

# Mount Horeb Police Department 2021 Annual Report

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**January 01, 2022**

**Mount Horeb PD**

**Authored by: Chief Doug Vierck**



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# Letter From the Chief

**A** year that was supposed to be easier with waning COVID-19 and reopening of “normal” life. But we saw no reprieve and the end of the year was worse in some ways than the previous. However, we made it through, we came together as a community and continued to persevere. As a police department, we increased training by over 50% without increasing the training budget, saw a reduction in most major crimes (burglary, robbery, theft, simple assault, etc.), and we increased our community involvement. We have a young staff that is eager to serve and work with the community to keep everyone safe. We continue to partner with the community and change the dynamic of community policing in Mount Horeb. Some examples include officers paying for hotel rooms when people need a place to stay, officers buying food for those in need, and spending countless hours to find a solution that solves the problem rather than just writing a ticket or taking someone to jail. We have more work to do and other hurdles to face, but our staff, the Village administration, and the community are all on the same page of working toward a better partnership. It continues to be an honor to serve as your police chief. I am humbled by the support of the community for this agency and the community as a whole. We had a trying but productive year in 2021. I hope you enjoy learning about our agency, our officers, and what we have done. We look forward to continued improvement and involvement in 2022.

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

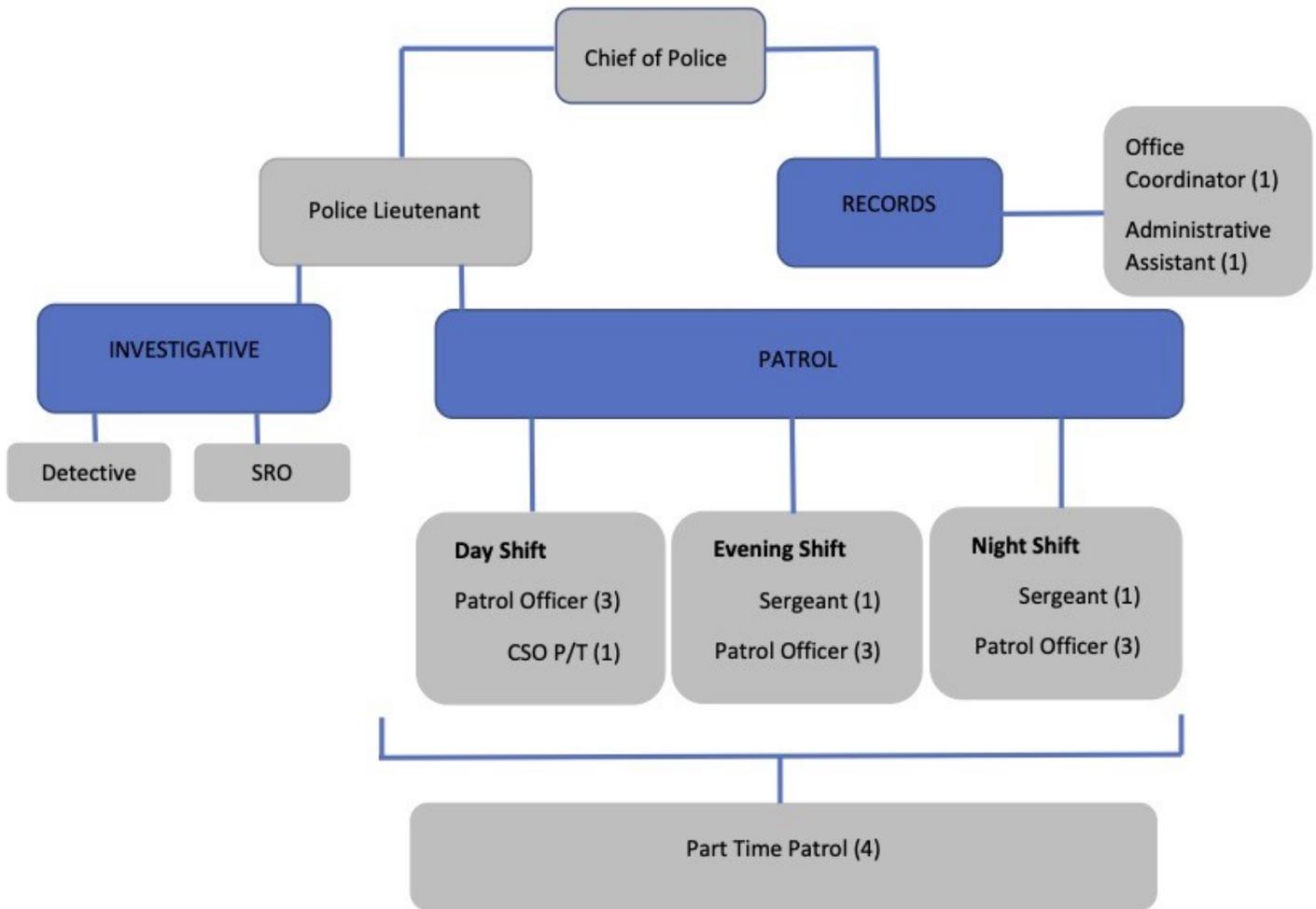
**COMMUNITY ORIENTED**—Our service revolves around our community partnership

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

# VILLAGE OF MOUNT HOREB

Statistics		Village – Manager Government
Population (2020 Census)	7,754	
Households (2015-2019)	2,709	
City Area (2010)	3.25 Sq. Miles	
<b>Public Schools</b>		
Elementary (Early Learning Center, Primary Center, Intermediate Center)	3	
Middle	1	
High	1	
<b>Income</b>		
Per Capita Income (2015-2019)	\$34,800	
Median Household Income (in 2019 Dollars) 2015-2019	\$79,900	
<b>Data:</b> <a href="https://www.census.gov/quickfacts/fact/table/mounthorebvillagewisconsin/PST045221">https://www.census.gov/quickfacts/fact/table/mounthorebvillagewisconsin/PST045221</a>		
		<p><b>Village Board Members</b></p> <p><b>Village President</b></p> <p>Randy Littel</p> <p><b>Village Trustees</b></p> <p>Aaron Boehnen            Ryan Czyzewski            Jason Fendrick            Beth Hill / Brenda Monroe            Brett Halverson            Cathy Scott</p> <p><b>Village Administrator</b></p> <p>Nic Owen</p>





## 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					
	2017	2018	2019	2020	2021
Chief	1	1	1	1	1
Lieutenant	1	1	1	1	1
Sergeant	-	-	-	1	2
Detective	-	1	1	1	1
School Resource Officer	-	-	-	1	1
Patrol Officer (Full-Time)	9	9	10	9	9
Patrol Officer (Part-Time)	4	4	4	4	4
<b>Total Sworn</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
Administrative Assistant	2	2	2	2	2
Community Service Officer (Part-Time)	-	-	1	1	1
<b>Total Non-Sworn</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Total Employees</b>	<b>17</b>	<b>18</b>	<b>20</b>	<b>21</b>	<b>22</b>



# Staffing Levels

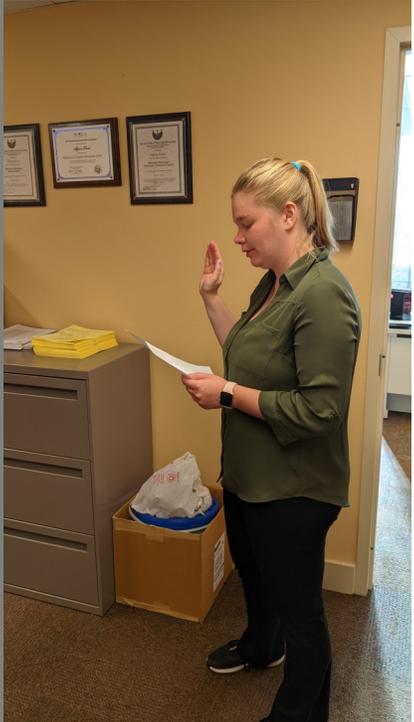
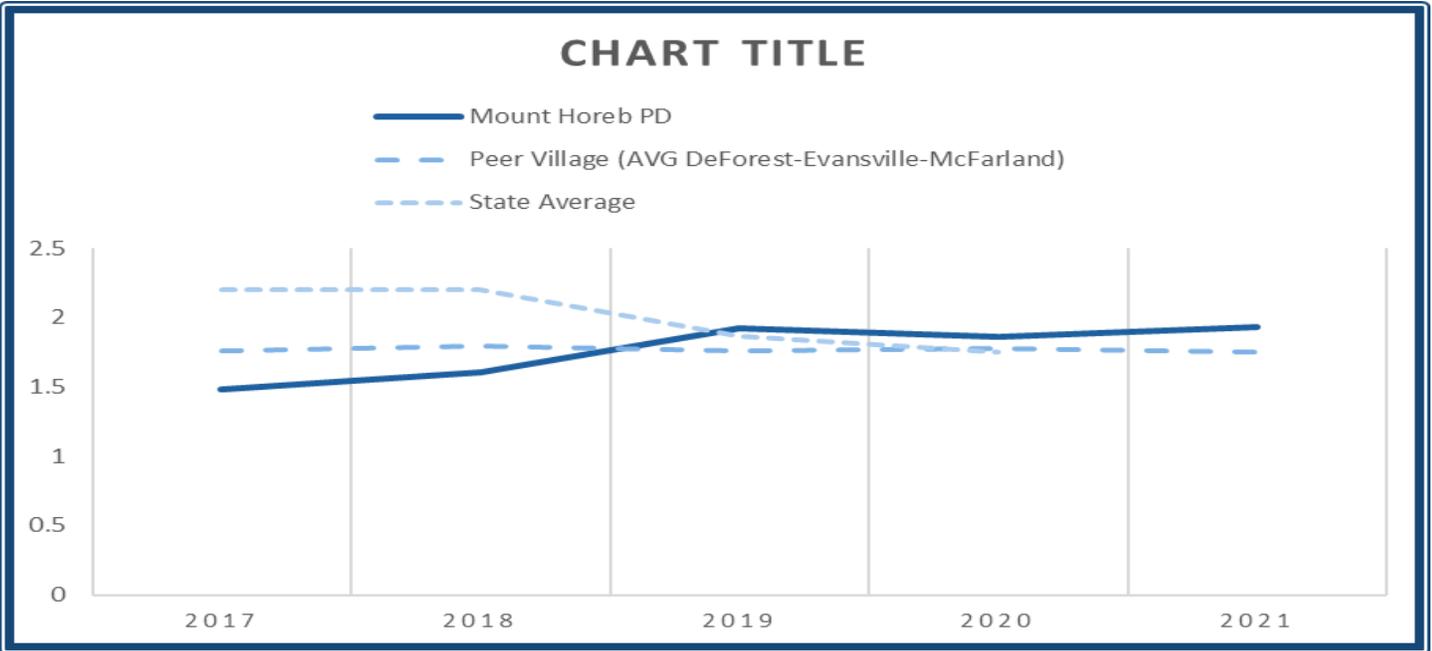


Photo (RIGHT) Officer Natalie Wyss is sworn in by Village Clerk Alyssa Gaffney at Village Hall in June 2021.

Year	2017	2018	2019	2020	2021
Village of Mount Horeb Population	7,142	7,240	7,312	7,534	7,754
Total Full Time Sworn officers	11	12	13	14	15
Full Time Sworn Officers per 1,000 Pop.	1.54	1.66	1.78	1.86	1.93
Peer City Average Full Time Sworn Officers per 1,000 Pop.	1.76	1.80	1.76	1.78	1.75
State Average Full Time Sworn Officers per 1,000 Pop.	2.20	2.20	1.87	1.75	-

## Recruitment

With promotions and planned additions, we have hired one officer this year. There was one retirement and one resignation that led to two hiring processes. Two officers will be hired in 2022 due to the retirement and 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 2021. A few parts were changed, there were some different questions added, and 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.

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# Personnel Changes

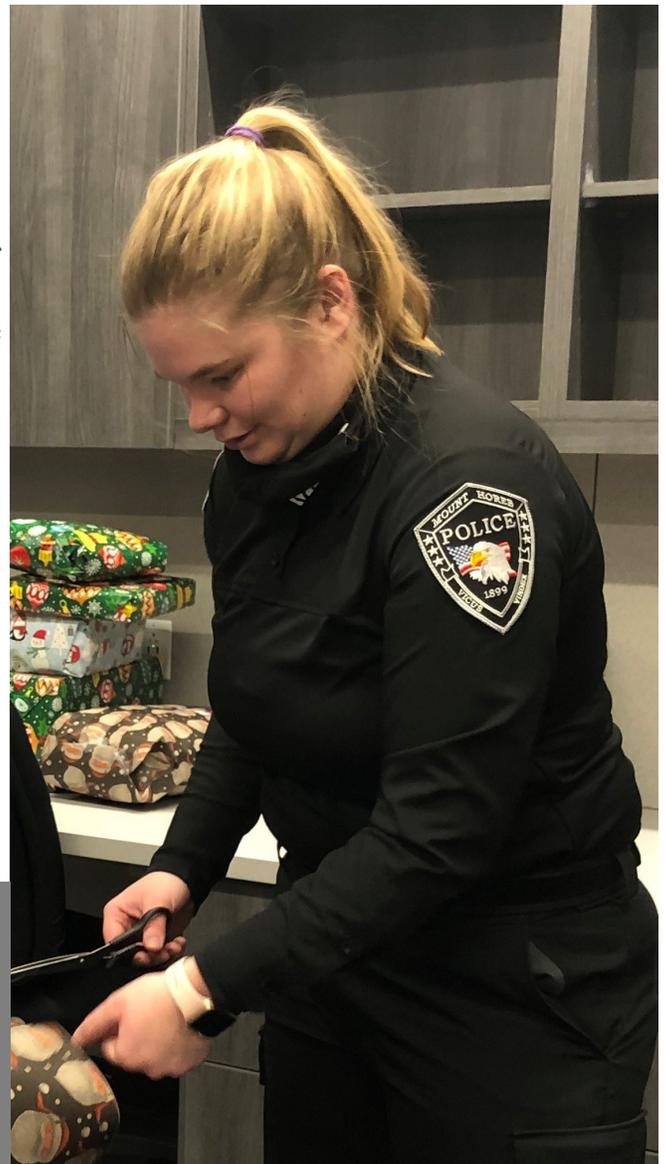
Appointments		
Natalie Wyss	Patrol Officer	June 22, 2021
Promotions		
Cory Rehfeldt	Sergeant	December 19, 2021
Retirements		
Jeff Loud	Patrol Officer	August 27, 2021
Jon Orcutt	Patrol Officer	January 03, 2022
Tracy Lien	Administrative Assistant	January 28, 2022

# Highlight Bios for Appointments

# WELCOME!!!

## Natalie Wyss

Officer Wyss graduated from UW- Eau Claire with a double major in Criminal Justice and Psychology and completed the law enforcement academy at the Chippewa Valley Technical College. She has a year of prior law enforcement experience from the Durand Police Department and the Mondovi Police Department. Officer Wyss was raised in Mount Horeb and is excited to be back to serve the village she grew up in.



Photos: (RIGHT) Officer Wyss assists in wrapping gifts for Shop with a Cop.

# Highlight Bios for Promotions

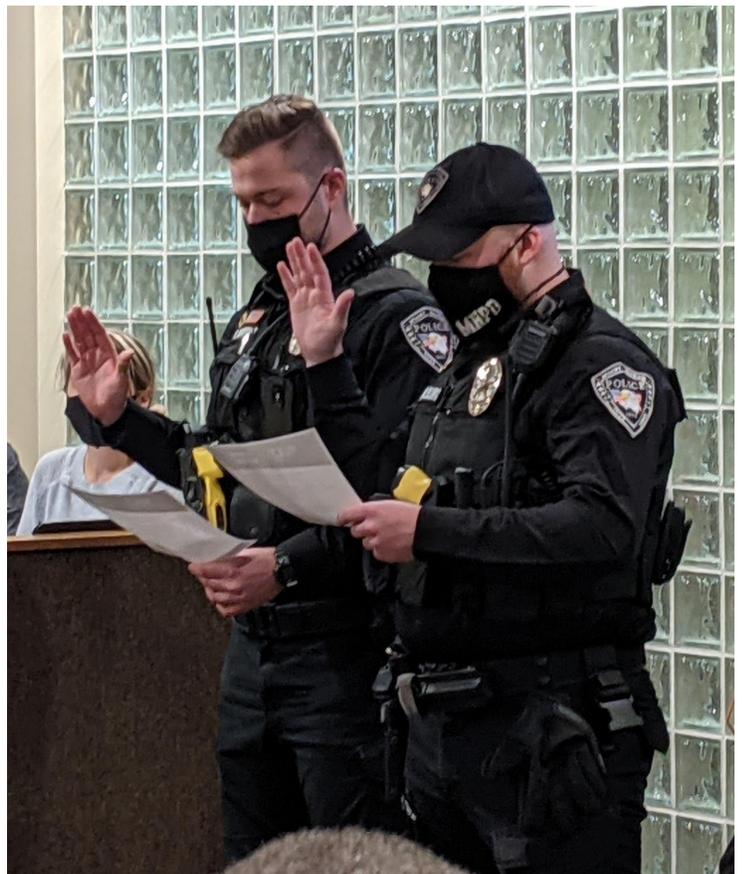
# CONGRATULATIONS!!!

## Cory Rehfeldt

Promoted to Sergeant in December of 2021

Sergeant Rehfeldt began his law enforcement career at the Oregon Police Department in July of 2017. He joined the Mount Horeb Police Department on November 16<sup>th</sup>, 2020 and was promoted to nightshift patrol sergeant on December 19<sup>th</sup>, 2021. In 2021 Sergeant Rehfeldt attended Field Training school and will now assist in training future officers. He looks forward to assisting newer officers progress in their professional careers.

Sergeant Rehfeldt obtained his bachelor degree in Environmental Law Enforcement at the University of Wisconsin Stevens Point. Incorporated in his bachelor degree, he completed the 720-HR Police Academy at Mid-State Technical College in Wisconsin



Photos: (ABOVE) Sergeant Rehfeldt (left) and Officer Molburg (Right) recite the Oath of Honor during a Village Board meeting. New officers and newly promoted staff are introduced to the Village Board and given recognition for their accomplishments.

# Highlight Bios for Retirements

# THANK YOU FOR

## Jon Orcutt 1997 to 2022

Officer Orcutt worked at Mount Horeb PD for 25 years. He worked as a field training officer in addition to being a patrol officer. Officer Orcutt was well known by everyone in town. His knowledge of the community, the police department, and law enforcement will be greatly missed.



# YOUR SERVICE!!!

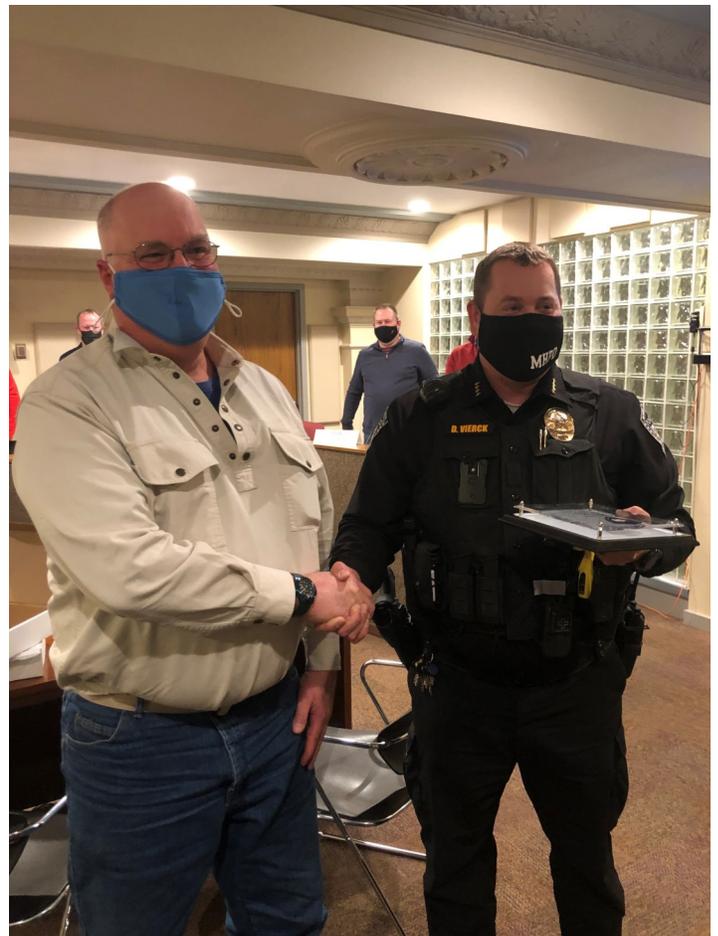
# Highlight Bios for Retirements

# THANK YOU FOR

## Jeff Loud

May 1981 to August 2021

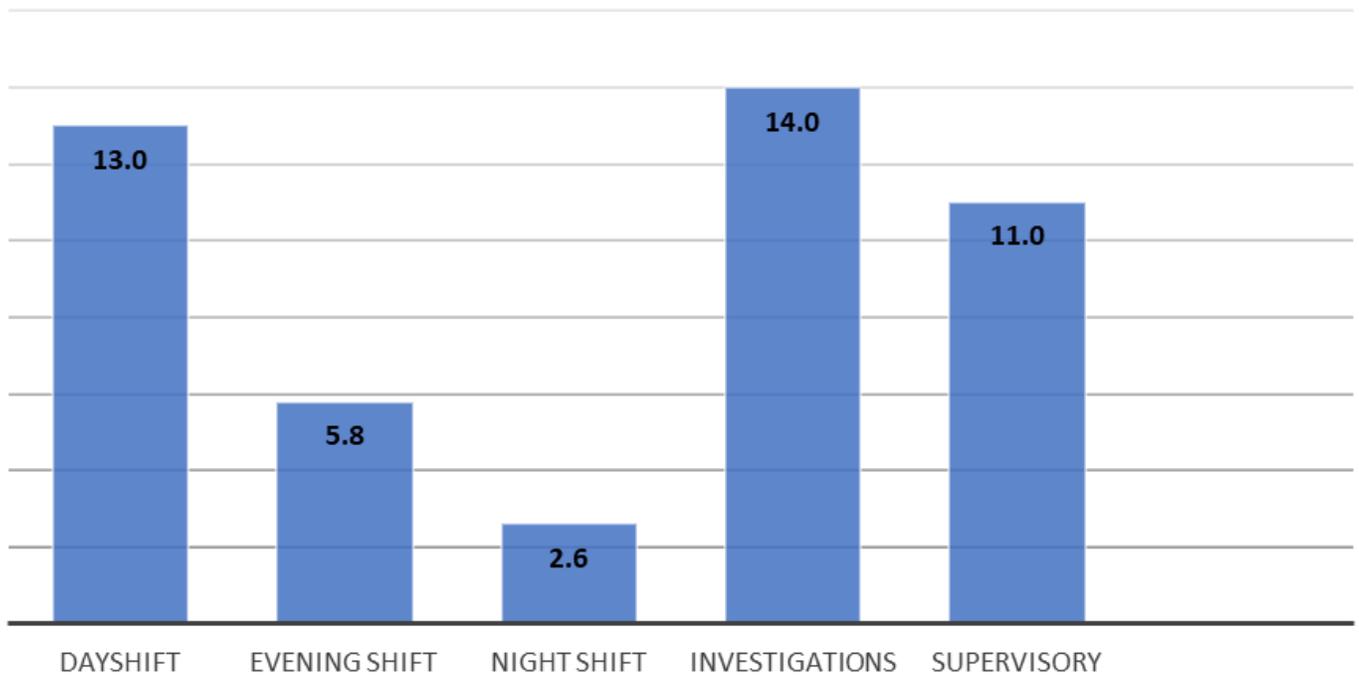
Jeff Loud started with the Mount Horeb Police Department in May 1981 as a part-time officer. He stayed with us for 40 years (retiring on August 27, 2021), while working concurrently as a full-time officer for Capitol Police Department. Jeff would jump at the chance to fill schedule openings as needed and enjoyed working night shifts. Many of our current staff had Jeff as an instructor, either in the academy or at trainings. Jeff had a wealth of knowledge about firearms and was one of the go-to people in the department in that subject.



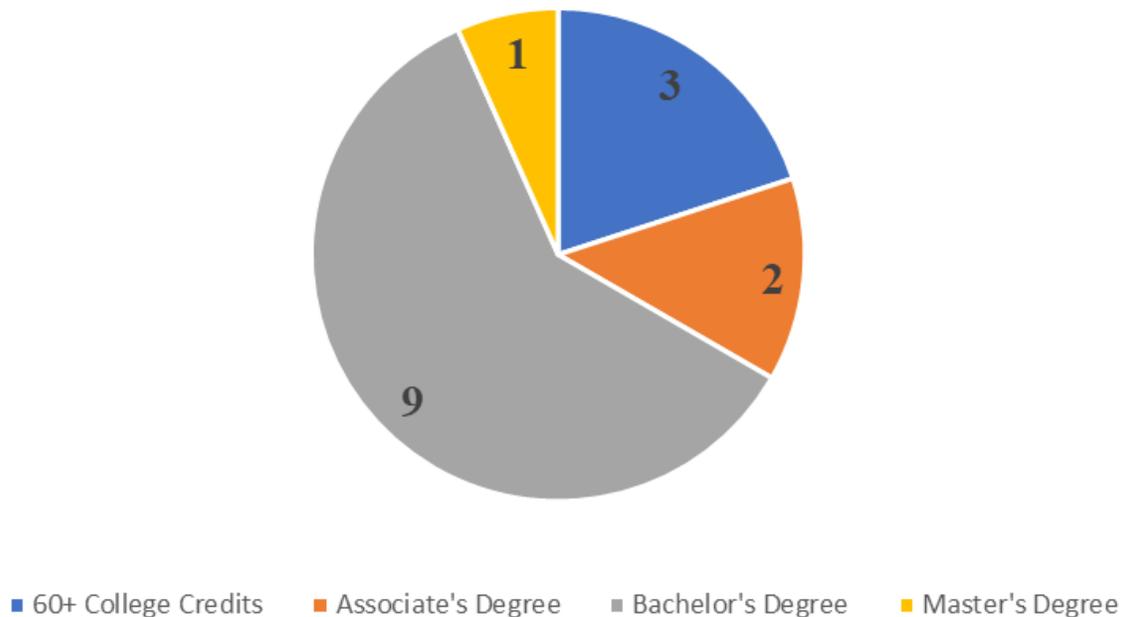
# YOUR SERVICE!!!

# EDUCATION AND EXPERIENCE

## Average Years of Experience



## Education Levels



# Department Training

Total Training Hours by Group					
	2017	2018	2019	2020	2021
Administrative	60	25	12	105	201
Supervisory	24	25	12	84	282
Patrol Division	475	557	649	402	1,049
Investigations	-	108	66	138	162
Grand Total	559	715	739	729	1,694

\*\*\* 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 \*\*\*

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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.

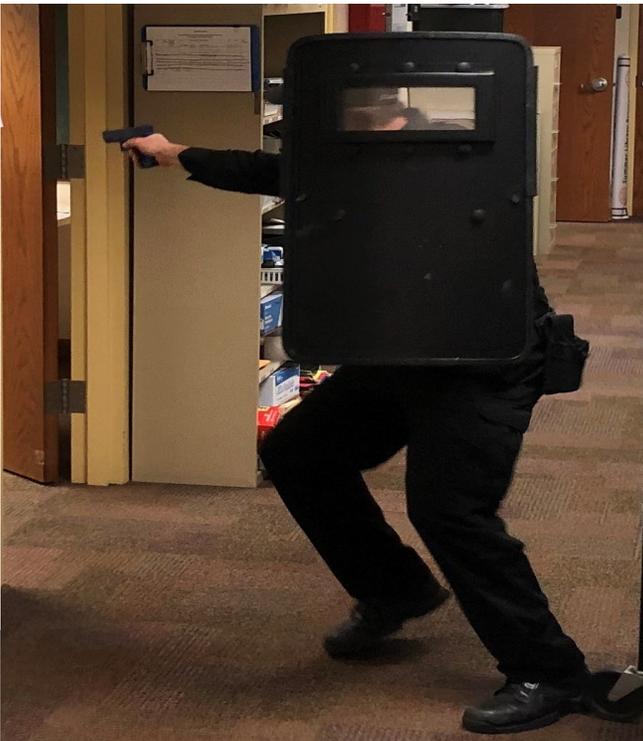
In 2021, we hired one officer. We completed field training for one officer, hired in 2020, early in 2021 as well. We anticipate training two officers in 2022. We have five field training officers on staff currently. We recently sent three officers to training to certify as training officers due to retirements 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 six (6) Inservice Trainings in 2021. 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 and Room Clearing** – Officers carry Electronic Control Devices (ECDs), also known as Tasers. Policy and product manuals recommend annual training and recertification. We also partnered with the Mount Horeb Library to train on local buildings on room clearing for active threat response.

**Traffic Stop Safety, Criminal Activity Indicators, and Drug Trends** – Officers conduct Traffic stops on a daily basis. It is one of the most dangerous duties in law enforcement. Traffic stops serve multiple purposes; enforcing laws, keeping the roadways safe, and interdicting criminal activity. Officers were trained to identify specific behaviors, indicators and signs to differentiate criminal behavior from non-criminal behavior.



Photos: (ABOVE) Officer Rosemeyer moves towards a room in a room clearing exercise. (RIGHT) Officer Loud and Officer Fell practice team tactics during a room clearing exercise. The Mount Horeb Library was gracious enough to allow us after hours access for training.

## Inservice Training Continued

**Handgun and Long Gun 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): Officers Erickson and Rosemeyer, Sergeant Jarvis, and Chief Vierck participating in firearms training and qualification.



**Tactical Emergency Casualty Care (TECC) and CPR / AED Recertification** – Officers were trained in the use of tourniquets, wound packing, and other emergency first aid. This training could save the life of a community member or themselves during an active threat event. We combined TECC with CPR and AED recertification. Officers are required to recertify in CPR / AED every two years.

**Investigations and Scene Management** – Every day officers are dispatched to some type of investigation. Some are minor and some are larger in scale. Regardless, of size and scope, they require the same set of skills. Officers were instructed on the investigation process as a refresher and then we expanded on scene management from last year. Officers then completed table top scenarios to solidify the skills and processes.

**Active Threat Response** – MHPD partnered with Dane County Emergency Management and FDMH for a large-scale scenario training building on the room clearing training from earlier in the year. These trainings are important to improve skills working with other agencies because a major incident will involve many different agencies.

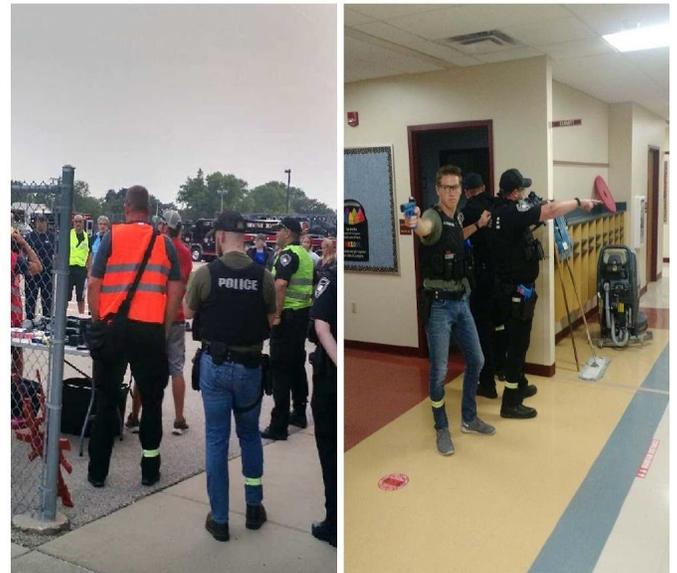


Photo (ABOVE—Left): Officers and Fire Department Staff debrief after a large scale scenario. (ABOVE—Right): Officers practice tactics for an active threat response.

## Inservice Training Continued

**Integrated Communications, Assessments, and Tactics (ICAT)** – ICAT is a training that assists officers in de-escalation by slowing things down, knowing the appropriate levels of response and using scenario based training to help reduce stress in high-stress incidents. In July, we sent four officers to an instructor course to be able to train all officers in Mount Horeb using these de-escalation skills. The last in-service training of the year was an ICAT training for all officers. Each officer went through 12 hours of training, four of classroom instruction and eight hours of scenario based instruction. We plan to integrate this training into other in-service trainings every year.



Photos (ABOVE): Officers Molburg and Stoddard complete a training scenario involving problem solving and de-escalation.

(RIGHT): Sergeant Rehfeldt along with Officers Molburg, Erickson, and Fell complete a series of training scenarios that focus on use of force decision making and problem solving during ICAT training while learning new de-escalation techniques.



## 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-eight (28) different trainings** attended by **fifteen (15) different officers** in 2021 (a 75% increase in trainings and 33% increase in number of officers). 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 Erickson 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 Wyss completed this training in 2021.

**Ivory Tower Leadership Training** – This training on leadership focuses on developing staff and being a selfless leader. A leader should not sit in an “ivory tower” above everyone. Chief Vierck attended this training virtually in 2020. 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. By attending virtually, the company gave an option for attending the course in-person at a later date. Chief Vierck, Lieutenant Gretzinger, and Sergeant Jarvis all attended in person during 2021. This training is instrumental in changing culture and improving the police department. Our hope is to host this class in 2022 so Sergeant Rehfeldt and other officers can attend.

**First Line Supervision** – This training is an 80 hour course designed to help officers learn leadership skills and transition from a patrol level position into a position of supervision and leadership. Sergeant Rehfeldt attended this course virtually to prepare for an upcoming promotional process. He learned about leadership, management, mentoring, discipline, and other important topics. An important step to success in an agency or organization is preparation. Sending officers to training prior to promotion or assignment is a key step to success.

## 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. Sergeant Jarvis and Officer Erickson attended in 2021. 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. We anticipate sending three officers next year and have requested to host the course at MHPD in the future.

Photos (RIGHT) : Officer Erickson and Sergeant Jarvis pose with Chief Vierck during their graduation from LPO Class.



**Operation R.U.S.H.** – RUSH stands for Recognizing and Understanding Substances on the Highways. This course is a hands on course helping officers recognize criminal behavior related to drug use and abuse. Officer DerManuelian attended this course in 2021 and increased his knowledge about preventing crimes through highway interdiction. We hope to host this course in 2022 to allow more officers to learn crime prevention strategies.

**Advanced Carbine Operation** – An advanced level course focused on rifle use. This course was taught by Vortex Optics. Being so close to the Vortex headquarters, we partner with them for training often. We have at least one training in 2022 planned with Vortex. Sergeant Jarvis attended this course as our lead firearms instructor. Officers Stephens and Zimpel also attended.

**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.

**Domestic Violence Update** – Each year the Wisconsin Department of Justice conducts updates on domestic violence and stalking and strangulation investigations. The focus is on prevention, resources, and legal aspects of investigations. Regardless of agency or community, this is unfortunately a common and very dangerous situation for victims and law enforcement. Officer Fell and Officer Molburg attended this update. We hope to send more officers in the future to keep our skills, knowledge, and abilities up to date.

## Advanced Training Continued

**Certified Expert in Cyber Investigations (CECI)** – This is an online curriculum that certifies officers and investigators in seven different area of cyber investigations. There were online grants offered for this course and we were able to get an officer enrolled at almost 90% off. This program will help us better serve the community with growing numbers of fraud and other cyber crime. Detective Schaaf will be completing the certifications through 2022.

**National Law Enforcement Training on Child Exploitation** – This was a national conference attended virtually by Detective Schaaf. Detective Schaaf is part of Wisconsin’s Internet Crimes Against Children (ICAC) task force. She completes training annually to stay up to date on topics surrounding internet exploitation and crimes against children.

**Wisconsin ICAC Webinars** – Detective Schaaf has completed several online webinars during 2021 to continue her education on Internet Crimes Against Children. We had two major cases in 2021 that we partnered with the WI ICAC Task Force on.

**Wisconsin Crime Alert Network User Training** – Mount Horeb PD uses the Wisconsin Crime Alert Network to send out alerts to help identify crime suspects or missing individuals. This training allows officers to be able to log in and publish those alerts. We had several officers attend this virtual training in 2021 to have officers certified on all shifts to improve efficiency in sharing information. Sergeant Rehfeldt, Officer DerManuelian, Officer Stoddard, and Officer Erickson all attended this class.

**Gender Diversity Community Event** – Officer Fell attended a virtual event that was partnered with the MHASD and PFLAG of Mount Horeb. Officer Fell was able to learn about gender diversity and interact with the presenter and the public. We hope to continue these discussions and partnerships with all groups and organizations within the community in the future.

**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 though and online grant with Dane County Emergency Management. This class was also offered to fire departments to allow greater team efficiency at large scale events.

## 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. Sergeant Jarvis along with Officers Stoddard, Fell, Molburg, and Wyss all attended this training in 2021. The goal is to get all officers trained in this course.

**Hosted Trainings** — We hosted several classes in our public safety building in 2021. Hosting classes allows us to show off our amazing building while getting free training because most classes offer free seats for hosting. MHPD hosted the ICAT Instructor Course and Taser Instructor course in July. We also hosted a Deceptive Behaviors and Body Language course for investigators in October 2021. Hosting these courses allowed us to save hundreds of dollars in training funds while also giving us lasting benefits to teach others the skills.

**Crisis Intervention Team Training (CIT)** — We sent more officers to CIT training in 2021. Officer Molburg and Sergeant Rehfeldt attended CIT training in 2021. This course helps officers understand how to approach individuals in crisis to de-escalate and reduce chances of using force. We already have officers scheduled to attend in 2022.

**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 2021. In the future, we will send more officers. An officer must have three years experience and be in good standing to attend.



Photo (ABOVE): Officer Stoddard looks through various drug paraphernalia during ARIDE training.

## Advanced Training Continued

**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. Chief Vierck attended this training. There are plans to send other officers through in 2022 to improve our training staff and safety.

**Field Training Officer Certification** — This 40 hour course prepares and certifies officers as field training officers (FTO). Field training officers evaluate and confirm newly hired officers are prepared for the job. This is one of the most important positions in a police department. We sent three new officers through this course to replace retiring officers. We have one officer scheduled to complete this course in 2022. At that time, we will have 6 certified officers as FTOs.

**Verbal Defense and Influence (VDI)** — VDI is a course that partners with Integrated Communications, Assessment, and Tactics (ICAT). It is a de-escalation course that teaches officers to better communicate to reduce the need for force and how to better influence others. Chief Vierck attended this course to determine if it would be appropriate for Mount Horeb Officers. We hope to host this course in the future.

**Command College Re-trainer** — The Wisconsin Command College is a course that certifies officers as Certified Public Managers (CPM) through a partnership with UW-Madison. Each year there is an update training on current trends and information. Chief Vierck attended this training and learned about recruitment, leadership, retention, and other executive level topics.

**New Chiefs and Sheriffs Conference** — Every year the Department of Justice hosts a training for new police executives. Chief Vierck attended this training since it had already been held prior to him starting at MHPD. This training consists of networking, resources, and a leadership and management update for new executives.

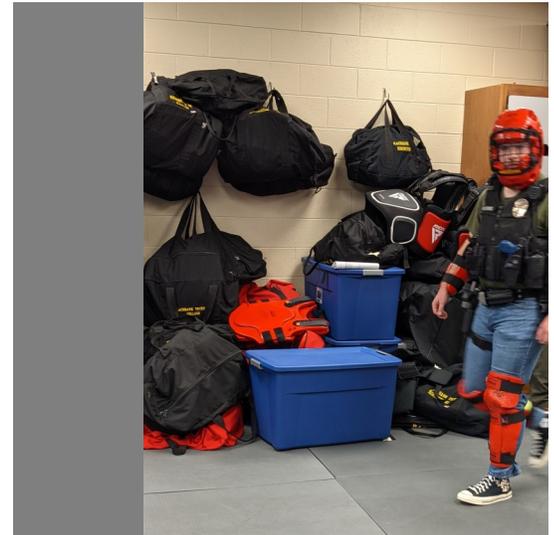


Photo (ABOVE): Officer Molburg participates as a volunteer during scenario instructor school.

## Future Planned Training

As mentioned in other areas of this report, our focus is on the community engagement and training. We will continue to improve and increase our training as much as possible each year. 2022 is going to continue building on 2021 and keep increasing the skills and knowledge level of our training.

Education is the passport to the future,  
For tomorrow belongs to those who  
prepare for it today  
- Malcolm X

**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 Defense Tactics instructor, more Scenario instructors, and a Tactical Response instructor. Growing our instructor cadre will help continue our commitment to excellence.

**Duty to Intervene** - We have policies requiring intervention when officers are violating policy. We have had discussions over the past two years to work toward understanding and the duty to intervene in unreasonable use of force and other violations. We plan to hold an in-service training to continue the discussion and understanding because one time and done training does not establish habit or culture change. So in 2022 we will continue to ensure we are meeting the highest standards of policing and accountability.

**Active Shooter Incident Management (ASIM)** - This training builds on the foundation of Incident Command (ICS) and the National Incident Management System (NIMS). Having officers trained in this will prepare them for major incidents that we all hope do not happen. But if we are not preparing for the worst, we are preparing to fail. Even though this is titled and geared toward active shooter incidents, the skills can be helpful and useful in other major incidents such as a disaster or multi-vehicle crash. By the end of 2022, we plan to have all officers trained in this subject. This training will then be incorporated into other trainings such as ICAT or other scenario based trainings.

**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.

Knowledge is power. Information is liberating.  
Education is the premise of progress, in every  
society, in every Family - Kofi Annan

## 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 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 had a big year in 2021. They were instrumental in completing our policy manual overhaul. We completed the policies in December 2021. They have also been working on setting up an agency awards program as well as assisting in planning future trainings. Due to staff who have left the agency, made shift changes, or increased different roles, 2022 will see a change in committee personnel.

## 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 2022 as we work to keep improving our agency.

# National Night Out (NNO)



**2021**

In 2021, we held an in-person National Night Out event. We partnered with Taste of Mount Horeb to bring businesses, the community, and public safety together in one place. Also included were Mount Horeb Fire Dept., Dane County Emergency Management Office, Dane County Sheriff's Office, Wisconsin State Patrol, and Wisconsin Department of Natural Resources. The event was well attended and it was great to get to know the community and interact with them in a casual setting.



## Plans for Future

Next year (2022) we are looking to scale back slightly so it is more of just a public safety outing. 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 hope to include a helicopter that was unable to make it in 2021. Our hope is to have free food, free music, and other fun activities for all to enjoy.



# Cops and Bobbers



We held the first ever Mount Horeb PD Cops and Bobbers event at Stewart Lake Park. This was a partnership with Mount Horeb Recreation Department, Dane County Sheriff’s Office and Wisconsin Department of Natural Resources. We helped kids enjoy the park and fishing while getting to know local community members. The event was very well attended and we anticipate hosting another one in 2022.





## 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. 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 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.





Photo (LEFT): Boxes collected during Spring 2021 Take Back Event.



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

# Prescription Drug Take Back

Photo (BELOW): Boxes collected during the Fall 2021 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 2022 and beyond to continue our partnership through many community events.



# 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 or received positive feedback through donations of goodies.

Photo: (RIGHT): Sergeant Jarvis accepting Girl Scout Cookies donated by a wonderful, young community member.



Photo: (LEFT): MHPD Staff participated in the LE Torch Run to raise money for special Olympics. Officers and Special Olympics staff ran from the Chamber of Commerce building to the Police Department.

# Community Engagement / Supportive Community



Photo: (LEFT): Officers Fell and Zimpel went sledding with kids at Liberty Park in February 2021.



Photo: (RIGHT): Officers were recognized along with military and fire personnel for a “Salute to Service” during a MHB Football game in September 2021.

# Expenditures and Budget

	2020	2021
Wages and Benefits	\$1,577,499	\$1,730,949
Contractual Services	\$28,736	\$20,187
Supplies and Materials	\$25,052	\$36,126
Capital Expenditures	\$83,074	\$88,612
General Expenses	\$150,533	\$155,725
Total Expenditures	\$1,853,894	\$2,031,599

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 overtime costs related to open positions and new officer training.

Capital Expenditures increased slightly in 2021. This was due to purchasing equipment for 2022 in 2021 to reduce the levy impact in 2022 because of reduced limits. The only planned capital expense in 2022 is a new squad car.

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 2022. 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. As part of the strategic plan, two sergeant positions were created, one for second shift and one for third shift. One of the reasons for those positions was to reduce strain on the administrative team by equally distributing administrative tasks. The second sergeant position was filled in December 2021 and has now started to acclimate to the role. In the first quarter of 2022, Chief Vierck will equally delegate authority to Lieutenant Gretzinger, Sergeant Jarvis, and Sergeant Rehfeldt for some administrative command staff tasks. Chief Vierck will provide training to the command staff to allow for autonomy of responsibilities and improve supervisory skills to coincide with the vision of the agency and village. This will ensure everyone understands their roles and responsibilities and the police department works more efficiently and cohesively. The training and delegation will be completed by March 31, 2022.
2. Many citizens are currently questioning law enforcement based on recent news stories and social media campaigns. There is a growing lack of trust in law enforcement. Unfortunately, some of this distrust comes from inaccurate information, leading to misunderstanding. In order to build trust and legitimacy, we work hard to partner with the community. The Mount Horeb Police Department will create a citizen's academy to give community members a glimpse at what law enforcement is, how it works, and what the current best practices are. In addition, relationships and trust will be built between the police department and the community. By July 1, 2022 two academies will be planned and scheduled. By December 31, 2022 there will be two academies held for community members. The first will consist of appointed board members and Village Administration. The second will consist of citizens that volunteer and are selected.
3. In law enforcement, we need to partner with the community to build trust and legitimacy. Trust and legitimacy is built through interactions, community events, and collaborations. The Mount Horeb Police Department will increase the number of events held in 2022. These events will include Coffee with a Cop, Cones with a Cop, Cops and Bobbers, a Trunk or Treat event, and more community presentations / meetings, in order to improve our relationship with the community and build trust and legitimacy. This increase in events will occur throughout 2022 and be completed by December 31, 2022.

# 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.

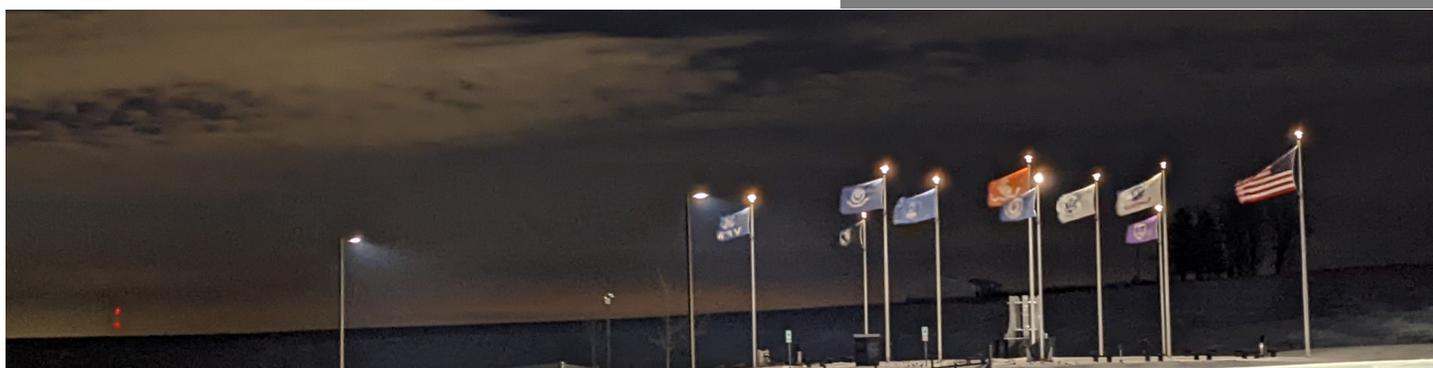
## Evening Shift

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.

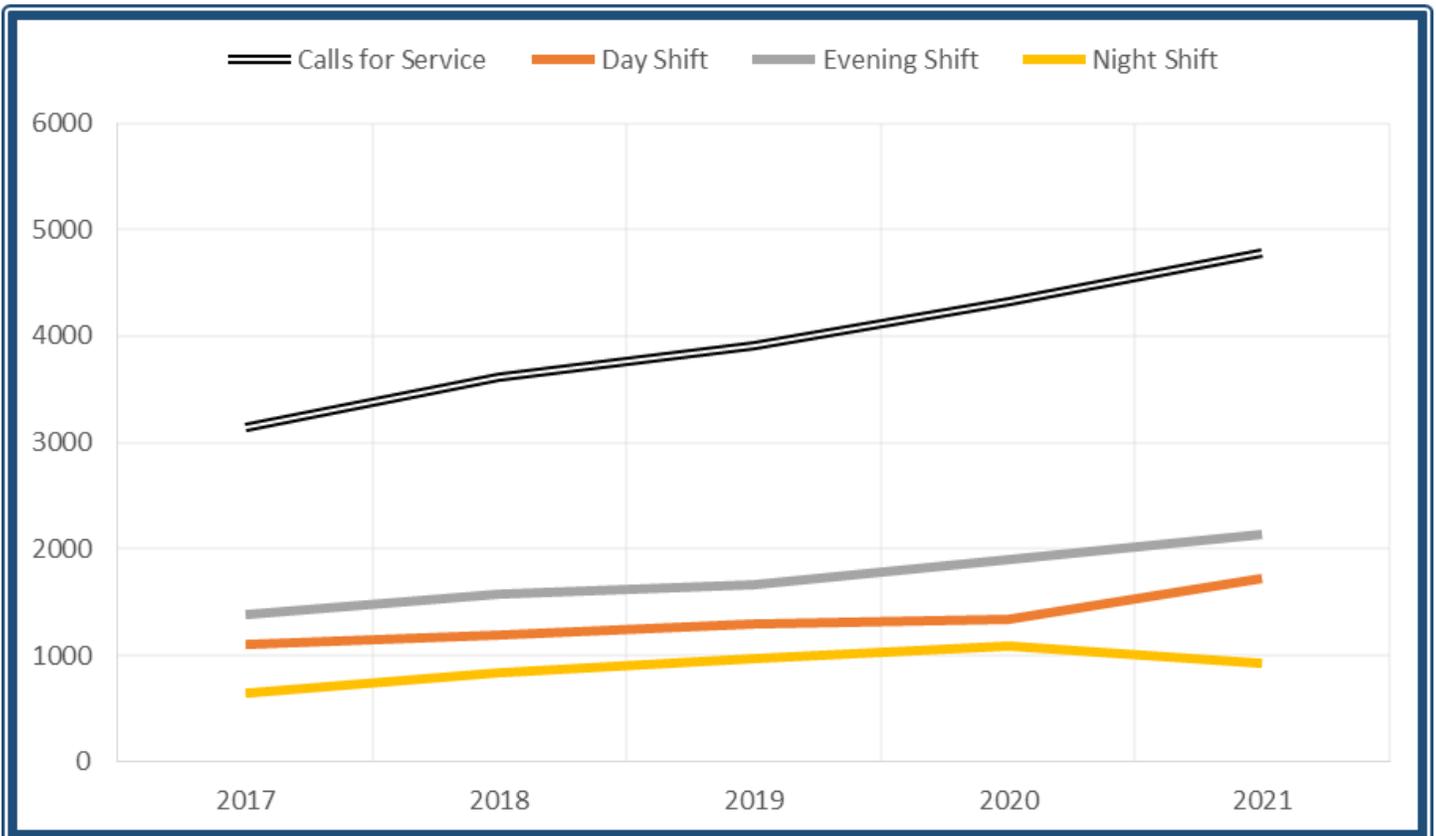


# Calls for Service

Year	Calls for Service	% Increase	Staff Levels	% Increase
2017	3141	8%	11	0
2018	3615	15%	12	9%
2019	3914	8%	13	8.3%
2020	4315	10%	14	7.6%
2021	4782	10%	15	7.1%
2017-2021	+ 1,641	+ 52%	+4	+36.3%

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 over 50%, while our staffing has only increased 36%. 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. 2021 has continued the increase in call volume as COVID-19 protocols have loosened and more people are traveling, going back to work and school leading to more traffic volume and calls for service.

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



# 2021 Calls for Service

Problem Type	Total
Unknown	0
911 Abandoned	28
911 Abandoned Text Message	0
911 Disconnect	24
911 Misdial	10
911 Multiple/Nuisance	0
911 Open Line	60
911 Playing with Phone	2
911 Question	16
911 Test	3
911 Unintentional/Caller Contact	190
AA-Assist Ambulance	551
AC-Assist Citizen	230
Accident-Bicycle	0
Accident-Deer	2
Accident-Hit/Run	14
Accident-Injury	15
Accident-No Injury	51
Accident-Past Report	0
Accident-Private Property	10
Accident-Unknown Injury	3
AFD-Assist Fire Department	98
Alarm	41
Alarm Cancelled	0
Alarm-Business	0
Animal-Barking	9
Animal-Bite	10
Animal-Disturbance	4
Animal-Found	5
Animal-General/Stray	29
Animal-Lost	7
Annoying Phone Calls	3

Problem Type	Total
AOA-Assist Other Agency	118
Arrested Adult	2
ATL-Person	14
Attempted Homicide	0
Battery	4
Burglary-Non-Residence	2
Burglary-Residence	5
Check Area/Foot Patrol	26
Check Person	179
Check Property	276
Child Abuse	3
Child Neglect	0
Civil Dispute	20
Commitment/Chapter 51	0
Confidential/Silent	2
Damage to Property	21
Death Investigation	6
Disabled Vehicle	43
Disturbance	33
Domestic/Family Trouble	36
Drug Investigation	27
Emergency	0
Enticement/Kidnap	0
Fight in Progress	1
Follow Up	46
Forgery	0
Found Person	0
Found Property	45
Fraud	48
Graffiti Complaint	0
Gun Call	0
Harassment	11
Information (Law)	185

# 2020 Calls for Service Cont.

Problem Type	Total
Intoxicated Driver	13
Intoxicated Person	4
Juvenile Complaint	69
Lost Property	9
Medical Examiner Call	1
Meeting	0
Missing Adult	3
Missing Juvenile	4
Murder/Homicide	0
Neighbor Trouble	10
Noise Disturbance	27
Overdose	1
Phone Message (Law)	239
PNB/AED Response	7
Preserve Peace	34
Private Parking	6
Recovd Stolen-Outside Agency	0
Repossessed Vehicle Info	4
Robbery-Armed	0
Robbery-Strong Armed	0
Safety Hazard	52
Sex Offense-Misc	5
Sexual Assault-Adult	4
Sexual Assault-Child	9
Special Event	26
Street Parking	39
Suspicious Person	20
Suspicious Vehicle	76
Theft	16
Theft-Auto	0
Theft-From Auto	7
Theft-Other Vehicle	1

Problem Type	Total
Theft-Retail	8
Threats	15
Towed Vehicle	0
Traffic Complaint	43
Traffic Incident-Past	5
Traffic Incident-Road Rage	6
Traffic Monitoring	3
Traffic Stop	1393
Traffic-Citizen Concern	0
Trespass Complaint	4
Unwanted Person	10
Vehicle Lockout	4
Violation Of Court Order	2
Weapons Violation	1
<b>Total</b>	<b>4782</b>

Photos (BELOW): Officer Molburg poses with a child after assisting in corralling a loose pig.



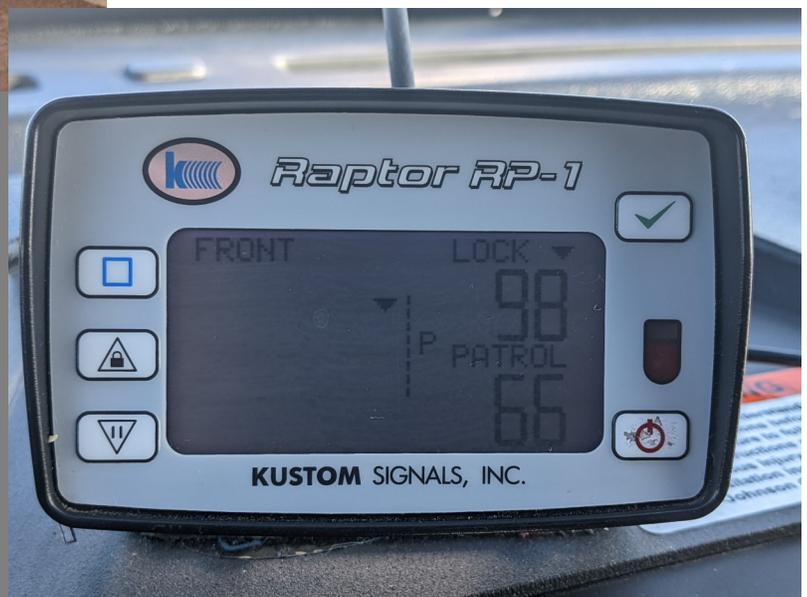
# Traffic Enforcement 2021

Problem Type	2021 Total	2020 Total	Difference
Traffic Complaint	43	27	+16 (59%)
Traffic Incident—Past	5	2	+3 (150%)
Traffic Incident—Road Rage	6	3	+3 (50%)
Traffic Stop	1,393	1,102	+291 (26%)
Total	1,447	1,134	+313 (28%)



Photo (ABOVE) - Officer conducting a traffic stop at night.

Photo (RIGHT) - Radar reading of a speeding vehicle at 98 MPH in a 65 MPH



# Citations and Warnings 2021

Violation	Citations 2020	Citations 2021	Difference
Accident	43	40	-3 (-7%)
Driver's License	100	99	-1 (-1%)
Light	2	3	+1 (+50%)
Miscellaneous	0	0	0 (0%)
Moving Traffic	26	37	+11 (+42%)
Operating While Intoxicated	32	50	+18 (+56%)
Other Equipment	0	1	+1 (+100%)
Oversized/Overweight Motor Carrier	4	3	-1 (-25%)
Vehicle Registration Plates	40	24	-16 (-40%)
Pedestrian	0	0	0 (0%)
Safety Belt	36	11	-25 (-71%)
Speeding	156	139	-17 (-11%)
All Other Categories	22	61	+39 (+177%)
<b>Total</b>	<b>461</b>	<b>468</b>	<b>+7 (+1.5%)</b>

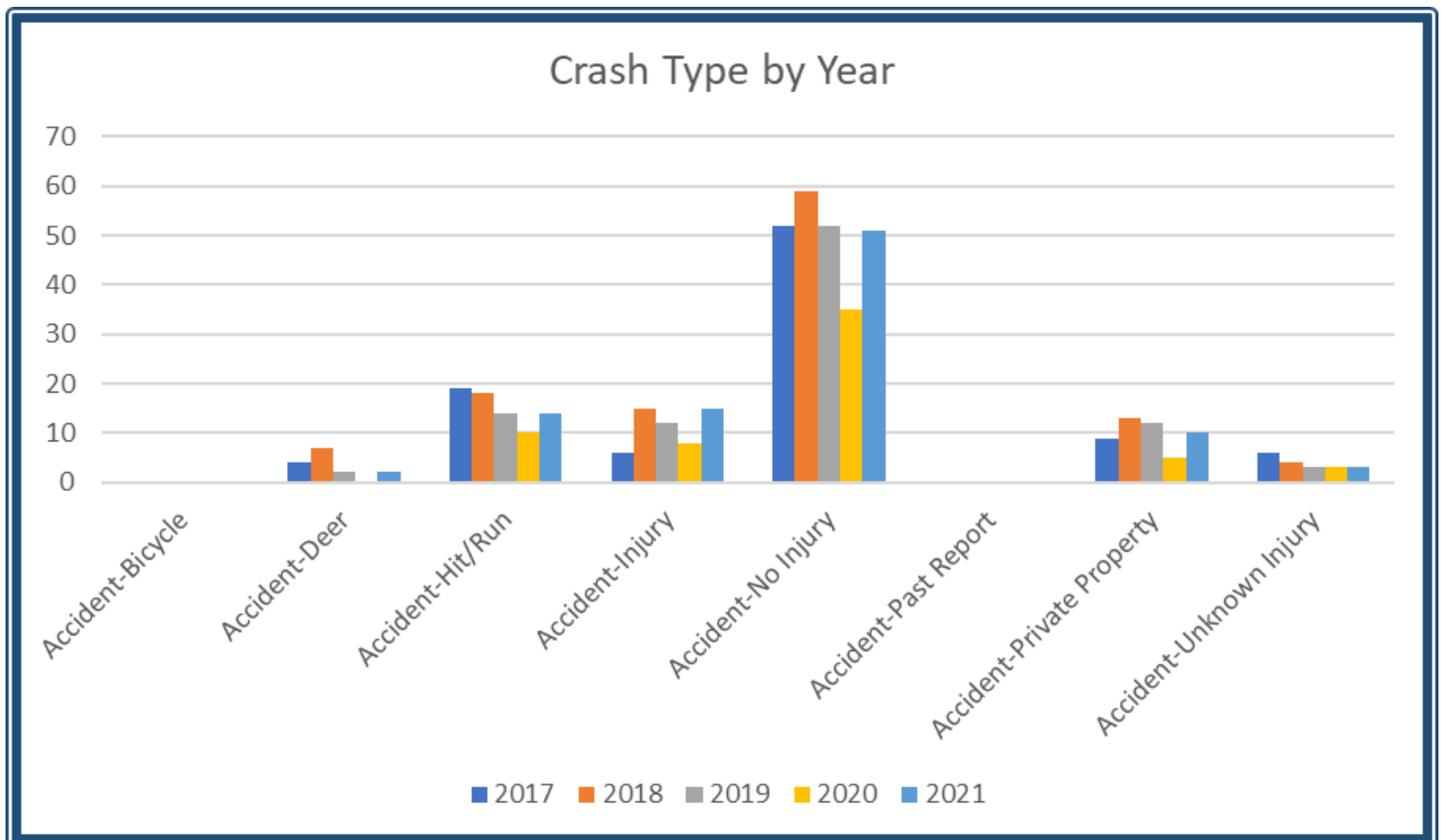
	2020	2021	Difference
Traffic Warnings Issued	894	1428	+534 (+60%)
Non-Traffic Citations Issued	77	64	-13 (-2%)
Parking Citations Issued	200	174	-26 (-13%)



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

# Traffic Accidents

Problem Type	2017	2018	2019	2020	2021	Change 2020-2021
Accident—Bicycle	0	0	0	0	0	0 (0%)
Accident—Deer	4	7	2	0	2	+2 (200%)
Accident—Hit and Run	19	18	14	10	14	+4 (40%)
Accident—Injury	6	15	12	8	15	+7 (88%)
Accident—No Injury	52	59	52	35	51	19 (54%)
Accident—Past Report	0	0	0	0	0	0 (0%)
Accident—Private Property	9	13	12	5	10	+5 (50%)
Accident—Unknown Injury	6	4	3	3	3	0 (0%)
Total	96	116	95	61	95	+34 (56%)



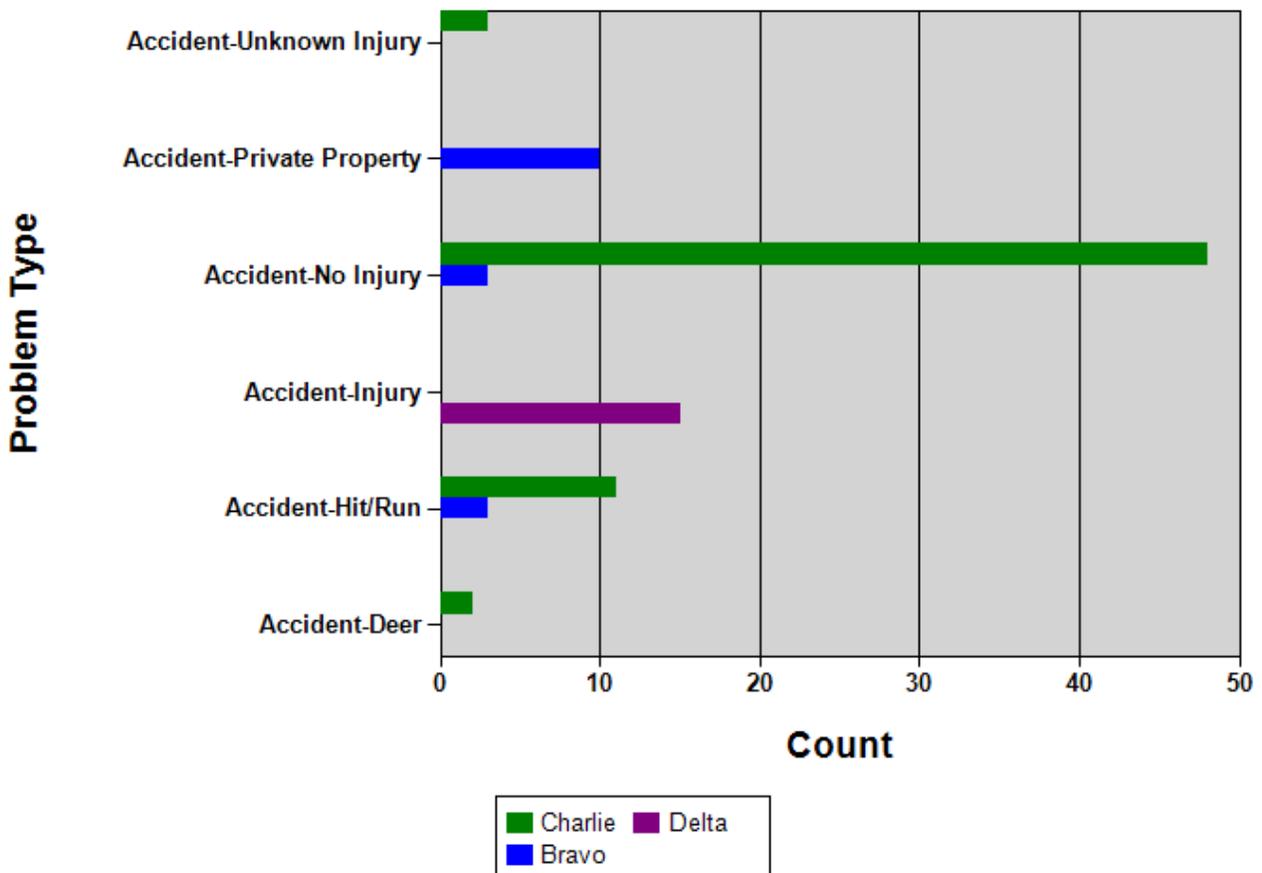
# Traffic Accidents in 2021

Problem Type	2021 Total	2020 Total
Accident—Bicycle	0	0
Accident—Deer	2	0
Accident—Hit and Run	14	10
Accident—Injury	15	8
Accident—No Injury	51	35
Accident—Past Report	0	0
Accident—Private Property	10	5
Accident—Unknown Injury	3	3
<b>Total</b>	<b>95</b>	<b>61</b>



Photos (ABOVE): Top photo is from an impaired driving crash where the driver lost control and struck a tree. The bottom photo was a possible medical issue that caused a car to strike a house.

Graph (Below) - Taken from our dispatch system. Shows the priority level of crashes from 2021. 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 sexual assaults of children, several potential child abuse cases, one major ICAC case, a multi-county sexual assault case with multiple jurisdictions, a fatal overdose case, multiple search warrant cases assisting probation and parole, and closed out several cases that were backlogged due to COVID-19 involving digital evidence and media.

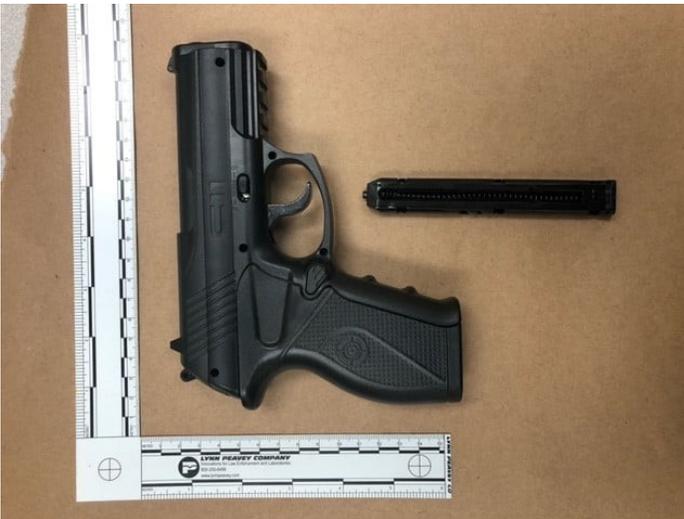


Photo (LEFT) - A facsimile firearm confiscated during an armed subject call.

Photo (BELOW) - An officer directs traffic during a vehicle fire incident.



# School Resource Officer

Officer Rosemeyer has been very proactive in this position, not letting COVID-19 get in the way. Officer Rosemeyer started back in the school rather than virtual since kids are back in school. Officer Rosemeyer spent the year attending lunches, getting to know students and staff, working on various committees, and presenting topics concerning safety (social media, frauds, and driver's education). Officer Rosemeyer will also attend recesses at different schools, assist administrative staff in security assessment and awareness, and answer questions on law enforcement and public safety for students and staff. 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.

2021 brought the addition of a specialized CSO vehicle (Pictured above). The previous CSO vehicle was a 2009 outdated squad car. This year we scheduled the CSO vehicle to be updated. We picked the transit van for the ability to haul the speed trailer, pick up stray animals, and haul large evidence items as needed. Prior to this new vehicle, CSO Drinkall would be changing vehicles multiple times depending on the type of call he was working on. The new vehicle allows him to only use one vehicle, improving efficiency.

# 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 Brenda Wienkes, 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						
	2017	2018	2019	2020	2021	2020—2021 % Change
Aggravated Assault	3	5	3	2	4	+100%
Arson	0	1	0	0	0	0%
Burglary	6	14	1	5	2	-60%
Homicide	0	0	0	0	0	0%
Human Trafficking Commercial Sex	0	0	1	0	0	0%
Human Trafficking Involving Servitude	0	0	0	0	0	0%
Larceny Theft	47	57	21	27	24	-11%
Motor Vehicle Theft	0	1	1	1	0	-100%
Rape – Prior to 2017	0	0	0	0	0	0%
Rape – revised 2017	1	4	3	2	2	0%
Robbery	0	0	1	2	0	-200%
Simple Assault	22	23	6	9	5	-44%

# Wisconsin Incident Based Reporting 2021

These are the 2021 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	4
Simple Assault	5
Intimidation	3
Arson	0
Extortion/Blackmail	0
Burglary/Breaking & Entering	2
Pocket-Picking	0
Purse-Snatching	1
Shoplifting	1
Theft from Buildings	2
Theft from Coin Operated Machine or Device	0
Theft from Motor Vehicle	5
Theft of Motor Vehicle Parts or Accessories	0
All Other Larceny	15
Theft of Motor Vehicle	0
Counterfeiting/Forgery	0
False Pretense/Swindle	0
Credit Card/ATM Fraud	0
Impersonation	4
Wire Fraud	0
Identity Theft	7
Hacking / Computer Invasion	0
Embezzlement	0
Stolen Property Offenses	0

DESCRIPTION	# OF OFFENSES
Destruction/Damage/Vandalism	6
Drug/Narcotics Violations	17
Drug Equipment Violations	24
Statutory Rape	0
Pornography/Obscene Material	6
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	4
Human Trafficking, Commercial Sex Acts	0
Human Trafficking, Involuntary Servitude	0
Animal Cruelty	0
Bad Checks	2
Curfew/Loitering/Vagrancy Violations	0
Disorderly Conduct	46
Driving Under the Influence	31
Family Offenses/Nonviolent	3
Liquor Law Violations	16
Peeping Tom	0
Trespass of Real Property	5
All Other Offenses	90
<b>TOTAL IBR REPORTABLE</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. Supervisors also review reports with use of force to ensure compliance. We plan to add a defensive tactics instructor to the agency to create a subject matter expert in use of force. This will allow another layer for reviewing use of force.

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 2021, there were 4,782 calls for service documented through the Dane County Communications software. During 2021, officers with Mount Horeb PD used force only 7 times. That is using force, on average, once for every 683 calls for service or 0.14%.

# 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.

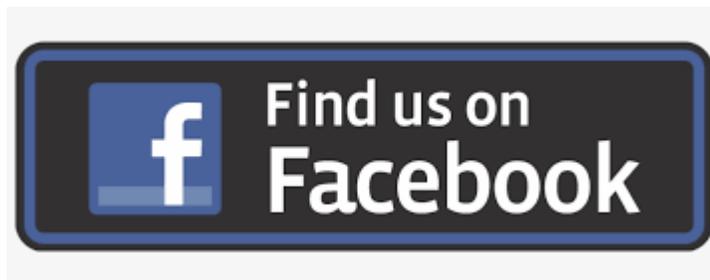
In 2021, we received six (6) complaints against officers. The complaints all focused on officer behavior.

- 4 Were Unfounded
- 1 Was Not Sustained
- 1 Was 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.

# 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)