	0	0	0	0	0	0
Accident-Private Property	5	9	13	12	5	44
Accident-Unknown Injury	8	6	4	3	3	24
<b>Total</b>	<b>102</b>	<b>96</b>	<b>116</b>	<b>95</b>	<b>61</b>	<b>470</b>



# Traffic Accidents in 2020

Problem Type	Total
Accident-Bicycle	0
Accident-Deer	0
Accident-Hit/Run	10
Accident-Injury	8
Accident-No Injury	35
Accident-Past Report	0
Accident-Private Property	5
Accident-Unknown Injury	3
<b>Total</b>	<b>61</b>

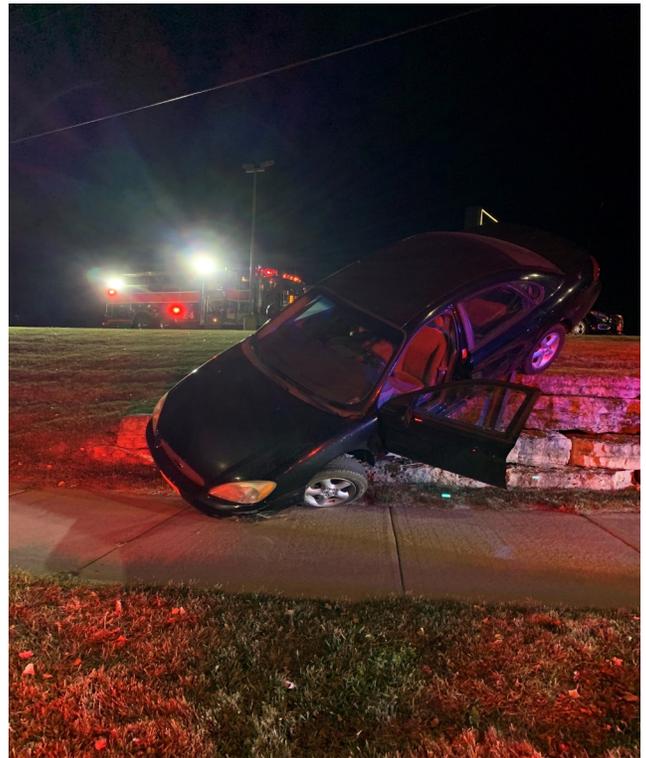
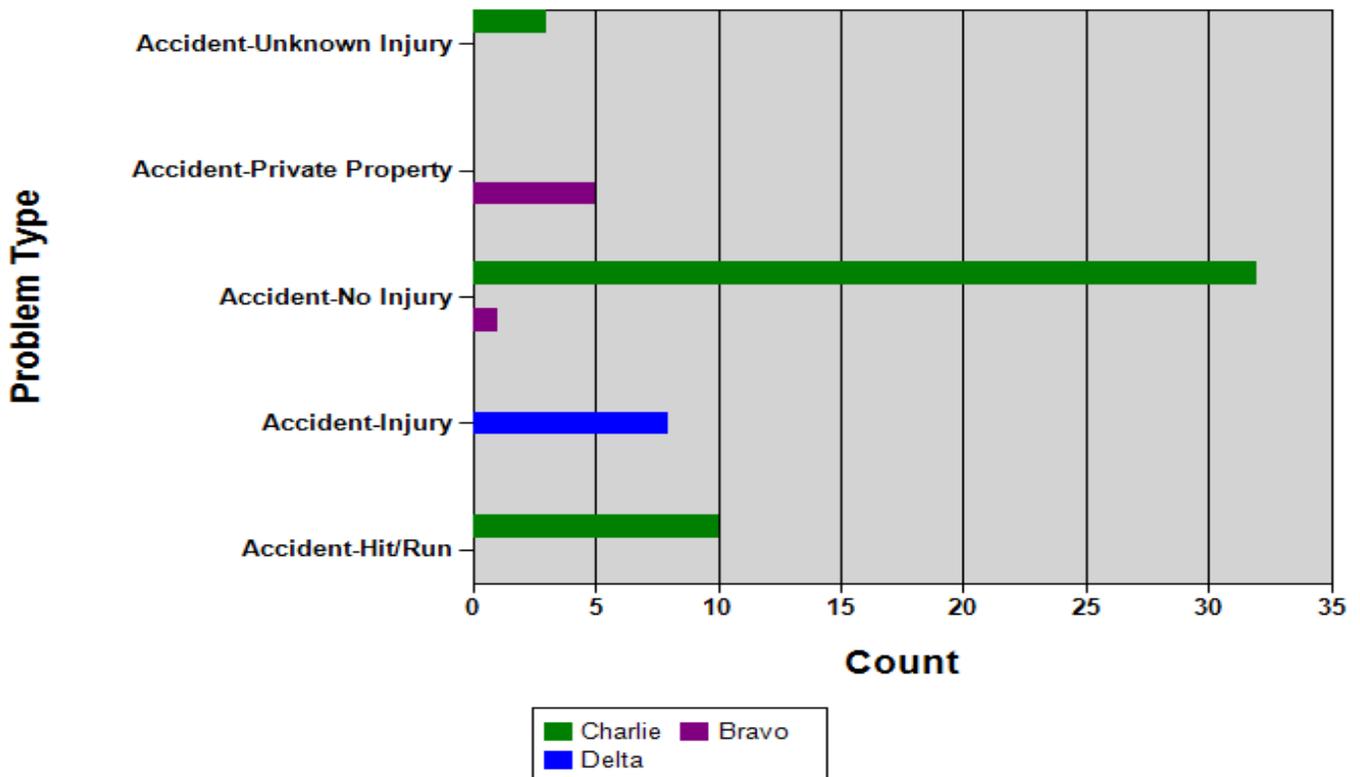


Photo (Above) - Driver's foot slipped off the brake and accelerated off the rock wall near Springdale and North Brookwood.

Graph (Below) - Taken from our dispatch system. Shows the priority level of crashes from 2020. Bravo is the lowest priority level, Charlie is second highest, and Delta is the highest priority level. Priority relates to severity of 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, 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 sexual assaults, many child neglect / abuse cases, three major ICAC cases, a fatal fire, an infant death, several property related crimes (robbery, burglary, theft), and several fraud cases.



Photo (Upper Right) -  
Damage to property  
investigation.



Photo (Lower Left) -  
House fire investigation.

# School Resource Officer

We created a School Resource Officer position in 2020 after almost 18 months of planning and preparation. Officer Steve Rosemeyer was selected for this position based on his skills, demeanor, and background in education.

Officer Rosemeyer has been very proactive in this position, not letting COVID-19 get in the way of setting the program up for success. Officer Rosemeyer has made videos for staff, students, and parents. He is also on the school safety and mental health and wellness committees. Officer Rosemeyer has conducted safety and security walk throughs on all buildings while students are not in the building to help prepare for their return.

Officer Rosemeyer is constantly meeting with staff and administration to get feedback, solve problems, and create relationships. Officer Rosemeyer is giving regular, virtual tours and check-ins with students to get to know the students and share about our building and police in general.

One of the fears of Village residents is the school to prison pipeline that has been discussed and studied in recent years. For those not familiar with the term, it equates to officers arresting students and that leads them down a never ending path of negative marks on their record and trouble getting jobs or getting into college, thus preventing them from being a contributing member of society and leaving them to get into more and more trouble. We are working with the school to prevent this. Officer Rosemeyer is working with counselors, social workers and parents to solve problems in ways other than citations and arrests. Whether there is a school resource officer or not, there will ultimately be citations issued for events that occur at the school. Officer Rosemeyer being in the school and working with various resources will actually reduce the citations issued because he will be part of the frame work to get help and use alternate methods for solving problems instead of being called when there are no other options but an arrest.

Officer Rosemeyer has also been working on presentations for various topics. One topic was social media and the dangers and problems that could arise from improper use or harassment, etc. This presentation was a collaboration with staff and was released to middle school and high school students. Officer Rosemeyer will continue to give presentations and learning opportunities to students and staff to again, reduce the problems within the school rather than resorting to arrest.

# 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.

CSO Drinkall spends his days checking downtown parking to allow more visitors to our wonderful downtown. He also responds to nuisance complaints about animals, lawns not being mowed, junk vehicles, sidewalks not being shoveled, etc. CSO Drinkall also manages our speed trailer. He regularly puts it out in areas of high traffic complaints to slow down drivers. We use this as a tool to slow down traffic, but we can also count the number of cars on the roads and collect speed data to analyze and send officers to areas on certain days and times of the week to target enforcement to make the areas safer.

In addition to enforcement of parking and nuisance problems, CSO Drinkall also runs our squad cars in for routine maintenance and runs mail to the post office or interoffice mail to the Village Office. This keeps the officers available for responding to crimes and keeping everyone safe.

# Records Division

We have two administrative assistants that work the front office and manage our records. Kit Witte holds the title of Office Coordinator and Tracy Lien, Administrative Assistant. 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.

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						
	2015	2016	2017	2018	2019	2018-2019 % Change
Aggravated Assault	0	9	3	5	3	-40%
Arson	0	1	0	1	0	-100%
Burglary	0	4	6	14	1	-93%
Homicide	0	0	0	0	0	-
Human Trafficking Commercial Sex	0	0	0	0	1	-
Human Trafficking Involving Servitude	0	0	0	0	0	-
Larceny Theft	0	34	47	57	21	-63%
Motor Vehicle Theft	0	0	0	1	1	0%
Rape – Prior to 2017	0	2	0	0	0	-
Rape – revised 2017	0	0	1	4	3	-25%
Robbery	0	1	0	0	1	-
Simple Assault	0	28	22	23	6	-74%

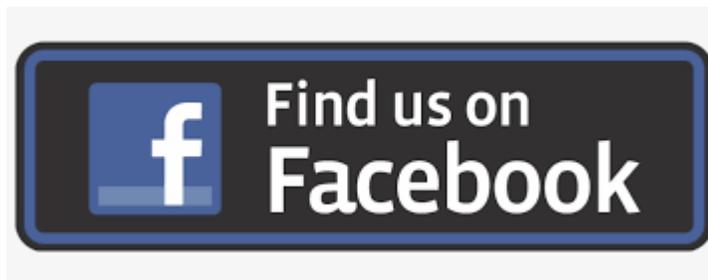
# Wisconsin Incident Based Reporting 2020

These are the 2020 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	2
Rape	2
Sexual Assault with an Object	1
Fondling	1
Robbery	2
Aggravated Assault	5
Simple Assault	6
Intimidation	1
Arson	0
Extortion/Blackmail	2
Burglary/Breaking & Entering	5
Pocket-Picking	1
Purse-Snatching	0
Shoplifting	1
Theft from Buildings	4
Theft from Coin Operated Machine or Device	0
Theft from Motor Vehicle	6
Theft of Motor Vehicle Parts or Accessories	0
All Other Larceny	15
Theft of Motor Vehicle	1
Counterfeiting/Forgery	1
False Pretense/Swindle	12
Credit Card/ATM Fraud	2
Impersonation	2
Wire Fraud	0
Identity Theft	3
Hacking / Computer Invasion	2
Embezzlement	1
Stolen Property Offenses	1

DESCRIPTION	# OF OFFENSES
Destruction/Damage/Vandalism	10
Drug/Narcotics Violations	23
Drug Equipment Violations	13
Statutory Rape	0
Pornography/Obscene Material	2
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	2
Human Trafficking, Commercial Sex Acts	0
Human Trafficking, Involuntary Servitude	0
Animal Cruelty	0
Bad Checks	0
Curfew/Loitering/Vagrancy Violations	0
Disorderly Conduct	37
Driving Under the Influence	21
Family Offenses/Nonviolent	4
Liquor Law Violations	16
Peeping Tom	0
Trespass of Real Property	1
All Other Offenses	45
<b>TOTAL IBR REPORTABLE OFFENSES</b>	<b>253</b>

# 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:

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