

# UNIVERSITY OF WISCONSIN-MADISON POLICE DEPARTMENT



## 2015 ANNUAL REPORT

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UNIVERSITY OF WISCONSIN-MADISON  
POLICE DEPARTMENT

## 2015 ANNUAL REPORT

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**Police Department**  
UNIVERSITY OF WISCONSIN-MADISON

March 2016

Chancellor Rebecca Blank  
University of Wisconsin-Madison  
161 Bascom Hall  
Madison, WI 53706

Dear Chancellor Blank:

On behalf of the University of Wisconsin–Madison Police Department I present to you our annual report for 2015. You may recall in 2014 we reached a 40-year low in crime. In 2015, we again dropped crime – now to the lowest in 41 years.

We remain the only law enforcement agency in Wisconsin and one of a handful nationwide to become and remain triply accredited.

There were many significant projects this year – space permits me to list just a few:

- Following the Madison Police Department shooting of an unarmed man, I co-chaired a county-wide task force on police use of force, sponsored by the United Way of Dane County and the local chapter of the NAACP. The task force developed 60 recommendations for changes in law enforcement use of force, training and accountability.
- The “Tell Us” campaign, which we began in the spring of 2014, has now become a national best practice. This campaign is meant to encourage victims/survivors of sexual assault to report to the police, as reporting remains far too low. In 2015, we expanded the “Tell Us” campaign with “Don’t Be That Guy” – a multi-faceted campaign that targets male perpetrators of sexual assault.
- Our department implemented Body Worn Cameras – a tool we’re confident will help with cases, disputes, and/or complaints that need investigation.

We recognize the financial situation for UW-Madison is very challenging; the university benefited greatly from your leadership, your drive for excellence, and your sense of service. Thank you for your continued support of your campus police department.

On Wisconsin!!

Susan Riseling  
Associate Vice Chancellor of Protective Services  
Chief of Police

# WHO WE ARE

As dedicated law enforcement, communications, security, emergency services and administrative professionals, we prepare for, research, and respond to individual and community needs. We develop and maintain a well-equipped, well-trained team, working together in an effort to prevent, deter and solve crimes. We provide emergency preparedness measures to the University community; enabling a timely, effective response to incidents, with a goal of quick recovery.

To promote and support the academic and research mission of the University, we will continue to work in cooperation with the campus community. We are proactive in providing a safe environment for the people and property of the University of Wisconsin-Madison.

We safeguard and serve all individuals, promoting diversity and operating in an unbiased manner. We uphold the United States Constitution as we **Respect** and **Honor** our colleagues and community by working with **Integrity** and **Compassion**.

# WHAT WE VALUE

## RESPECT

We strive for just enforcement of laws, equal protection of constitutional rights, and reasonable use of force. We treat every person with respect and dignity.

## INTEGRITY

We are committed, at all times, to maintain the public trust with honest, moral, and ethical behavior that is above reproach.

## COMPASSION

We make decisions and take action with empathy and consideration for others. We are dedicated to the objective, fair, consistent, and compassionate treatment of the public and fellow employees in all of our actions. We are committed to treating others like we want to be treated.

## HONOR

We have esteem, respect, and reverence for our personal and professional family, as well as our fellow citizens.

# GOALS ACHIEVED IN 2015

- The centralized video surveillance and camera project for the campus is 90 percent complete. Phase II of the Memorial Union remodel and planning for new construction on campus was also completed.
- Lead a county wide Task Force on Police Use of Force following the police shooting death of an African American male.
- Emergency Management completed occupant emergency planning, at the request of the Dane County Parent Council, for 15 daycare centers.
- Attained 90 percent compliance with Continuity of Operations Plan (COOP) planning and exercise management for the UW system; and held a statewide summit in the summer of 2015.
- UWPD hosted a threat assessment conference for the Big Ten schools and the UW System.
- Sponsored an officer in the city's Uniform Task Force; continued the relationship, and improved officer investigative techniques by reintroducing the Detective Cross Training program at UWPD.
- Supported Problem Oriented Policing and community involvement by assigning specialty initiatives to police and security patrol.
- Continued to promote and enrich training efforts for supervisors and management personnel in crime reduction, efficiency measures, and data management -- which resulted in closer tracking of use of force.
- Increased our investigative capabilities when two full time staff members completed advanced digital forensic investigation certification.
- Engaged with personal outreach to African American, Hmong, Hispanic, and Native American communities to build trust, reduce tensions, and strengthen our police recruitment efforts.
- UWPD adequately realigned work priorities and made service changes in light of budget reductions.

# GOALS SET FOR 2016

- Complete Strategic Planning for the department.
- Continue personal outreach by command staff to engage minority communities – our goal is to continue to build trust, reduce tensions, and strengthen our police recruitment efforts.
- Support Problem Oriented Policing and community involvement by assigning specialty initiatives to police and security patrol.
- Continue to promote and enrich training efforts for the entire organization in preventing bias policing, increasing cultural competence, crime reduction, efficiency measures, and data management.
- Complete the centralized video surveillance and camera project for the campus.
- Begin a significant upgrade of the campus-wide access control system.
- Sponsor an officer in the city's Uniform Task Force; continue the county-wide relationship to combat drug use.
- Begin a significant upgrade to the University Response Plan.
- Successfully complete planning, and start construction of a major building addition to the UWPD headquarters facility on Monroe Street – and to operate effectively throughout the construction.
- Hold a successful Badger Watch Conference – celebrating 10 years of Badger Watch in 2016.

# FIELD SERVICES

The UWPD Field Services unit is comprised of Police Patrol Operations, Security Operations, Community Policing, Communications Center, and Special Event Planning. Field Services unit added eight new full time members in 2015 to support its mission.

Police Patrol Operations is responsible for investigating all criminal incidents occurring on property owned by the University of Wisconsin or governed by the UW Board of Regents. Officers responded to more than 32,660 calls for service, issued 2,194 citations (alcohol, traffic, and UW Code violations), and conducted more than 2,418 traffic stops. In addition, Patrol Operations continued to promote and expand the First 45 Days Initiative.

Security Operations provides security coverage for special events on campus, as well as security for many campus buildings – including the Chazen Art Museum. In 2015, Security Operations responded to more than 31,851 calls for service – they include, but are not limited to: alarms, check area, open doors/windows, trades notification (plumber, electrician, steamfitter, carpenter, etc.), locking doors, and lock-out assistance. Over the course of the year, security officers conducted more than 5,029 checks of UW buildings and 5,240 area checks.



The UWPD Communications Center had a great, busy year. In addition to handling incoming phone calls (including campus 911 calls), the Communications Center also handles radio traffic, walk-in customers, alarm monitoring, and video camera monitoring, to help officers locate suspects. In 2015, Law Enforcement Dispatchers (LEDs) handled 57,036 incoming and outgoing phone calls – of those, 21,475 were 911 calls. LEDs not only monitor alarms but assist in ensuring alarms are working properly and accurate contact/response information is available by participating in over 2,500 alarm tests throughout the year.

The Community Policing team works closely with the campus community to prevent and solve crimes and other community related problems or concerns. UWPD has five Community Officers (Central Campus, University Apartments, Lower Campus, Southeast Campus, and West Campus) – and it's their job to keep the campus informed of crimes and provide them information regarding what they should/can do to prevent from becoming a victim.

The Community Policing team also sponsors the annual Badger Watch Safety Conference – and once again, the 2015 conference was a huge success. Attendance steadily increases each year and the program continuously gets great reviews. In addition to the conference, the Community Officers support many other campus safety initiatives, including our MedDrop Box program, the Be Bright bike safety initiative, Shop with a Cop, Badger Watch Buddies, and much more.







# SUPPORT SERVICES

The UW-Madison Police Department re-organized in 2015 as a result of several staffing changes. The re-organization increased the units comprising Support Services. We have 12 employees who carry out the functions of Accreditation, Business Services, Fleet, Information Technology, Payroll, Personnel, Quartermaster, Records, and Training. These units support the entire department operations.

**Accreditation:** UWPD continues to be the only law enforcement agency in the State of Wisconsin with triple accreditation through the Wisconsin Law Enforcement Accreditation Group (WILEAG), the International Association of Campus Law Enforcement Administrators (IACLEA), and the Commission on Accreditation for Law Enforcement Agencies, Inc.(CALEA). Maintaining these accreditations is a continuous process year round every year. In 2015, we successfully completed our first re-accreditation through WILEAG with their assessment review in May 2015. The award will be coming in February 2016. Another accomplishment in 2015 was the transition to an accreditation software to store proofs of compliance to make the various accreditation processes more efficient.

**Business Services:** Business Services covers the financial aspects of operating the department from budgeting to purchasing to auditing. The initial preparations began, for changing over to a new university financial system in the next fiscal year. Budgeting was a large task in 2015 as the department absorbed a budget cut while still working to fulfill our mission and provide high quality service to the community.

**Fleet/Quartermaster:** Our Administrative Police Officer Brett Volkmann is kept very busy maintaining our fleet and supplying Department members with needed equipment. In 2015, PO Volkmann and Sgt. McCaughtry worked

together to research and purchase new sign boards – the old ones had been in use for more than 10 years. The sign boards are vital tools used to alert vehicles or pedestrians to important information and are used for many events such as student move-in, football and various walks/runs on campus.



**Information Technology (IT):** The year was marked by the departure of our IT Manager James Werner who had spent more than 15 years with UWPD and brought significant upgrades to our technology over the years. Another long-term employee, Mandi Meier, was promoted to IT Manager. This left her IT Services Tech Senior position open. In a layoff restoration, Peter Fowler joined the department – coming from the Registrar's Office.

There was no time to slow down any of the work needed from the IT Unit. Work this year included a security upgrade through DoIT collaboration to achieve better Criminal Justice Information Security compliance, collaborating on the purchasing and installation of a new 911 phone system, upgrades to our dispatch telephone and radio recording system, and an upgrade of our Computer Aided Dispatching system. In addition IT was involved in the planning for a new building addition to the police department in the coming years.

**Payroll:** Our payroll team rolled out a very successful HRS employee self-service pilot program for a small group of employees. The team had spent a great deal of time working with the UW Service Center to find a solution within HRS employee self-service that would still allow the department to track what causes overtime for personnel. A coding system was developed to track the events occurring which would cause overtime at the end of the week. In the coming year the payroll team hopes to fully integrate HRS employee self-service for payroll.

**Personnel/HR:** The most notable change for the personnel team was the UW's implementation of a new personnel system (HR Design), which created the university's own system – separate from the State of Wisconsin. Significant time was spent learning and implementing the new system. Even with all the changes, it did not slow down the need for hiring qualified candidates. The department conducted 13 hiring or promotional processes as well as hiring student interns and temporary employees. In 2015 we hired four dispatchers, four security officers, two police officers, one HR assistant advanced, one assistant chief from a promotional process, one IS tech services senior, one academic staff IS specialist, one IS tech services specialist, one project position, eight temporary employees, two interns and two grant funded student employees. A lieutenant process started in 2015, but was suspended prior to completion due to budgetary constraints.

One of the biggest challenges and saddest times for the unit was working with terminally ill Security Officer Gerald Wendt and his family. He passed away a few days after retiring.

**Records:** The Records unit is responsible for handling all police records. In addition, the Records unit responds to requests for open records from the media and general public as well as a variety of requests for information and statistics from students and others working on research. In 2015, Records ran 339 records checks and responded to 417 record requests.

**Training:** Long time employee Sgt. Jerome VanNatta retired from the training sergeant position. As part of our re-organization, Sgt. Cherise Caradine moved from patrol to training.

Training is a vital component to UWPD. Sworn staff alone completed 5,700+ hours of training in 2015 -- in areas including unified tactics (defense and arrest tactics, firearms, professional communications, emergency vehicle operation, force transition), mental health (Crisis Intervention Team, Crisis Intervention Partners, peer support), investigations (sexual assaults, drug investigations, evidence collection) legal updates, ethics, leadership, medical (CPR/AED, trauma packs), Title IX reporting requirements, and community relations (racial justice, fair and impartial policing, community oriented policing). Many hours of planning and preparation go into each quarter's in-service to maintain certification as law enforcement officers.



Our Law Enforcement Dispatchers also attended their own in-service training. This year topics included Dane County Communications and stress management. This year the training was opened to dispatchers at other agencies in Dane County.

Security officers attended spring and fall training this year. Topics included tours of some university facilities, access control, ethics, Title IX reporting requirements, self-defense, communications, and drugs and gangs.

# PLANNING & DEVELOPMENT

The two units in Planning and Development – Infrastructure Security and Emergency Management – had a very active 2015, providing valuable safety, security and emergency preparedness/response to our community.

The Infrastructure Security (IS) Unit houses the university's camera and access control systems. IS also provides security assessments to areas that are in a particular need, or request the services.

In 2015, significant attention was given to the three branches of the ROTC space on campus. Risk assessments and recommendations for updates were made in response to incidents that occurred at other locations across the county. Two other major areas of focus were assessments at the Health Sciences Learning Center (HSLC) and the Wisconsin Institutes for Medical Research (WIMR). Many changes were made to both buildings based on the assessments.

Access control continued to be a booming business. There are close to 4,000 doors on campus that are operated by card access. Access control has become a part of everyday life on campus and UWPD works hard to make sure it functions properly behind the scenes.

The campus wide camera project (called Operation Forklift) continued to change the way we view campus. The project is being done in conjunction with Facilities Planning and Management and the Division of Information Technology. Operation Forklift is updating and installing Internet Protocol (IP) cameras, and puts all cameras on campus under one system. Once completed, more than 1,500 cameras will be on the system.

Emergency Management (EM) was established in 2003 to manage terrorism prevention activities. Since then, EM has expanded to include responsibilities in the four phases of emergency management: mitigation, planning, response, and recovery. From threats to natural disasters, Emergency Management assures campus is ready for anything.

Between testing, planning, and actual emergencies, the EM unit stayed busy during 2015. The University Response Plan (URP) went into use in the Emergency Operations Center (EOC) for a multitude of events – from the data center outages to the NCAA basketball championship games.

When EM was not planning, practicing or testing, they had several other ongoing projects to manage. 2015 brought on a partnership with the Dane County Parent Council to assist with Occupant Emergency Plans for 15 daycare facilities located in Dane County. The plans were developed, trained, and exercised with the guidance of Emergency Management. In conjunction with UW Athletics, Emergency Management hosted a September Preparedness Month event. During the September 27th Men's and Women's soccer games, UWPD's EM team partnered with Wisconsin Emergency Management, the Department of Natural Resources, and UW Atmospheric and Oceanic Sciences to provide demonstrations and displays.

The Emergency Management unit facilitated training both at the university and across the State. From a weather spotters class hosted in conjunction with Wisconsin Emergency Management, to a Continuity of Operations symposium hosted on the UW-Stevens Point campus, training continued to be a focus for the Emergency Management unit.

# INVESTIGATIVE SERVICES

The UW-Madison Police Department's Investigative Services unit grew significantly in 2015. With a department reorganization, the functional areas of Public Information Officer, Court Services, and our Clery Compliance team were placed within the Investigative Services unit. The Investigative Services Division now encompasses criminal investigations, digital and video forensics, composite sketch artist, the University Threat Team Director, Court Services, Clery, and Public Information.

Detectives, who comprise a majority of Investigative Services, conducted follow up on 315 cases throughout the year. The cases investigated by the detectives included a wide variety of criminal offenses, intelligence gathering regarding threats to the campus and or individuals on campus, and background investigations for employees on the UW-Madison campus. The detectives regularly work with the Dane County District Attorney's Office when seeking criminal charges on cases to ensure successful prosecutions.



Court Services is responsible for ensuring documents (citations, reports, intake forms, arrest reports, jail booking sheets, etc.) are properly submitted to the Dane County District Attorney's Office. 2015 saw large changes for Court Services, as this position was moved to civilian staff and is now under the direction of Julie Dahmen. Dahmen has worked with the sworn court services officer for the last 30 years.

Two UWPD employees – one sworn officer and one civilian employee – completed the Digital Forensics Certificate Program through Madison College. The two new digital forensic specialists will assist the current digital forensics detectives with the ever growing caseload involving digital and video forensics. As a result of the additionally trained personnel, digital forensics is moving to a suite type space -- it provides the equipment and tools necessary to view, enhance, and conduct forensic analysis of video evidence as well as completing redactions of video for privacy reasons. The advent of body worn cameras presents challenges in the area of privacy and information protection, which the digital forensics staff can assist with. The suite space also allows for more secure storage of items, which may possess evidentiary value in criminal cases.

Members of the Investigative Services unit participate as members of two university-wide, multi-disciplinary teams focused on behavior and mental health related issues. The Director of Threat Intervention Services is employed by UWPD and oversees the UW's Threat Assessment Team. Another member of the Division is assigned to the campus Behavior Intervention Team. Both groups are comprised of staff from a variety of disciplines throughout the UW, and their main focus is maintaining a safe environment on campus while assisting those who may be in a mental health crisis.

UWPD has maintained its role and partnerships with adjacent law enforcement jurisdictions and federal agencies through participation in a variety of task force assignments. One detective is assigned full time to the FBI's Madison office as part of the Joint Terrorism Task Force. Another detective and a uniformed police officer are assigned to the Dane County Narcotics Task Force.

# SPECIAL EVENTS

It takes a team to ensure safe, successful events on campus – and Lt. Mark Silbernagel leads that team for UWPD. Lt. Silbernagel is in charge of coordinating, planning, and evaluating all of the special events that occur on campus that require police staffing.

One of the many highlights for our events team in 2015 was escorting the Badgers to the Outback Bowl in Tampa, and then to the Holiday Bowl in San Diego. Members of the UW Athletic Department Police Liaison program provided police services to the student-athletes, coaches, staff, and official travel party during their travel, stay, and at the actual games.



The success of the UW Men's Basketball team led to large scale celebrations on and around campus which required strong coordination and partnerships with surrounding law enforcement and other emergency services.

Protest and demonstration activities reached a high level in the spring as the UW faced large scale budget cuts and the community, along with nation, struggled with the topics of racial disparities and social justice. UWPD worked hard to protect the constitutional rights of those involved as well as ensuring the rights of others to participate in learning, teaching, and other campus events and activities were not infringed upon.



There were several concerts and entertainers that visited the UW in 2015. Shania Twain performed at the Kohl Center, Phillip Phillips performed at the Memorial Union Terrace, and Kevin Hart presented his stand-up comedy show at the Kohl Center. All of these events required significant UWPD involvement to protect the safety and security of all involved.

The UWPD Personal Protection Team provided services and worked in conjunction with the protection teams for multiple federal visitors while they visited, provided presentations, and conducted actual federal proceedings while on campus. These visitors included but were not limited to: the U.S. Court of Appeals for the 7th Circuit, the U.S. Court of Appeals for the Military, the U.S. Secretary of the Labor Department, and U.S. Department of Commerce Conference attendees.





May 7, 2015 - UWPD officers and police staff hold a briefing, prior to the 2015 Spring Commencement. Nearly 6,000 students participated in the ceremony at Camp Randall Stadium.



May 7, 2015 - UWPD Police Chief Susan Rising with Chancellor Rebecca Blank and journalist Katie Couric. Couric was chosen to be the speaker for the 2015 Spring Commencement



April 4, 2015 - UWPD Sgt. Brent Plisch and Det. Carol Ann Kashishian pose with fans on State Street, celebrating the Badger Men's Basketball win in the Final Four.



April 25, 2015 - UWPD officers keep watch over participants and spectators at the 2015 Crazylegs Classic Run/Walk at Camp Randall Stadium. More than 18,000 runners participated in this year's run.

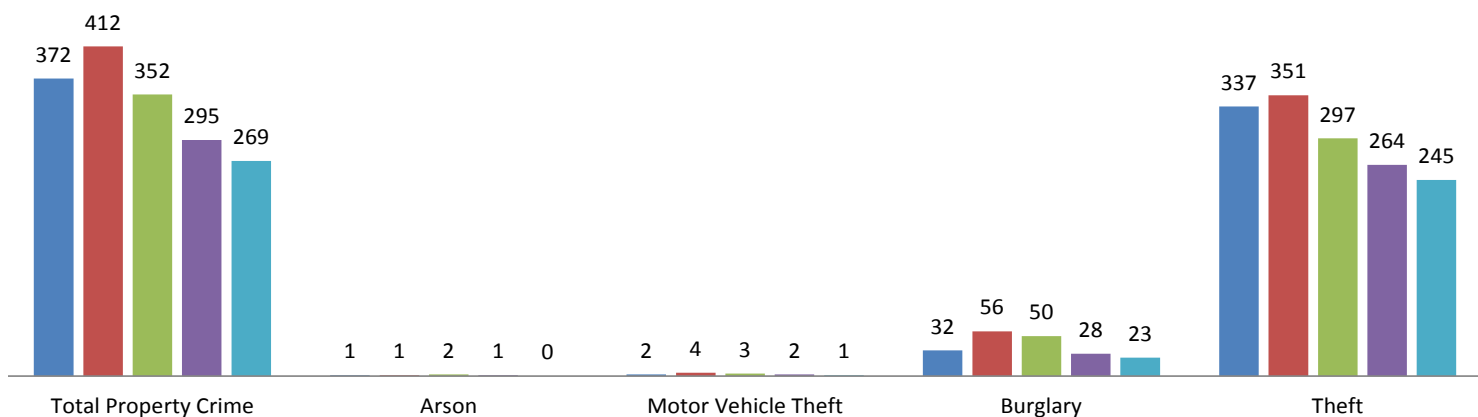
# STATISTICS 2015

## PROPERTY AND VIOLENT CRIMES

UW-Madison experienced a 41-year low for crime in 2015. Total property crime was down nearly 9 percent compared to 2014. Like most years, the typical opportunistic thief made away with small electronics, laptops, etc. However, theft cases continue to decrease. We continue public outreach and community policing to help educate the UW-Madison community on ways to prevent property crimes.

### 2015 Property Crime

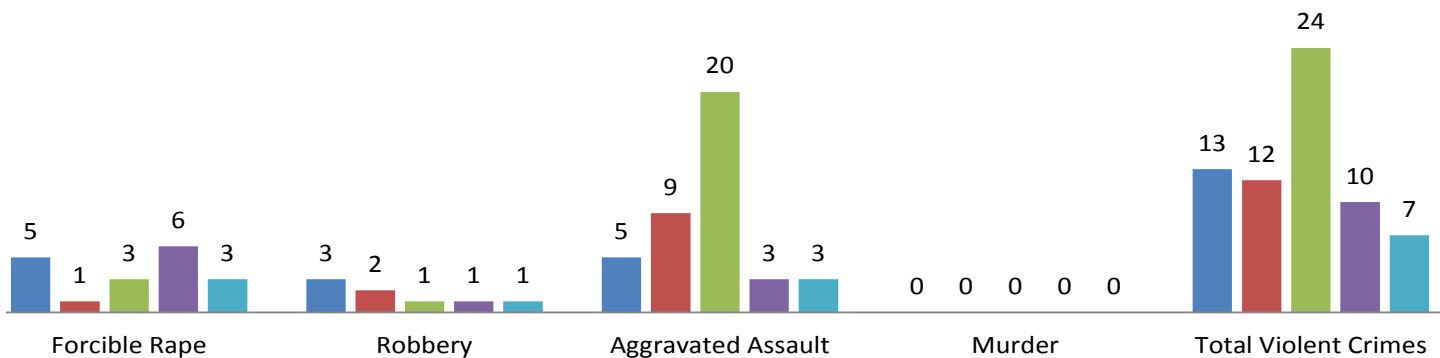
■ 2011 ■ 2012 ■ 2013 ■ 2014 ■ 2015



Total violent crime in 2015 again decreased, compared to 2014 -- violent crime was down 30 percent compared to the prior year. Like other years, many of these incidents involved people near downtown venues at night.

### 2015 Violent Crime

■ 2011 ■ 2012 ■ 2013 ■ 2014 ■ 2015



## Blood Drives

UWPD hosted a number of blood drives -- donating blood has always been an important volunteer opportunity for UWPD officers and staff.

UWPD hosted or co-hosted four different blood drives -- in all, we brought in 124 units of blood from those drives. That's in addition to the blood donations staff did on their own.

On September 17, UWPD hosted a blood drive in honor of staff member Jerry Fondow, who was critically injured in a car crash. More than 50 units of blood were collected from that drive alone, saving an estimated 156 lives.



## DoughNUTS!

In late 2015, UWPD received a rather odd anonymous delivery: 20 dozen coconut doughnuts. After doing some detective work, it was discovered that the mystery delivery was from a Badger fan who was unhappy with his treatment at the previous weekend's Badger Football game.

"Doughnuts are awesome," the fan wrote in an email. "Coconut doughnuts are not so awesome."

UWPD and the mystery man made amends, the doughnuts were donated to a local shelter, and the story went viral -- from USA Today, to ABC News, and even the Washington Post.



# DEPARTMENT NEWS

## UWPD AWARDS

On March 24, 2015, 57 individuals were recognized for their safety contributions to campus – all part of UWPD annual awards ceremony.

**Chief's Award:** given to members of the community who have assisted a member of the department or have performed a commendable act(s) such as lifesaving. The community members who received this award were: Matthew Cryan, Steven Diettert, Kole Evenson, Jeremy Isensee, Jordan Johnson, Edward Lawson, John Lucas, Jordan Meier, Kevin Pechumer, Joel Schulze, Monica Theis, Brandon Tracy, and Charles Washa.



**Lifesaving Awards:** awarded to department members who knowingly and directly act to save a life or lives even in the event that the attempt was unsuccessful. Department members who received this award were: Juan Avila, William Brown, Daniel Burgoni, Cherise Caradine, John Deering, Michael Eckhardt, Joseph Mensah, Matthew Shaw, Julie Thompson, Christina Whitworth, and Justin Zurbuchen (two awards).

**Excellent Service Commendation:** awarded to UWPD members for excellent service, above and beyond the norm in the performance of everyday duties; or for exhibiting a high standard of job performance in a single incident, investigation, exceptional arrest, or for training others with

dedication and concern in an effort to improve the department's operations; or for submitting for consideration a device or method that is adopted to increase efficiency in an administrative or tactical procedure. The department members who received this award were: Luke Arthur Stewart Ballweg, Nicolas Banuelos, Heather Banuelos, Kimberly Beecraft, Cherise Caradine, William Curtis, Jeff Ellis, Barrett Erwin, Brett Fernholz, Jon Goring, Kelsey Hansen, Debra Hettrick, Carol Ann Kashishian, Tamara Kowalski, David Kromm, Michael Lackey, Patrick Lau, David LaWall, John Lind, Marcia Manson, Mandi Meier, Cathryn Mosher, Denise Mundt, Truli Nielsen, Erik Nielson, Marshall Ogren, Peter Quilling, Matthew Schirmacher, Mark Silbernagel, Timothy Slater, Kevin Sopha, and Dawn Veirs.

**Community Service Award:** awarded to department members for community service above and beyond the norm in the performance of everyday duties; or for being instrumental in developing and implementing a new program of crime prevention, community service, or other activity to enhance public safety on campus; or for maintaining sustained and consistently exceptional community relations.. The recipient of the Community Service Award was Heidi Laundrye.



Congratulations to all of our 2015 award winners -- both inside UWPD and our outside partners!

## NEW POLICE BUILDING/ADDITION

In 2015, the UW-Madison Police Department began planning for a \$4.8 million building addition with a planned construction start date of August 2016. The construction project will create much needed training and conference space, as well as additional office space for the department. The current police facility was constructed in 1989 – since then, UWPD has seen substantial growth in personnel and programs, and has long outgrown the space afforded in the current facility.

The addition will include enhanced security, including a secure sally-port for loading and unloading detainees, as well as covered parking for our squad cars. We will also see increased space for our property room, with additional electronic access control and video coverage for the exterior of the building.

The department is very excited about this addition, and the opportunity to house all of our staff in one location again.



*Note: photos above are architectural renderings, and do not reflect the final specifications, designs, colors, etc. of the UWPD building/addition project.*

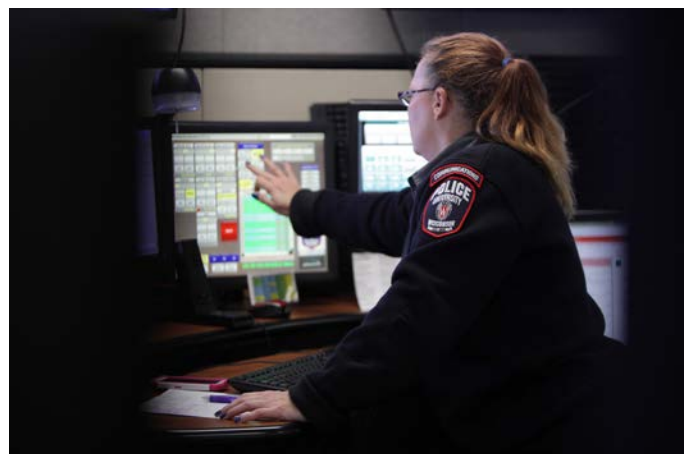


## TRAINING

2015 was a turbulent year in policing, as the nation's attention on police officer use of force brought to the forefront with several high profile cases. UWPD is part of a new focus nationwide on improving response to those in mental health crisis.

The UWPD training unit is working on implementing new tactics aimed at reducing the need for use of force situations, focusing on de-escalating situations to avoid officer and subject injury. The department worked with NAMI Dane County to provide improved training in 2015 on "Critical Incident Teams" (CIT) and "Critical Incident Partners" (CIP). CIT and CIP require a team approach with mental health professionals, medical professionals, and police officers, to provide ongoing services to those in the community dealing with mental health concerns. UWPD has implemented a "Care team" that provides a liaison officer to mental health consumers in our community that have frequent contact with police officers.

As part of our focus on social justice, the entire department read the book "Just Mercy" and held sessions to discuss racial bias issues facing the community and policing nationwide. In 2016, the training unit will focus on three priorities throughout the year, including Fair and Impartial Policing, De-escalation and Professional Communication Skills, and CIT/CIP. All sworn police officers are scheduled to attend the Fair and Impartial Policing training in early 2016. All sworn personnel will have received CIT or CIP training by the end of the first quarter 2017.



## 2015 WELLNESS UPDATES

The Department's wellness initiatives continued to build momentum in 2015 and many goals were achieved. The implementation of the strategic plan priority goal of "Sustaining a Healthy Culture and Climate" was a team effort and positive results were accomplished. Not only were department members able to participate, engage, and benefit from internal wellness initiatives, they were given opportunities for collaboration and joint wellness offerings campus wide.



Through our partnership with Molly Heisterkamp from UW Office of Human Resources, Talent Management, we were able to bring together other wellness leaders and champions across campus to engage in a wellness community of practice. The UWell campaign also continued to gain momentum and engaged the campus wide community. Lieutenant Mark Silbernagel was honored to serve on a speaker panel on the topic of "Promoting a Culture of Wellness at UW-Madison: Experiences and Perspectives" during the first ever UW-Madison Wellness Symposium. Department members are looking forward to additional opportunities.

The Peer Support program was initiated and put into practice in 2015. Personnel from nearly every work unit volunteered and were selected to participate through a screening process. The program was developed to provide a core group of individuals who are specially trained to provide support, information, and referral to employees who are seeking assistance – whether it's related to a critical incident, day-to-day work stress or personal life stress. Peer Support Partners receive direct guidance

and support from a licensed professional counselor who also provides critical incident stress management and personnel support services. Peer Support Partners serve as a support person for employees and their families seeking resources for issues such as work or personal stress, emotional stress, addictions, financial stress, relationship difficulties, feelings of suicide, depression, grief, health concerns, burnout, and family concerns. Peer Support Partners will not provide therapy or counseling. Instead they listen and refer the individual to available professional resources. Peers Support Partners are available at all times to provide support, augment the services provided by the Employee Assistance Office.



Department members participated in several fun but rigorous physical fitness challenges. These efforts were coordinated by our motivated fitness enthusiasts and were supported by UW Athletics and UW Rec Sports who generously donated space and time in their facilities. During the Camp Randall Stair Challenge, 12 members of the department finished the entire stadium – that's about 5,000 steps (the equivalent of 174 stories up and 174 stories down). During the department's Fitness Olympics (High Intensity Interval Training), 17 participants worked in teams and competed against each other. During the 30 minutes competition. Each participant averaged running two miles, completed 40 squats, 45 push-ups, 45 sit-ups, and 30 cleans or kettle bell swings. The winning team was Sgt. Cherise Caradine, PO Rick Spoentgen, and last minute substitute and "ringer," Assistant Dean of Students Tonya Schmidt. These opportunities were inclusive to employees of all fitness levels and helped to provide support, engagement, and accountability for obtaining personal and group fitness goals while training for these events.

The grand opening of the remodeled UWPD fitness room helped to provide the space and equipment specifically tailored to Tactical Functional Fitness training needs. An internal webpage was created to provide valuable wellness related resources, information, upcoming events.

Once again Professor Monica Theis, UW Food Research Department, and Jeremy Isensee, UW Athletic Department Dietetics and Nutrition, generously donated time and effort to provide food health and wellness education as well as practical skills to UWPD members. During the fall semester, department employees were invited to attend targeted lab sessions of Professor Theis' Food Science-438 class and engage in service learning with the UW students in the class. This allowed the UWPD staff to learn directly from UW students as well as providing real life examples of food health and wellness goals, barriers, and misconceptions. This was a truly rewarding and empowering food wellness experience for the UWPD members involved. The work of Professor Theis, Jeremy Isensee, and the Food Science-438 students truly represent the Wisconsin Idea that education should influence people's lives beyond the boundaries of the classroom.

Lastly, Lt. Aaron Chapin volunteered his own time and facilitated a 12 session course (over a 12 week period) focusing on financial health for ten Department members and their families during their time outside of work. Lieutenant Aaron Chapin helped guide these participants to be more knowledgeable about their finances and how to achieve their short and long term goals, including how to prepare for retirement.

## HONOR GUARD

In 2015, the UW-Madison Police Department's Honor Guard expanded to include non-sworn members. Law Enforcement Dispatcher Kim Beecraft, Security Supervisor Theresa Waage, and Security Officers Kyle Stormoen, Maggie Augustin, and Larry Stevens all were selected to join the Honor Guard.



Many events occurred in 2015 in which the Honor Guard participated. Members paid their respects at several law enforcement funerals around the state, including attending Wisconsin State Trooper Trevor Casper's funeral in March and McFarland Officer Ryan Copeland's funeral in December.

In May, the Wisconsin Law Enforcement Memorial Ceremony was held at the State Capitol – Officer Juan Avila, Detective Carol

Ann Kashishian, and Sgt. Cherise Caradine all participated in various roles. The annual event honors fallen officers from around the state, and allows fellow officers and community members to pay their respects to the great sacrifice the fallen officers made.

In August, UWPD's Honor Guard joined with other honor guards from around the state at the Milwaukee Brewer's law enforcement appreciation game. Multiple color teams lined the field during the national anthem, and officers later enjoyed cheering the Brewers on to a 5-0 win against the Reds.



The UW Homecoming Parade is a fun event every October in which thousands of Badger fans and alums flock to downtown Madison to kick off Homecoming weekend. UWPD's Honor Guard helped lead the parade with a color team.

## DON'T BE THAT GUY

In fall 2015, the UW-Madison Police Department launched a new sexual assault awareness campaign, directly targeting potential perpetrators.

# DON'T BE THAT GUY

The message is basic: “DON'T BE THAT GUY.” The campaign consists of simple, yet in-your-face messages, with compelling, attention grabbing images. The idea is to reach out to young men and remind them that sexual assault is not OK – no matter how much they have had to drink. Statistics from the 2015 Association of American Universities Sexual Assault Climate Survey indicated the overwhelming majority of sexual assault perpetrators -- more than 98 percent -- were identified as male.

UWPD worked with campus partners – including University Health Services and End Violence on Campus (EVOG) to craft and perfect messaging and images. UWPD also received feedback from students, as the campaign was being developed.

While this concept may be new to our area, similar ideas have seen success in other countries. The UW-Madison Police Department modeled this campaign after similar campaigns in Canada and the United Kingdom. Only a handful of police departments in the United States have experimented with a version of “Don't Be That Guy.”

The multi-faceted campaign consisted of a poster series – nearly 600 posters were distributed and posted in residence halls and other campus buildings. The campaign also used ads in campus Madison Metro buses, table tents in dining halls, and TV displays in residence and dining halls. UWPD also used its popular and successful social media channels to share campaign related messages and images.

Last year, UWPD launched “Tell Us” – a campaign aimed at sexual assault survivors, encouraging them to report their assault to police. That campaign is continued in the fall as well, along with the “Don't Be That Guy” campaign.



## FIRST 45 DAYS INITIATIVE

In fall 2015, UWPD again joined forces with other campus departments to take a firm stance on illegal alcohol consumption at the UW. UWPD responds to the most alcohol-involved incidences during the first 45 days of the fall semester – this is a time when students are creating new habits and exploring their new environment. It's also a time when the majority of sexual assaults occur. Based on the university's experience and statistics, UWPD wanted to take this hard stance on alcohol with hopes of reducing violent crime on campus

One of the goals of this special initiative was to reduce the dangerous drinking levels among students. The collaborative initiative – involving UWPD, University Health Services, University Housing, and the Division of Student Life – focused resources on behaviors related to alcohol use during the first 45 days of the

academic year. UWPD scheduled extra officers several nights a week. Here's why: young men and women dangerously front-load their drinking. Within their residence, they drink between six to ten shots of alcohol BEFORE they go out to the bars or parties.

In 2015 we hired two students to conduct peer-to-peer debriefings with students that over consume alcohol and are sent to a detoxification center or a hospital. These debriefings were done with the more than 60 students who were transported to detox or the hospital over the initiative time period. The goal is to learn from these students, to better understand why students are over-consuming alcohol.

The First 45 Days initiative has led to greater awareness of the negative consequences of alcohol use and a decline in repeat university conduct violations.

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## BODY WORN CAMERAS

In 2015, the UW-Madison Police Department implemented the use of Body Worn Cameras (BWCs) for police officers. Patrol officers are using BWCs for all contacts with the general public. The cameras are a valuable tool to ensure the best possible customer service on behalf of our officers. The cameras can also assist the department with cases, disputes, and/or complaints that need investigation.



Through a series of community forums and other communications, UWPD developed a BWC policy that we believe strikes an even balance in terms of public safety and privacy. Since implementation, we have also been invited to speak to a number of community groups about the cameras and our policy. These sessions have continued to assist us in explaining the program to the community and also give us valuable input as we look at ways to improve our procedures.



# *K9 Rex*

2002-2015

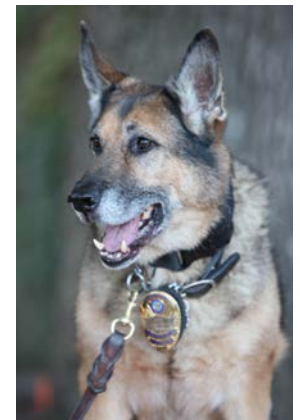
On Friday, February 6, retired UWPD K9 Rex passed away peacefully, after battling health complications. Rex was surrounded by his at-home family and members of his UWPD family — he was 12 years old.

Rex and his handler, Det. Shane Driscoll, officially retired from the UW-Madison Police Department in March 2014 – but both remained very active with UWPD and the university as a whole. Most recently, the duo worked at several 2014 UW football games. The two remain the longest serving K9 team in UWPD history.

Rex came to UWPD in 2003, and specialized in explosive detection and human tracking. He was called upon to protect countless national and international dignitaries — sitting and former presidents, vice presidents, first ladies, presidential candidates and other high profile politicians, entertainers, and even the Dalai Lama. Driscoll said their protection of His Holiness was the highlight of his protection duties with Rex.

Aside from his hard, dependable work, Rex was well loved at the UW-Madison Police Department. Every morning, for nearly 11 years, Rex brightened everyone’s day by making his “morning rounds” – going from office to office to say hello, and asking for a treat. Sometimes he’d even make an afternoon round. Rex’s rounds were missed after he and Shane retired — but both came back to visit frequently.

On Tuesday, April 28, 2015, the UW-Madison Police Department said its final farewell to K9 Rex. His remains were buried at Westport Pet Memorial in Waunakee, with full police honors. It would have been Rex’s 13th birthday.





# SPONSORED EVENTS

## SEPT. PREPAREDNESS MONTH

Since 2004, National Preparedness Month is observed every September in the United States – it’s a way to encourage Americans to take steps to be better prepared for emergencies. In an effort to reach a larger audience in September 2015, UWPD partnered with UW Athletics to participate in “Pac the Mac” – a men’s and women’s soccer doubleheader at the McClimon Complex.



On Sunday, September 27, UWPD teamed-up with the Department of Natural Resources, Wisconsin Emergency Management, and the UW Cooperative Institute for Meteorological Satellite Studies to provide informational displays and educational materials – the goal was to encourage people to have a plan, develop a kit, and be better informed in order to mitigate the effects of an emergency.



Prior to the first soccer game – which pitted the Badgers men’s team against Maryland, a UWPD squad car, an Emergency Management command vehicle, and a Department of Natural Resources ATV were located within the sports complex for fans to inspect and ask questions. There were also displays and giveaways provided by UWPD and Wisconsin Emergency Management; the giveaways included disaster kits, NOAA weather radios, flashlights, and water bottles.

Between the men’s and women’s games, the Meteorological Studies personnel launched a weather balloon, and described how the balloons are used to forecast weather. UWPD Dispatcher Kim Beecraft sang the National Anthem for the Women’s game against Purdue. UWPD also worked with our great partners at Kwik Trip to provide a prize for a contest during the halftime of the women’s game.



Overall, there was a significant increase in interaction between the public and emergency management entities for September Preparedness Month than past years. Pleasant weather, promotions, a Big Ten Network telecast, and a reunion of past Badger soccer teams attracted more than 2,600 people to the event. UWPD thanks all the representing agencies and UW Athletics for the opportunity to promote emergency preparedness.

## BIG 10 THREAT ASSESSMENT CONFERENCE

Targeted violence is the end result of a discernible and often identifiable process. This is the premise on which “threat assessment” is based. Following the mass shootings at Virginia Tech and Northern Illinois University, many schools – including UW-Madison – formed multi-disciplinary threat assessment teams to identify, manage, and mitigate threats before tragic events occur.

Collaboration and sharing information are vital to a threat team’s success. On June 3-4, 2015, more than 100 participants from institutions throughout the Big 10 and UW System had the opportunity to do just that, as UW’s Threat Assessment Team hosted the annual Big 10 Behavioral Threat Assessment Conference. The conference was held at the Madison Concourse Hotel – a wide range of topics and issues were covered in presentations dealing with the fundamentals of threat assessment, balancing mental health issues and the law, managing risk during employee terminations, case studies and team protocols, and social media and electronic communications. The conference concluded with a roundtable discussion called “Maximizing Your Threat Assessment Teams,” facilitated by former Virginia Tech Assistant Chief of Police Eugene Deisinger and Doctor Mario Scalora of the University of Nebraska-Lincoln. Both are nationally recognized experts in the field of threat assessment.

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## NAPWDA CONFERENCE

The UW-Madison Police Department hosted the 2015 North American Police Work Dog Association (NAPWDA) Wisconsin State Workshop at the Chula Vista Resort in Wisconsin Dells. The state coordinator for NAPWDA is UWPD Sgt. Brent Plisch, and he’s responsible for the planning and execution of the state K9 workshop, which certified over 60 K9 teams from Wisconsin and other mid-western states. This year, master trainers from the national organization flew in to Wisconsin from Indiana, Oklahoma, Florida, New York, and Pennsylvania.



The training took place throughout the Wisconsin Dells and Lake Delton area. Many state parks, the hotel grounds, Easter Seals Respite Camp, and large compost sites were used for

the certification. Teams certified their K9s to nationally recognized standards in the areas of narcotics, explosives, and human remains detection as well as human tracking, suspect apprehension, evidence recovery, and a wide variety of searches for human in buildings, outdoor areas – even under water.



Each UWPD K9 team was certified in their respective areas. K9 Maya, partnered with Sgt. Nicolas Banuelos and K9 Odin and his handler, Sgt. Brent Plisch certified in explosives detection, obedience, and tracking. Sgt. Cherise Caradine and K9 Casey certified in obedience, narcotics detection, and article/evidence recovery. The teams were certified throughout 2015 and will again attend a certification workshop for 2016.

## LAW ENFORCEMENT TORCH RUN

In June of 2015, 13 members of the UW-Madison Police Department participated in the Wisconsin Special Olympics Law Enforcement Torch Run. The team's goal was to raise money for Special Olympics of Wisconsin by running from the State Capitol in Madison to the Special Olympic Games in Stevens Point – 120 miles!



The team left Madison at 4:00pm on June 3rd for Stevens Point – they ran relay style all evening, through the night, and into the next day. The team was exhausted, but arrived in Stevens Point at 12:00pm on June 4. The UWPD team ran the 120 miles in 20 hours and were able to present a check for \$5,905 to the Special Olympics of Wisconsin.

In 2016, UWPD will again run from Madison to Stevens Point in the Law Enforcement Torch Run and hopes to have more participants and raise even more money for Special Olympics.



## JUSTICE FOR A CURE

During the month of October 2015, the UW-Madison Police Department turned “pink” – in honor of Breast Cancer Awareness month and Justice for a Cure. Justice for a Cure is an organization that calls upon the assistance of our law enforcement family of police, firefighters, EMS, 911 Centers, City, County, State and Federal Government to raise money for education and research of breast cancer and other cancers.

This year, during the annual UWPD fundraising event, the UWPD planned our own “pink” event which occurred on October 3rd at the Wisconsin Badger Football game at Camp Randall Stadium. We also created this fundraiser to honor Wisconsin State Trooper Trevor Casper who died on Tuesday, March 24, 2015 after being shot while confronting a bank robbery suspect. Chief Riseling grilled chicken to feed all of the staff working the Homecoming game.

To stand by our honored tradition, Joan Kamholz (founder of JFAC), provided a pink ribbon sticker to all officers working the game.

A total of \$1,626 was raised -- which was split between JFAC and the Trooper Casper Memorial Fund.



*UWPD officers and staff “go red” to show support for the UW Badger Men’s Basketball team in the Final Four.*

## COOP SYMPOSIUM

On August 4, 2015 UW-Madison Police Department sponsored the 2015 Wisconsin Continuity of Operations Planning (COOP) Symposium. The symposium, hosted by UW-Stevens Point, was attended by more than 75 public and private sector emergency planners from more than 35 organizations throughout the state and Midwest.



Most emergency planning and exercises deal with the response to save lives, property, and containing the incident. Continuity of Operations Planning — or COOP — prepares organizations for what happens after the initial response is over, the fire is out, or the tornado has passed. COOP deals with how affected organizations will continue to function and recover from the event.

The 2015 Symposium focused on lessons learned from four emergency situations occurring right here in Wisconsin. The emergencies and presenters were:

The UW-Madison Medical Sciences Center Laboratory Fire, February 2013

**Mark Wells** - Assistant Dean for Administration, UW-Madison School of Medicine and Public Health

The UW- Platteville Tornado, June 2014

**Robert Cramer** - Vice Chancellor for Administration, UW- Platteville

UW-Madison Department of Information and Technology Power Outage, June 2014

**John Krogman** - DoIT COO, UW-Madison

GEF-1 Building Fire, May 2014 - Madison  
**Jaymz Touchtone** - Program and Policy Manager/Risk Manager, Department of Workforce Development.  
**Joel McDearmon** - Deputy Director, WI Continuity of Government



The presentations offered an inside, firsthand look at what these organizations did following their emergencies. Presenters discussed how they maintained functioning organizations while recovering from the disaster. They gave us an honest look at what went right and what could have been improved with better COOP planning and response.

The symposium was a great opportunity to network and share resources between different organizations throughout the state and Midwest. The UW-Madison Police Department seeks to continue sponsoring this event annually in the years to come.





# COMMUNITY INVOLVMENT

## BADGER WATCH CONFERENCE

Thursday, January 8, 2015 marked the 9th annual Badger Watch Safety Conference, which was held at Union South. Badger Watch is the UW-Madison Police Department's crime prevention and awareness program. The UWPD's community officers hosted the annual conference, which focuses on personal, property, and office safety as we go about our daily activities on campus.



This year, we had a record number of conference registrations – between attendees, speakers, helpers and resource fair staff, we had more than 200 people in attendance. We had our usual sessions, including Badger Watch, CPR, self-defense, and Laser Shot sessions.



New sessions included the Dane County Bomb Squad, DoIT: Security in the World of Social Media and the IT Security Team, a CSI workshop with hands on opportunities, UW Threat Assessment Team, and Disaster and You: A Love story.

Throughout the day, attendees enjoyed themselves and took away great safety information. Badger Watch volunteers continue to make campus a safer place to live, work, learn and play.

The 2016 conference will be our 10th annual safety conference.



## SAFETY SATURDAY 2015

On June 13, 2015, the UW-Madison Police Department, in collaboration with 24 other public and private organizations throughout Dane County, was a proud participant in another successful Safety Saturday event. The free event, on the capitol square, is aimed at families with the goal to interact with participants by showing them the equipment that we use, and provide an opportunity to discuss personal safety. Through interactive displays, games, activities, and demonstrations, the event seeks to teach children best approaches available to make safe decisions, so injuries are less likely to occur, and to help them deal with emergencies when they do occur.



We added a new twist to this year's event. UWPD invited representatives from UW Athletics to attend the event and help with our display. UW Football players Joel Stave, Michael Caputo, Bart Houston, and Joe Schobert all attended and helped draw more attention to our display and safety information (special thanks to Angela Gilman from UW Athletics for helping to coordinate the player visit!).

Safety Saturday continues to be a widely popular event and we look forward to building upon our past success.

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## SHOP WITH A COP 2015

On Sunday, December 6, 2015, the UWPD was honored to once again participate in the annual Shop with a Cop event. We not only send officers to shop at this event, we send a police K9 and Bucky Badger to interact with the children. The event helps children in various communities throughout Dane County purchase holiday gifts for their family and themselves, using donated funds.



Children nominated (age 3-13) receive donated funds to buy Christmas presents for their family and themselves. Teachers or police officers nominate these children as a reward for doing well in school or in their community. The children and their families must also meet specific financial criteria. This year was the third year in a row that UWPD was able to bring children from our Eagle Heights community to participate.

Each participating child receives \$150 to spend and are assisted by their volunteer police officer to shop. Once the shopping is complete, the children and volunteers go to the VFW on East Lakeside Street to help wrap presents and enjoy pizza and laughs before they are taken back home. Each child receives a t-shirt, snacks, a shopping buddy, gift wrapping supplies, pizza, cookies, and they have the opportunity to select needed items from a large selection of donated scarves, hats, gloves, coats and blankets.



## BE BRIGHT

On October 13, 2015, UWPD coordinated another “Be Bright” initiative—an effort to promote bike safety on the UW-Madison campus. This is our fourth year coordinating the program.

During the event, officers watched for bicyclists who don’t have the appropriate bike lighting (per state statute) – those in violation received educational materials, as well as free front and back bike lights.

In 2015, UWPD received funding from UW Health, AAA, and the Sledge Family Trust for the bike lights. In fact, we received enough funds in 2015 to guarantee “Be Bright” initiatives for the next few years. Participants in this program



included UWPD officers, UW staff, volunteers from Bikies, and family and friends of the Sledge Family Trust.

Similar to previous years, many that we contacted without appropriate lighting on their bike did not know they needed lighting on their bike.

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## CITIZEN’S ACADEMY

Citizen’s Academy is UWPD’s way of getting the community involved in our department, and of giving citizens the experience of being a police officer by participating in some of the basic skills (DAAT, Firearms, vehicle operation, etc.). The sessions are held on campus and off-site, for specialized training (like firearms training). UWPD is the lead agency, however we have included other law enforcement partners, depending on the topic.

In May 2015, 29 people graduated from the 10th Citizen’s Academy class. A new class started in September of 2015 – new sessions were also added, including a K9 presentation, suicide prevention, and sexual assault awareness.





## COFFEE WITH A COP

On September 3, 2015, UWPD set-up shop on the walkways of 333 East Campus Mall to meet students and welcome them to campus. The “Coffee with a Cop” event was modeled after many other across the country, as a way to build a bridge with the community and open up conversations.

UWPD officers and staff offered free coffee to anyone who stopped by, and answered questions that students, staff, and faculty had. Our K9 teams were especially a big hit with students -- they enjoyed getting to meet our dogs, and it was clear the K9s enjoyed the attention!

# UWPD STAFF 2015

## NEW HIRES



**Charles Cederquist**  
Law Enforcement Dispatcher  
Hired: 11/30/2015



**Deangelo Nowakowski**  
Security Officer 4  
Hired: 2/23/2015



**Peter Fowler**  
IS Technical Services-Senior  
Hired: 5/26/2015



**Joseph Retzlaff**  
Security Officer 4  
Hired: 9/22/2015



**Corey Johnson**  
Police Officer  
Hired: 8/9/2015



**Chad Wilson**  
HR Division Coordinator  
Hired: 8/25/2015



**Andrew Mendoza**  
HSC Security Officer  
Hired: 2/16/2015

## PROMOTIONS



**Kristin Collins**  
HSC SO to Police Officer  
Promoted: 6/1/2015



**Mbainai "Roman" Narmbaye**  
LTE SO to Full Time SO  
Promoted: 4/5/2015



**Anna Hall**  
SO 4 to Law Enforcement Disp.  
Promoted: 7/16/2015



**Kari Sasso**  
Captain to Assistant Chief  
Promoted: 7/1/2015



**Mandi Meier**  
IS Tech Sr. to IS Tech Specialist  
Hired: 9/22/2014

## RETIREMENTS



**Anita Kichefski**  
Sergeant  
Retired: 9/4/2015



**Jerome VanNatta**  
Sergeant  
Retired: 11/27/2015



**John Lind**  
Lieutenant  
Retired: 8/7/2015



**Gerald Wendt**  
Security Officer 4  
Retired: 1/2/2015

# LENGTH OF SERVICE

## **MORE THAN 30 YEARS**

BRIAN BRIDGES, Asst. Chief  
JULIE DAHMEN, Op. Program Assoc.  
MARCIA MANSON, LED

## **MORE THAN 25 YEARS**

ANTHONY BARNES, PO  
ANTHONY CURTIS, Detective  
PETER DISHER, Sec. Supervisor  
DOUGLAS SCHELLER, Detective

## **MORE THAN 20 YEARS**

KIMBERLY BEECRAFT, LED  
BRETT FERNHOLZ, Detective  
STEVEN HEIMERL, SO 4  
SUSAN RISELING, Assoc. VC/Chief  
KAREN SOLEY, Captain

## **MORE THAN 15 YEARS**

DAN BABLITCH, HSC Lead  
CLARK BRUNNER, Lieutenant  
STEWART BALLWEG, PO  
AARON CHAPIN, Lieutenant  
JOHN DEERING, PO  
PETER GRIMYSER III, Detective  
CAROL ANN KASHISHIAN, Detective  
TAMARA KOWALSKI, Lieutenant  
LEANN KRIEG, Police Comm. Mgr.  
HEIDI LAUNDRIE, PO  
TRICIA MEINHOLZ, PO  
MICHAEL NEWTON, Captain  
KARI SASSO, Assistant Chief  
MARK SILBERNAGEL, Lieutenant  
TIMOTHY SLATER, SO 4  
WM. VANDERBLOEMEN, Sec. Supv.  
JASON WHITNEY, Captain

## **MORE THAN 10 YEARS**

NICOLAS BANUELOS, JR., Sergeant  
CHERISE CARADINE, Sergeant  
JEFFREY ELLIS, PO  
TERRY EVANS, PO  
RUTH EWING, Lieutenant  
GERALD FONDOW, Op. Program Assoc.  
BRENT GRUBER, Sergeant  
MARK GULDEN, PO  
PATRICK HORNE, HSC Lead  
SUSAN LANGNER, Op. Prg. Assoc.  
PATRICK LAU, PO  
JOHN MCCAUGHTRY, PO  
JOSHUA NASH, PO  
ANDY NIELSEN, PO  
TRULI NIELSEN, Detective  
MARSHALL OGREN, Detective  
ERIK PEARCE PO  
BRENT PLISCH, Sergeant  
KRISTIN RADTKE, PO  
CHERYL RADZINSKI, Detective  
BYRON SANDERSON, HSC Lead  
LARRY STEVENS, SO 4  
JULIE THOMPSON, LED  
MARK TIEDT, HSC Lead

## **MORE THAN 5 YEARS**

JUAN AVILA, PO  
HEATHER BANUELOS, PO  
AMANDA BUCKLEY, Sergeant  
MICHEAL CARPENTER, Sec. Supv.  
CASEY, K9  
THOMAS COLLIER, HSC Lead  
WILLIAM CURTIS, Emrg. Serv. Supv.  
KENDRA HENDRICKS, LED  
RACHEL LAUBMEIER, Program Asst. Adv.

**MORE THAN 5 YEARS (continued)**

DAVID LAWALL, Emrg. Serv. Crd.  
MANDI MEIER, IS Tech. Specialist  
CATHRYN MOSHER, Program Asst. Adv.  
ODIN, K9  
PETER QUILLING, SO 4  
ANDREW ROSS, SO 4  
PAULA SCHENNING, HSC Lead

GORDON SIMLE, HSC Lead  
RICHARD SPOENTGEN, PO  
RORY THOMAS, SO 4  
ELIZABETH WAITE, PO  
BRIAN WHITMORE, PO  
KELLY WILLAN, SO 4

**LESS THAN 5 YEARS**

ANTON ALTMAN, Asst. Dir. Clery Compliance  
CALLON ANDREWS, PO  
LUKE ARTHUR, Op. Program Assoc.  
MARGARET AUGUSTIN, HSC Lead  
CINDY BLANKENSHIP, Accountant  
ADAM BOARDMAN, PO  
RYAN BRIDGES, PO  
WILLIAM BROWN, PO  
DANIEL BURGONI, PO  
CHRISTOPHER COLE, Dir. Threat Intervention  
KRISTIN COLLINS, Police Officer  
LAMONT CROCKETT, SO 4  
MEGAN DONNELLY, PO  
ERCAN DZELIL, PO  
BARRETT ERWIN, PO  
PETER FOWLER, IS Tech Srv. Senior  
JAIMEE GILFORD, Dir. Clery Compliance  
JONATHAN GONRING, Police Comm. Supv.  
PAMELA KILIAN, SO 4  
EVANGELOS KOSTAS, HSC SO  
DAVID KROMM, Emrg. Serv. Crd.  
MICHAEL LACKEY, Emrg. Serv. Crd.  
JENSON LEE, PO

MARC LOVICOTT, PIO/Comm. Specialist Sr.  
MAYA, K9  
ANDREW MENDOZA, HSC SO  
ANDREW MONK, SO 4  
DENISE MUNDT, SO 4  
MBAINAI "ROMAN" NARMBAYE, SO 4  
DEANGELO NOWAKOWSKI, SO 4  
JOSEPH RETZLAFF, LED  
JESSICA RODIN, Program & Pol Analyst  
MATTHEW SCHIRMACHER, PO  
LARRY SCHULTZ, HSC SO  
MATTHEW SHAW, PO  
CARL SIDDELL, PO  
KEVIN SOPHA II, IS Tech. Services  
LORI SPENGLER, SO 4  
KYLE STORMOEN, SO 4  
DAWN VEIRS, LED  
BRETT VOLKMANN, PO  
THERESA WAAGE, Sec. Supv.  
CHISTINA WHITWORTH, LED  
NICOLE ZAUTNER, PO  
JUSTIN ZURBUCHEN, PO

# CITATIONS 2015

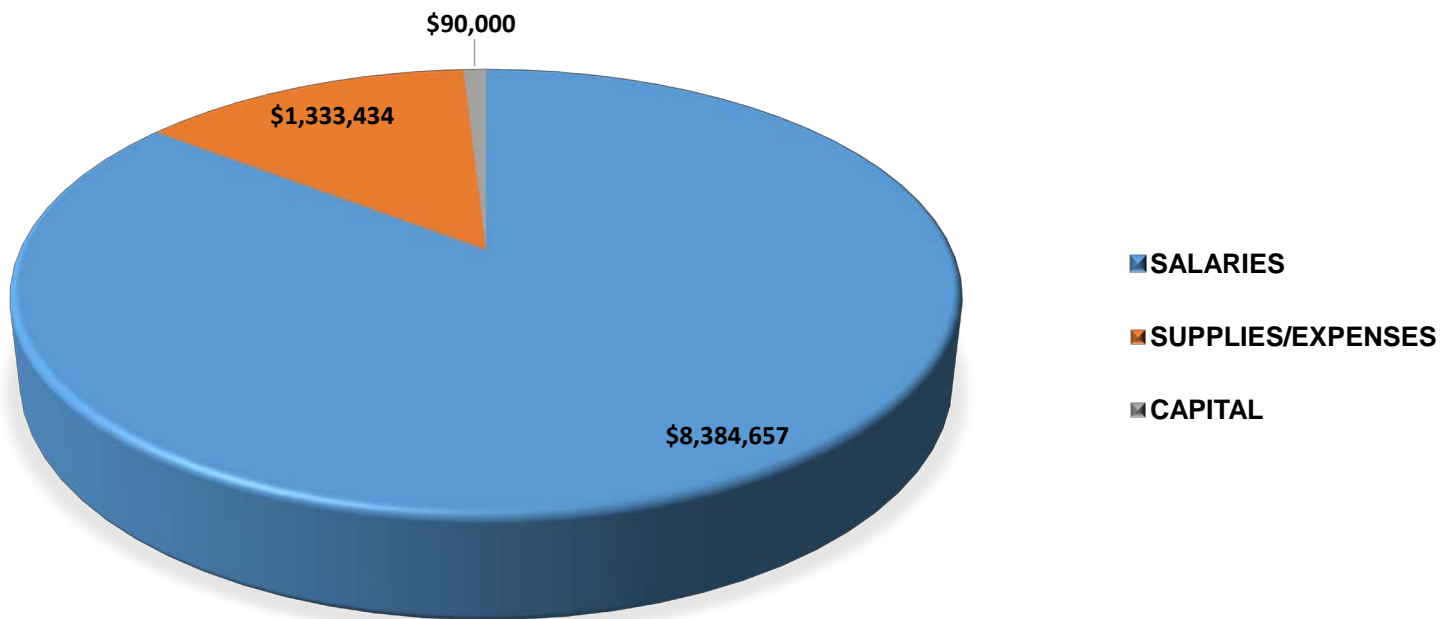
	2011	2012	2013	2014	2015
<b>Alcohol Related Citations</b>					
Absolute Sobriety	7	7	4	4	3
Driving While Intoxicated-1st offense	159	96	113	96	75
Open Intoxicants in Motor Vehicle	20	10	17	17	6
Procuring Alcoholic Beverages	9	6	3	4	5
Prohibited Alcohol Offense-1st offense	127	80	85	94	55
Underage Alcohol Citations	792	709	727	916	688
<b>Driver's License Citations</b>					
False or Altered Driver's License	16	19	19	6	23
No Valid License	100	75	74	103	60
Revoked/Suspended License	262	217	294	253	175
<b>Other Citations</b>					
Bicycle Violations	16	0	65	0	10
Too Fast for Conditions/Imprudent Speed	36	22	21	14	13
Endangering Safety by Reckless Driving	3	5	4	3	1
Equipment Violations	46	19	32	27	11
Failure to Notify Police of Accident	3	0	2	4	1
Failure to Obey Sign/Signal	93	63	42	45	34
Failure to Yield Right of Way	5	4	6	13	110
Flee/Elude Officer	4	1	1	CRIMINAL	CRIMINAL
Hit and Run (unattended vehicle)	6	8	2	8	4
Illegal Riding (includes two on moped)	14	10	18	7	15
Improper/Expired/No Vehicle Registration	68	62	58	81	36
Inattentive driving	4	3	0	3	19
License Restriction Violation	3	5	2	7	1
Motor Vehicle Operated on Sidewalk	2	3	1	2	4
Motorcycle Permit Violations	0	0	9	4	0
No Motor Vehicle Insurance	2	3	3	1	0
Other Motor Vehicle Violations	123	48	36	32	38
Seat Belt Violations	79	42	43	29	11
Speeding in Excess of Posted Limits	252	183	347	303	227
Stop Sign Violations	76	16	40	77	33
Suspended License Plates	63	34	35	46	19
Texting while driving	1	0	1	0	0
Unsafe Lane Deviation	27	8	9	16	14
Violation of Traffic Control Signal	157	85	86	148	76

	2011	2012	2013	2014	2015
<b>Stadium Violations</b>					
Body Passing	0	0	0	0	0
Possession of Alcohol	1	6	4	10	3
Throwing Objects	0	0	0	0	1
<b>UW Administrative Code</b>					
Assaultive Behavior	20	10	7	5	7
Camping on UW Lands	0	2	2	4	6
Climbing/Walking on Roof	40	17	43	42	14
Computer Crimes	3	0	2	0	0
Depositing Human Waste	61	29	19	19	21
Disorderly Conduct	36	31	29	36	33
Open Intoxicants on UW Lands	26	35	18	21	12
Possession of Drug Paraphernalia	66	41	58	90	115
Possession of Marijuana	45	47	82	104	82
Present During Closing Hours	47	33	42	94	55
Providing False Information/Obstructing	30	28	33	28	22
Restricted Use of Unions	8	21	15	9	5
Selling, Peddling, Soliciting, Ticket Scalping	9	9	5	5	0
Skateboarding/play vehicles prohibited	2	7	14	3	4
Theft	32	17	35	24	18
Theft of Library Materials	0	1	0	0	1
Trespassing-Remains after Notice	14	30	16	20	10
Unauthorized Presence	7	20	23	7	4
Vandalism	4	3	7	9	5
Other UW Administrative Codes	16	19	24	21	9
Other Ordinances	2	0	0	4	0
<b>TOTALS</b>	<b>3,051</b>	<b>2,252</b>	<b>2,677</b>	<b>2,918</b>	<b>2,194</b>



# FINANCIALS 2015

## 2015-2016 UWPD Budget



Sales Credits .....(\$1,750,000)

2014-15 GPR Funding\* ..... \$8,058,091

\*For detailed budget information and breakdowns, visit <http://web.uwsa.edu/redbook/>



# ACKNOWLEDGEMENTS

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**Photo Credits:**

UWPD Officers and Staff  
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*The only way to significantly reduce fear, crime, and disorder is to leverage the greatest force multiplier: the people of our community.*

*- The President's Task Force on 21st Century Policing*

