



University of Wisconsin–Madison Police

Policy: 11.1

SUBJECT: ORGANIZATIONAL STRUCTURE

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STANDARD: CALEA 11.1.1, 11.1.2

INDEX:

- 11.1.1 ORGANIZATIONAL STRUCTURE AND FUNCTIONS
- 11.1.2 ORGANIZATIONAL CHART

POLICY:

The University of Wisconsin–Madison Police Department organizational structure shall be designed to provide the most effective and efficient delivery of service possible.

DEFINITIONS:

“Subdivision” refers to a primary operational area of the Department. A subdivision has a Department-wide function either for general police service or for specialized activity.

“Function” is the expected activity of a person or organizational component.

“Organizational component” is any organizational entity (i.e., unit, subdivision) that is staffed on a full-time basis to provide a specific function.

“Unit” refers to a functional component within a subdivision.

PROCEDURE:

11.1.1 ORGANIZATIONAL STRUCTURE AND FUNCTIONS

The following shall define procedures pertaining to organizational charts:

- A. All employees of the University of Wisconsin–Madison Police Department work under the authority of the Chief of Police. The Chief of Police is the administrative head of the Police Department. Under normal operations, the Chief of Police reports directly to the Vice Chancellor for Finance and Administration and is responsible for the overall planning, organizing and directing of the Police Department. During times of crisis, the Chief of Police may report directly to the Chancellor for the University or the President of the UW System.
- B. The University of Wisconsin–Madison Police Department is organized into five subdivisions:
 - 1. Field Services
 - 2. Planning and Development
 - 3. Investigative Services
 - 4. Support Services
 - 5. Administrative Services
- C. The Chief of Police and Assistant Chief(s) maintain coordination between the five subdivisions.
- D. The subdivisions within the personal span of control of the Chief of Police are grouped by function. The Captains of the four subdivisions (Field Services, Investigative Services, Planning and Development, Support) report to the Assistant Chief. The Administrative Captain and Program Assistant Advanced – Confidential reports directly to the Chief. Functional subdivisions and the reporting structure are as follows:

Chief of Police

- 1. Assistant Chief(s)
- 2. Program Assistant Advanced Confidential
- 3. Administrative Captain

Assistant Chief(s)

- 1. Director of Communications
- 2. Program Assistant Advanced Confidential

3. Field Services Captain
 - a. Day Shift Lieutenant
 - I. 1st shift Police Patrol Sergeant
 - A. 1st shift Police Patrol
 - B. Community Police Officers
 - II. 1st Shift Security Supervisor
 - A. Day Shift Chazen Museum Operations
 - B. Day Shift Campus Routes
 - C. Day Shift Health Sciences Operations
 - D. Day Shift Primate Complex Operations
 - b. Night Shift Lieutenant
 - I. 2nd Shift Police Patrol Sergeant
 - A. 2nd Shift Police Patrol
 - II. 2nd Shift Security Supervisor
 - A. 2nd Shift Chazen Museum Operations
 - B. 2nd Shift Campus Routes
 - C. 2nd Shift Health Sciences Operations
 - III. 3rd Shift Police Patrol Sergeant
 - A. 3rd Shift Police Patrol
 - B. 3rd Shift Campus Routes
 - c. Special Events Lieutenant
 - d. Law Enforcement Dispatch Manager
 - I. Law Enforcement Dispatch Supervisor
 - A. Law Enforcement Dispatchers
2. Investigative Services Captain
 - a. Investigative Services Sergeant
 - I. Court Services OPA
 - II. Detectives
 - III. Property Custodian Police Officer
 - b. Clery Director
 - I. Assistant Clery Director
 - c. Director of Threat Management
3. Support Services Captain
 - a. Professional Standards Lieutenant
 - I. Personnel Sergeant
 - A. Administrative Police Officer
 - II. Training Sergeant
 - III. Program and Policy Analyst
 - IV. Records OPA
 - V. Accreditation & Records Manager
 - b. IS Tech Services Specialist (Director of Information Systems)
 - c. IS Tech Services Senior (functionally lead by Director of Information Systems)
 - d. Human Resources Assistant – Advanced
 - e. Senior Accountant
4. Planning and Development Captain
 - a. Director of Emergency Management
 - I. Emergency Management Police Officer
 - II. Emergency Management ESC Admin
 - III. Emergency Service Coordinator
 - IV. Emergency Management Security Officer
 - b. Infrastructure Security Lieutenant
 - I. Infrastructure Sergeant

- A. Infrastructure Police Officer
 - II. Infrastructure Security Supervisor
 - A. Access Control Security Supervisor
 - a) Access Control OPA
 - b) Access Control Security Officer
 - B. I.S. Specialist
- E. The day-shift patrol consists of sworn officers and non-sworn security officers who are managed by the Day Shift Lieutenant. The second and third patrol shifts consist of sworn officers and non-sworn security officers. The unit is managed by the Night Shift Lieutenant.
- F. The responsibilities of the sworn officers on patrol shifts include providing 24-hour patrol coverage, responding to calls for service, preventing crime, solving community problems, making arrests, transporting and processing prisoners, conducting preliminary criminal investigations, testifying in court, responding to medical emergencies, performing crime prevention and community involvement activities, searching for missing persons, assisting motorists, responding to unusual occurrences, preparing incident reports, providing assistance to victims and witnesses, reporting crimes and accidents, performing traffic direction and control, and providing building security services.
- G. The responsibilities of the non-sworn officers on patrol shifts include: providing 24-hour patrol coverage, crime prevention, responding to calls for service, building security services, and providing dedicated protection and security to all University properties and personnel, as well as providing assistance at fire responses and assisting with many law enforcement activities.
- H. The Detective Bureau consists of sworn officers. This Bureau is supervised by the Investigative Services Captain. The responsibilities of the Bureau include conducting follow-up investigations, testifying in court, collecting and disseminating criminal intelligence information, conducting background investigations, collecting and preserving evidence, managing criminal case files, assessing and managing threats, providing assistance to victims and witnesses, interacting with local, state, and federal criminal justice authorities, conducting University investigations, and facilitating crime prevention and community involvement activities.
- I. The Court Operations Program Assistant reports to the Investigative Services Sergeant. This position is responsible for submitting cases to the district attorney's office, appearing in court on behalf of the Department, forwarding information from the District Attorney's Office to the appropriate persons, and tracking open Department cases through the court system.
- J. Special Events are managed by the Special Events Lieutenant, who is functionally responsible for the following: all aspects of planning, managing and resource allocation of all "special events" that require utilization of both sworn and non-sworn Department personnel.
- K. The Health Sciences Unit consists of sworn and non-sworn officers. The day shift is managed by the Day Shift Lieutenant. The second shift is managed by the Night Shift Lieutenant. The responsibilities of the Unit include providing patrol coverage to the Health Sciences Complex, responding to calls for service, access control, and providing dedicated protection and security to the Health Sciences Complex properties and personnel, as well as providing assistance at fire responses and assisting with many law enforcement activities. This Unit also assists with providing protection and security to all University properties and personnel.
- L. The Human Resources and Business Units consist of sworn and non-sworn personnel. This Unit is managed by the Support Services Captain with the recruitment, hiring and vehicle areas managed by the Professional Standards Lieutenant. Responsibilities of this Unit include coordinating vehicle maintenance management, hiring and promotional processes, recruitment efforts, human resources, budget, purchasing and complaint processing.
- M. The Communications Center consists of non-sworn personnel. It is overseen by the Law Enforcement Dispatch Manager. Responsibilities of the Communications Center include providing 24-hour operation of the UW-Madison Police Department Communications Center, evaluating and acting upon information and requests concerning public safety, law enforcement for the University in general, and coordinating activities between police and security units, other law enforcement agencies, fire departments, emergency medical units, and other governmental agencies.

- N. The Records Unit consists of non-sworn personnel. It is overseen by the Professional Standards Lieutenant. The Unit is responsible for entering data into the records system, ensuring accuracy of information in the system, and responding to requests for information contained in the records system, including Open Record requests.
- O. The Information Technology Unit consists of non-sworn personnel. The Unit is overseen by the Information Systems Tech Services Specialist, a management team member. Responsibilities include providing technology support to the UW–Madison Police Department, maintaining computer-aided dispatch, maintaining an automated central records system, providing hardware technology integration, Department web site management, and facilitating the computerized flow of information.
- P. The Emergency Management Unit consists of sworn and non-sworn personnel. This Unit is managed by the Director of Emergency Management. The responsibilities of this Unit include facilitating and managing the development of plans for crisis, emergency response, continuity of operations, continuity of government, evacuation, logistics, pandemic, large population events, and other emergency response plans.
- Q. The Infrastructure Security Unit consists of sworn and non-sworn personnel. This Unit is managed by the Infrastructure Security Unit Lieutenant. The responsibilities of this Unit include coordinating the assessment of risk and vulnerabilities to critical or sensitive facilities on the University and managing the migration of campus departments to electronic access control.
- R. The Professional Standards Unit consists of sworn and non-sworn personnel and is managed by the Professional Standards Lieutenant. The responsibilities of the unit include managing accreditation standards, gathering and/or documenting proofs of compliance for accreditation, coordinating the annual review of the written directives manual and reviewing use of force situations.
- S. The Training Unit consists of sworn personnel. The Unit is managed by the Professional Standards Lieutenant. The responsibilities of the unit include planning and coordinating all Department in-service training, coordinating the training of all Department personnel, maintaining training records for all personnel, coordinating training brought into the department for external providers and the coordination of in-house training provided in classroom, briefing or electronic settings. This unit works closely with the Human Resources and Business Units of Support Services.

11.1.2 ORGANIZATIONAL CHART

The following provides general guidelines for organizational charts:

- A. The organizational structure of the Department is depicted graphically on an organizational chart, which is reviewed and updated as necessary. The chart reflects the functional responsibility, the chain of command and the lines of authority and communication for each organizational component and/or subdivision thereof.
- B. The organizational chart shall be made accessible to all personnel and the public, upon request.