

# 2021-2024 Combined Annual Report



Presented by: Chief of Police Brandon  
Wilhelm

INDEX	1
INTRODUCTION LETTER	2
DEPARTMENT MISSION & VALUES	4
DEPARTMENT STAFF	5
ORGANIZATIONAL CHART	9
DODGEVILLE DEMOGRAPHICS	10
LAW ENFORCEMENT STAFFING FIGURES	12
RECRUITMENT/RETAINMENT	13
YEARLY INCIDENTS AND CLEARANCE RATES-PAST COMPARISON	16
FIELD SERVICES AND OUTREACH	20
SCHOOL RESOURCE OFFICER (SRO) REPORT	21
TRAINING	23
BUDGET AND EQUIPMENT	25
RECENT CHANGES/UPDATES	28
UPCOMING GOALS	30
CLOSING	31
CITATIONS	32

# DODGEVILLE POLICE DEPARTMENT

111 W. Merrimac  
Dodgeville, WI 53533

Telephone: 608-935-3238  
Fax: 608-935-9655

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Chief of Police Brandon Wilhelm

March 3<sup>rd</sup>, 2025

Mayor, Barry Hottmann,  
Members, Common Council Commissioners,  
Dodgeville - Police and Fire Commission  
Citizens of Dodgeville

Dear Mayor Hottmann, Council Members and Commissioners, and Citizens of Dodgeville,

On behalf of the men and women of the City of Dodgeville Police Department, I proudly present you with the Dodgeville Police Department 2024 annual report. This report represents the work of the department members throughout the year while demonstrating our commitment to the community through our mission, vision, and core values of this organization. In addition to the 2024 Annual Report, I am also providing a synopsis of important information from 2021 through 2023 to encapsulate that time not documented by previous reports.

The past four years have represented times of great change in the world and within the Dodgeville Police Department. 2022 saw a shift from COVID-era restrictions and guidelines that placed extra stressors on the community and your first-line workers, including police. Throughout these periods of change and uncertainty, the members of this department have continued to provide first-class service to the citizens of Dodgeville and those who find themselves in our community.

In addition to these outside events, there have been multiple changes within the internal structure of the Police Department.

- In June, 2023, Chief David Bauer retired after 33 years with the Dodgeville Police Department. He served in multiple roles throughout his tenure and provided technical assistance and professional guidance, which is difficult to replace. With his retirement, Shannon Jasica was hired as Chief in July, 2023, but resigned in early March, 2024. With her resignation, the Council approved my appointment as Chief of Police in April 2024.

- In July 2024, Benjamin Conway was hired to fill the subsequent Lieutenant vacancy.
- In June 2023 Sgt. Wetter resigned from the Police Department, creating a vacancy at the Sergeant position. In April, 2024, Blake Weier was promoted to that position.
- In August 2023, Officer Evan Andrews resigned. Garrett Faull and Mandi Andrews were then hired to fill open positions. More information relating to the roles and duties of Officers and Command staff at the Department is contained within this report.

In the face of these many challenges and adjustments, our Officers have continued to exhibit the utmost professionalism and level of service. The work done daily by the members of our department is a testament to the resiliency of those who wear the Dodgeville Police Department badge and uniform. I realize that the strength of our department lies within these men and women who serve 24/7 and I am proud to work with them each day.

As we look forward to 2025, it feels as though the waters of the past few years have settled and we are positioned, with the support of the Council, the Police and Fire Commission, and the community, to take on new challenges, expand our services, and engage in diverse and collaborative efforts with the staff and citizens of the City of Dodgeville to progress our growing community and our Police Department.

Sincerely,

*Brandon E. Wilhelm*

Brandon E. Wilhelm, Chief of Police



# DODGEVILLE POLICE DEPARTMENT MISSION VALUES AND STRUCTURE

## Mission

*“To protect and serve, in partnership with our community, through integrity and compassion.”*

## Organizational Values

<b>Human Life</b>	We value human life above all. We will defend it with reasonable force if necessary.
<b>Respect</b>	We value respect, through fair and impartial deployment of our police services.
<b>Integrity</b>	We believe that character is the foundation of our value system and its preservation.
<b>Teamwork</b>	We believe strength is derived from its employees and each is valuable in achieving these goals.
<b>Accountability</b>	We believe accountability preserves the basic tenets of our organizational values.

## Structure

### Elected

#### Mayor and Common Council 2025

Mayor Barry Hottmann	
Shaun Sersch	Ward 1, 2, 10
Roxanne Reynolds-Lair	Ward 1, 2, 10
Tom Devoss	Ward 3,4
Jeff Weber	Ward 3,4
Dan Meuer (President)	Ward 5, 6
Jerry Johnson	Ward 5,6
Julie Johnson-Solberg	Ward 7,8,9
Larry Tremelling	Ward 7,8,9

### Appointed

#### Police and Fire Commission

Marie Fralick (President)
Mary McKinley(Secretary)
Tom Demuth (Vice President)
Mike Humke
Ken Von Rueden
Patrick Forsyth(Alternate)
John Pipal(Alternate)

## DODGEVILLE POLICE DEPARTMENT STAFF



### Command Staff

Under the general direction of the Mayor, Common Council, and Dodgeville Police and Fire Commission, the Chief of Police, Brandon Wilhelm, is responsible for planning through policy development, coordinating, supervising, and evaluating all police department operations.

Lieutenant Benjamin Conway is second in command and is responsible for assisting the Chief in policy development, supervision, hiring processes, and evaluation of department operations. The Lieutenant also directs and conducts investigations, assists the Chief in fulfilling necessary duties, and fills in for the Chief of Police in his absence.

### Sergeant and Police Officers

The Sergeant and Police Officers provide various services to citizens and our community. The Sergeant, Blake Weier, supervises police officers, reviews reports, and completes all scheduling for the Department.

Police Officers' tasks include community service calls, enforcement of state statutes, local ordinances, and traffic laws, criminal investigations, deterrence efforts through community engagement, outreach, and presentations, and preventative patrol. Many of our Officers also have specialized skills, allowing them to conduct more complex investigations from start to finish.

Full-time officers include Sergeant Blake Weier, David Brennum, Jared Weier, Garrett Faull, Cody Durni, Joseph Pepper, Nathan Birdsill, Shane Groom, and Mandi Andrews. We have two part-time officers: David Pope and Todd Oellerich.

In 2024 Dodgeville Police Officers assisted with 2,971 calls for service. A breakdown of calls and yearly comparisons is documented in the section: Yearly Incidents and Clearance Rates.





CHIEF BRANDON WILHELM  
Serving since 2006



LIEUTENANT BEN CONWAY  
Serving Since 2024



SERGEANT BLAKE WEIER  
Serving since 2017



OFFICER JOSEPH PEPPER  
Serving since 2003



OFFICER NATHAN BIRDSILL  
Serving since 2013



OFFICER DAVID BRENNUM  
Serving since 2016





OFFICER JARED WEIER  
Serving since 2015



OFFICER CODY DURNI  
Serving since 2017



OFFICER SHANE GROOM  
Serving since 2019



OFFICER GARRETT FAULL  
Serving since 2023



OFFICER MANDI ANDREWS  
Serving since 2024



THERAPY DOG CHARLIE  
Serving since 2024



## Support Staff – Confidential Secretary

Roseann Rossing and Amy Michek provide support at the direction of the Chief and Lieutenant regarding purchasing, records maintenance, transcription, open records requests, crime reporting submissions, report review, submission, and dissemination, and customer service. They work a rotating schedule with Amy Michek working approximately 24 hours a week and Roseann Rossing working approximately 16 hours a week.

In 2024 Administrative Assistants assisted with the review and the subsequent dissemination of 416 cases, the transmittal of 118 Cases to the District Attorney’s Office, the processing of 590 parking citations, 247 open records requests, 323 invoices, and took approximately 4,000 calls to the Police Department.

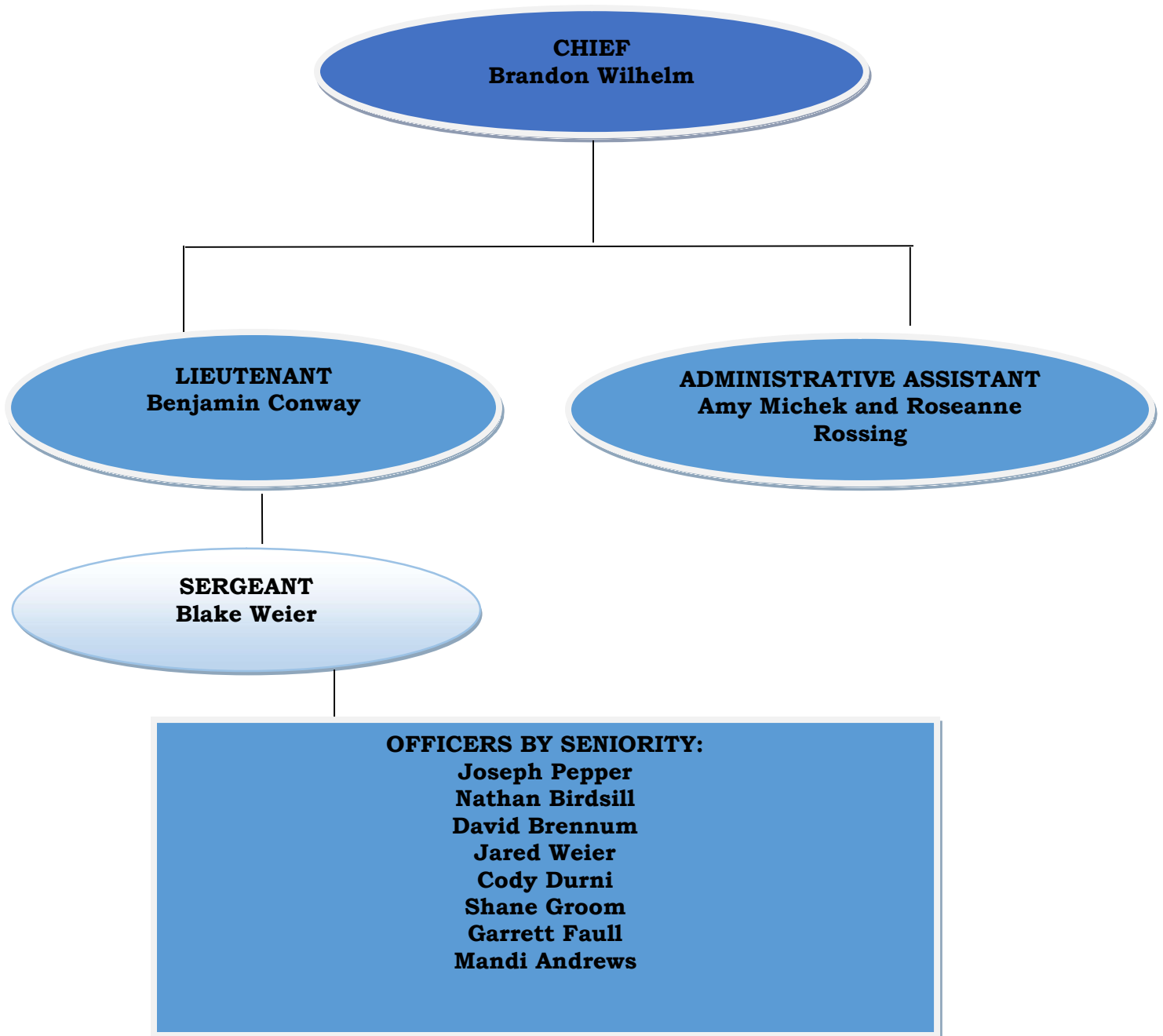


AMY MICHEK  
Serving since 2019



ROSSEANN ROSSING  
Serving since 2015

# ORGANIZATIONAL CHART



## CITY OF DODGEVILLE DEMOGRAPHICS

### Population

Population estimates, July 1, 2023,	5,085
Population, percent change - April 1, 2020 to July 1, 2023,	2.0%
Population, Census, April 1, 2020	4,984
Population, Census, April 1, 2010	4,693
Persons under 5 years, percent	6.8%
Persons under 18 years, percent	18.5%
Persons 65 years and over, percent	21.5%
Population per square mile, 2020	1,227.0
Land area in square miles, 2020	4.06

### Race and Origin

White alone, percent	90.6%
Black alone, percent	1.6%
American Indian and Alaska Native alone, percent (a)(a)	0.2%
Asian alone, percent (a)(a)	2.3%
Native Hawaiian and Other Pacific Islander alone, percent (a)(a)	0.0%
Two or More Races, percent	4.8%
Hispanic or Latino, percent (b)(b)	2.1%
White alone, not Hispanic or Latino, percent	89.6%

### Population Characteristics

Veterans, 2019-2023	151
Foreign-born persons, percent, 2019-2023	2.2%

### Housing

Housing Units, July 1, 2023,	2261
Owner-occupied housing unit rate, 2019-2023	61.7%
Median value of owner-occupied housing units, 2019-2023	\$234,000
Median selected monthly owner costs - with a mortgage, 2019-2023	\$1,626
Median selected monthly owner costs -without a mortgage, 2019-2023	\$622
Median gross rent, 2019-2023	\$984
Affordability Index Score	121

### Families & Living Arrangements

Households, 2019-2023	2,323
Persons per household, 2019-2023	2.12
Living in the same house 1 year ago, percent of persons age 1 year+ , 2019-2023	92.2%
Language other than English spoken at home, percent of persons age 5 years+, 2019-2023	1.9%

**Education**

High school graduate or higher, percent of persons age 25 years+, 2019-2023	95.4%
Bachelor's degree or higher, percent of persons age 25 years+, 2019-2023	31.1%

**Health**

With a disability, under age 65 years, percent, 2019-2023	11.1%
Persons without health insurance, under age 65 years, percent	3.3%

**Economy**

In civilian labor force, total, percent of population age 16 years+, 2019-2023	68.6%
Total retail sales, 2022 (\$1,000)	1,531,236
Total retail sales per capita, 2022	\$300,419

**Transportation**

Mean travel time to work (minutes), workers age 16 years+, 2019-2023	24.0
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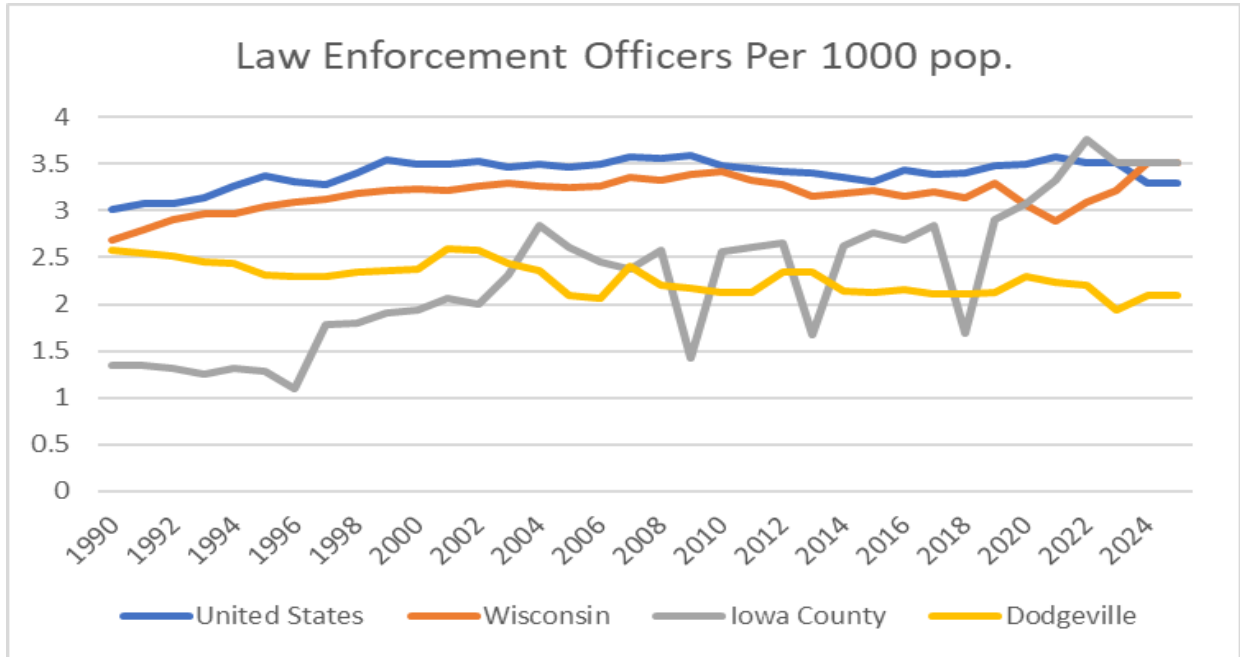
**Income & Poverty**

Median households' income (in 2023 dollars), 2019-2023	\$72,768
Per capita income in past 12 months (in 2023 dollars), 2019-2023	\$40,512
Persons in poverty, percent	8.4%

(United States Census Bureau QuickFacts, n.d.)

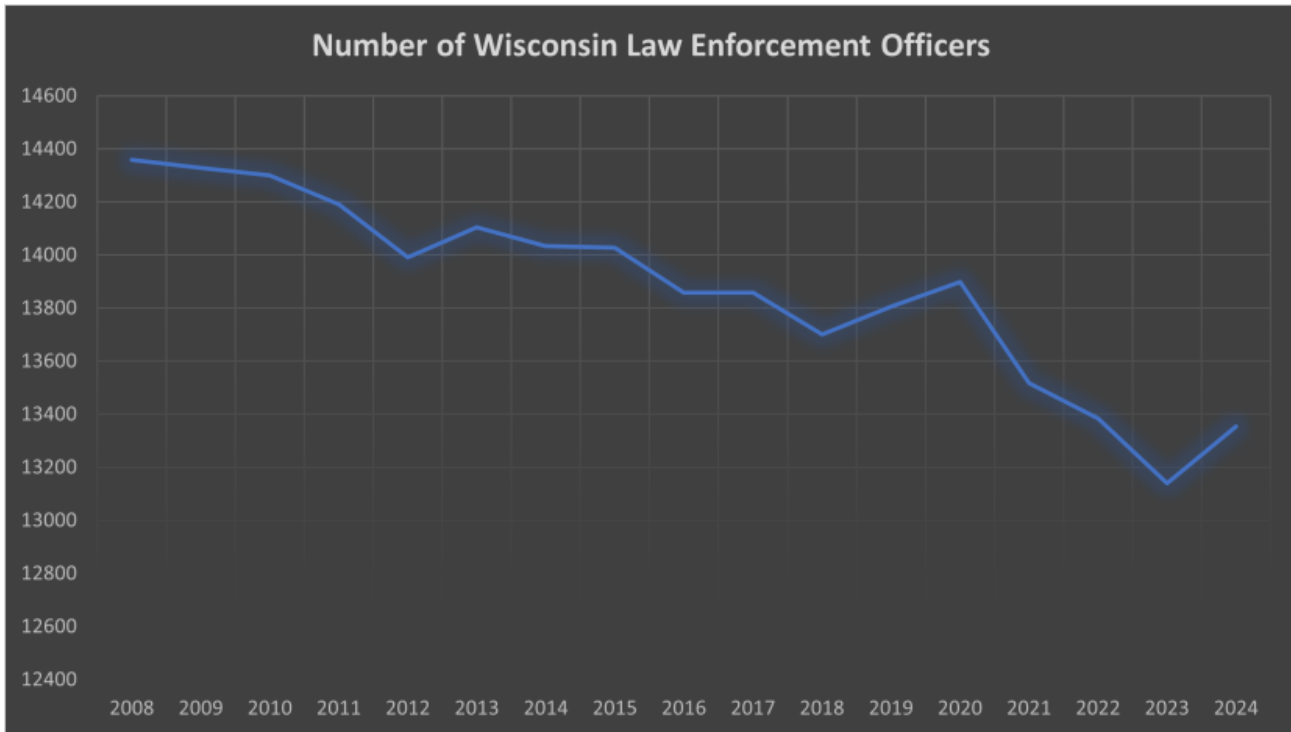


## LAW ENFORCEMENT STAFFING FIGURES



The above chart represents data collected from FBI statistics relating to the number of Law Enforcement Officers per 1,000 citizens (Federal Bureau of Investigation, n.d.). As identified in the chart, the ratio is on a general increase nationwide, in the State of Wisconsin, and within Iowa County, but on a decrease for the City of Dodgeville. Dodgeville currently has 11 full-time Law Enforcement Officers and an estimated 2025 population of 5,119 which will likely increase in the near future. This places our ratio at 2.15 Officers per 1,000 people. Another relevant statistic relates to cities similar in size to Dodgeville. In 2019, the highest ratio of officers to individuals among the city population groups was an average of 4.2 officers per 1,000 inhabitants in cities with fewer than 10,000 residents. (Criminal Justice Information Services Division, n.d.) A 2020 study by the US Department of Justice found that local police departments serving fewer than 10,000 residents had 2.8 full-time sworn officers per 1,000 residents on average. (U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, and Goodison 2022, p. 4) Though these figures differ considerably, both data sets demonstrate that with the population of Dodgeville increasing, additional Officers may soon be necessary to meet service demands.

## RECRUITMENT AND RETAINMENT



Applicants for Law Enforcement positions have decreased at a steady rate from 2008 to 2023 (Cameron, 2025). A 4 % rebound in 2024 shows potential for a longer-term increase in applicants to the profession, but additional data over corresponding years will be necessary to determine support of that trend. Considering these statistics, it is imperative police departments retain quality employees and recruit quality candidates when vacancies exist. When comparing wage and benefits with 15 departments in Grant and Iowa County<sup>1</sup>, the Dodgeville Police Department currently ranks 1st in wages and 1<sup>st</sup>/2<sup>nd</sup> in time off<sup>2</sup>. However, the top three are all very close in total time off. Though costs associated with ongoing benefits and wages often involve high levels of scrutiny, it is important to realize the costs associated with hiring new officers to fill vacancies.

In July 2023, a hiring process was initiated to fill a patrol officer opening. During the process, a second position would become available as well. The Police Department received eight applications for the listed position. Of those applicants, five showed up for initial testing, two of whom had been through the academy. One subject dropped out of the last stage of the process by not attending the PFC interview. Of the four remaining subjects, only one had been through the academy. This person was hired in

<sup>1</sup>Agencies compared include: Boscobel, Cuba City, Grant County S.O., Iowa County S.O., Fennimore, Hazel Green, Lancaster, Mineral Point, Muscoda, Platteville, Prairie Du Chien, UW Platteville, Cassville, and Dickeyville.

<sup>2</sup>Comparison methods utilized included combining 1<sup>st</sup> year, and 8<sup>th</sup> year benefits as an aggregate total.

October of 2024. An eligibility list was created with the remaining three applicants. One was offered a position but ultimately withdrew from consideration. A background investigation was then conducted on the two remaining applicants and one subject was removed from consideration following the background. The other subject, fortunately, was a phenomenal candidate. Although the cost of sending this candidate through the academy was a great undertaking, with the approval of the Council, the Department took the risk and paid for their training.

When considering those costs associated with retention such as salary and benefits, we must also assess the costs of hiring. The cost of the academy itself (tuition, books, etc.) is reimbursed by the State of Wisconsin to sponsoring agencies. This amounts to approximately \$5,000, however, the City covered around \$25,000 in wages (720 hours). The hiring process also involves a great time commitment and effort of multiple officers, administration, and committees. It is conservatively estimated that at least \$1000 is spent on salaries devoted to associated hiring tasks. Once there is a conditional offer, an extensive background investigation is completed. Conservative estimates for wages related to backgrounds are \$1,000. Following the background, there is psychiatric testing, which is required when hiring law enforcement. The current rate is \$1,400 for this testing. Then there is drug testing (\$120-200). If we are fortunate enough that all of these things still lead to a final offer, additional costs are necessary before the officer can fill shifts. Uniforms and equipment are approximately \$1,000, not including radio/firearm, and 10 weeks of field training salary/ associated expenses is approximately \$14,000. Consideration must also be given to the likelihood that the prolonged time frame of the hiring and training process results in additional overtime costs to fulfill shift needs based on the vacancy. This could vary greatly but, in many cases, likely extends into the \$5,000 to \$10,000 range. Ultimately, costs for filling a vacancy may be as high as \$55,000.

These costs diminish quickly when there are qualified applicants who have already completed the academy and have experience. The addition of lateral hire language to recent union contracts may assist with these types of hires. Qualified lateral applicants often take less time to hire, less time to train, and would not have costs associated with academy training. Lateral hires would likely cost around \$15,000 based on these savings.

As stated before, the importance of retention by remaining competitive in wages and benefits is evidenced by the cost of replacing existing Officers. In addition to the financial loss incurred when an Officer leaves the Department, there are also the years of experience,

training, and community relationships they have built that go with them. These types of losses are incalculable but vast.

Some of the efforts made to assist in recruitment and retention during the 2025 contract negotiations include the following:

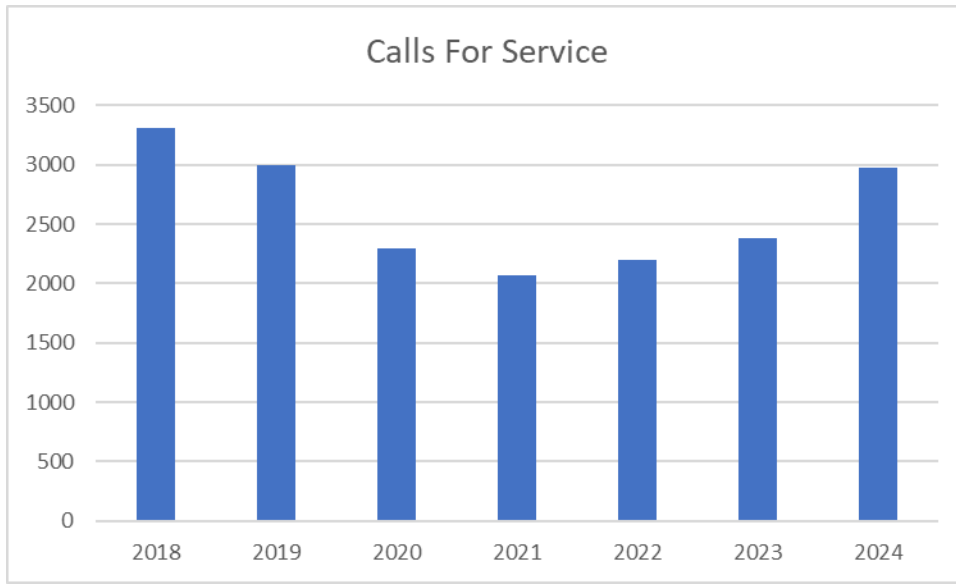
- Increasing Salary by 7% in 2025, 4% in 2026 and 4% in 2027= \$39.58/hr. in 2027
- Increasing shift differential pay for undesirable hours by 25 % (.80-\$1.00)
- Increasing the hours eligible for shift differential pay by 16% (4p-6a from 6p-6a)
- Increasing the longevity bonus after 5 years 33% (\$40 for each year instead of \$30)
- Increasing the longevity bonus after 10 years 66% (\$50 for each year instead of \$30)
- Increasing the longevity bonus after 15 years 100% (\$60 for each year instead of \$30)
- Increasing the longevity bonus after 20 years 133% (\$70 for each year instead of \$30)
- Recognizing past Law Enforcement experience when determining vacation benefits.
- Increasing uniform allowance by 9% (\$550-\$600)
- Increasing pay for hours Officers spend training other officers by 100%(\$1.00-\$2.00)
- Increasing vision reimbursement by 33% (\$375-\$500)
- Providing a fitness membership reimbursement allowance up to \$300 per year
- Providing a “wellness day” each year for Officers on/near their anniversary date.
- Providing an option for light-duty work

We remain hopeful that with these changes, Officer retention is enhanced and applications for vacant positions increase.

# YEARLY INCIDENTS AND CLEARANCE RATES- COMPARISON

## CALLS FOR SERVICE

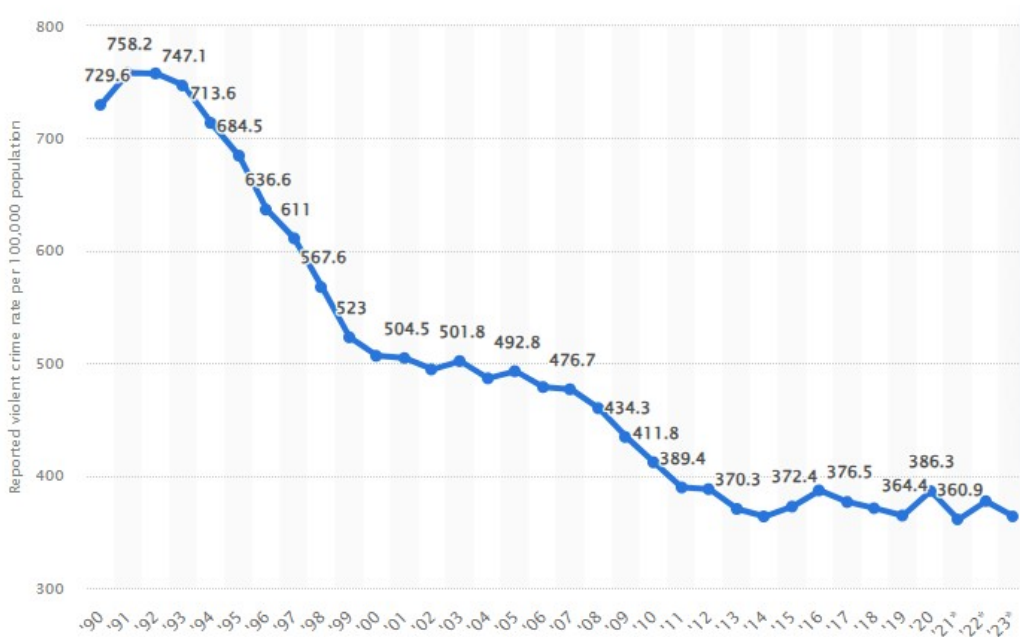
Call for service data was obtained from call records via Iowa County Dispatch beginning in 2018, the earliest year available with the new software. The data shows a decline beginning in 2019 and continuing throughout the years of the pandemic. Calls for service now appear to be on a rebound with 2024 nearly reaching 2019 levels with 2,971 calls for service.



- |                            |                            |                              |
|----------------------------|----------------------------|------------------------------|
| 3 Abuse                    | 78 Disturbances            | 2 Littering                  |
| 53 Alarms                  | 172 Door Checks            | 3 Livestock in Roadway       |
| 102 Animal Related         | 11 Drug Investigations     | 29 Mental Health Assessment  |
| 8 Assaults                 | 284 EMS Calls              | 44 Noise Complaints          |
| 38 Assist Other            | 4 Overdoses                | 20 Misc. Ordinance Inv.      |
| 2 Attempt to Locate        | 10 Pulseless non-breathers | 70 Parking Complaints        |
| 5 Bail Jumping             | 7 Special Patrol           | 9 Missing Persons            |
| 52 Bar/Tavern Checks       | 19 Fires                   | 129 Suspicious Activity      |
| 22 Animal Bites            | 4 Gas Leaks                | 26 Damage to Property        |
| 5 Burglaries               | 145 Follow Up              | 28 Lost/Found Property       |
| 12 Child Custody Matters   | 12 ATL Vehicle             | 10 Special Events            |
| 268 Assist Citizens        | 25 Fraud                   | 5 Storm damage responses     |
| 15 Civil Issues            | 40 Harassment              | 43 Traffic Direction/Control |
| 99 Motor Vehicle Accidents | 8 Jail Incidents           | 36 Theft                     |
| 26 Hit and Runs            | 36 Juvenile Incidents      | 16 Trespassing               |
| 17 Debris in roadway       | 8 Civil Standbys           | 69 Traffic Complaints        |
| 12 Abandoned Vehicles      | 77 Motorist Assist         | 70 Vehicle Lockouts          |
| 3 Stolen Vehicles          | 20 Warrant Attempts        | 126 Welfare Checks           |

# CRIME

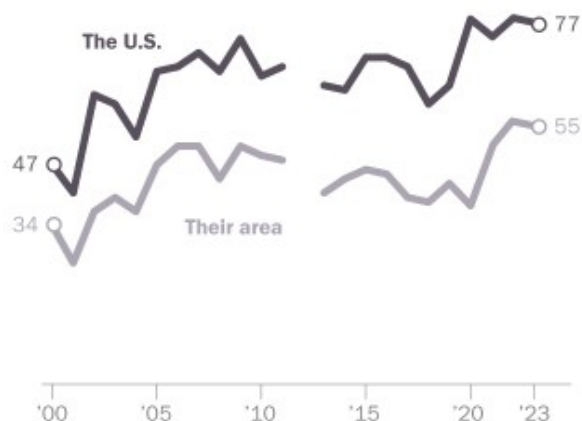
Overall, nationwide crime has been on a significant and steady decrease since the early 1990's.



This graph represents that decrease but does not include 2024 totals that have yet to be finalized. Initial estimates appear to show an additional 3% decrease from 2023. Two areas of crime that have increased, at least since 2019, include Motor Vehicle Thefts and Shoplifting (Lopez, E., & Boxerman, B., 2025).

## Americans tend to believe crime is up nationally, less so locally

% of U.S. adults who say there is more crime in \_\_\_\_\_ than there was a year ago



Note: 2012 data is not available.  
Source: Gallup.

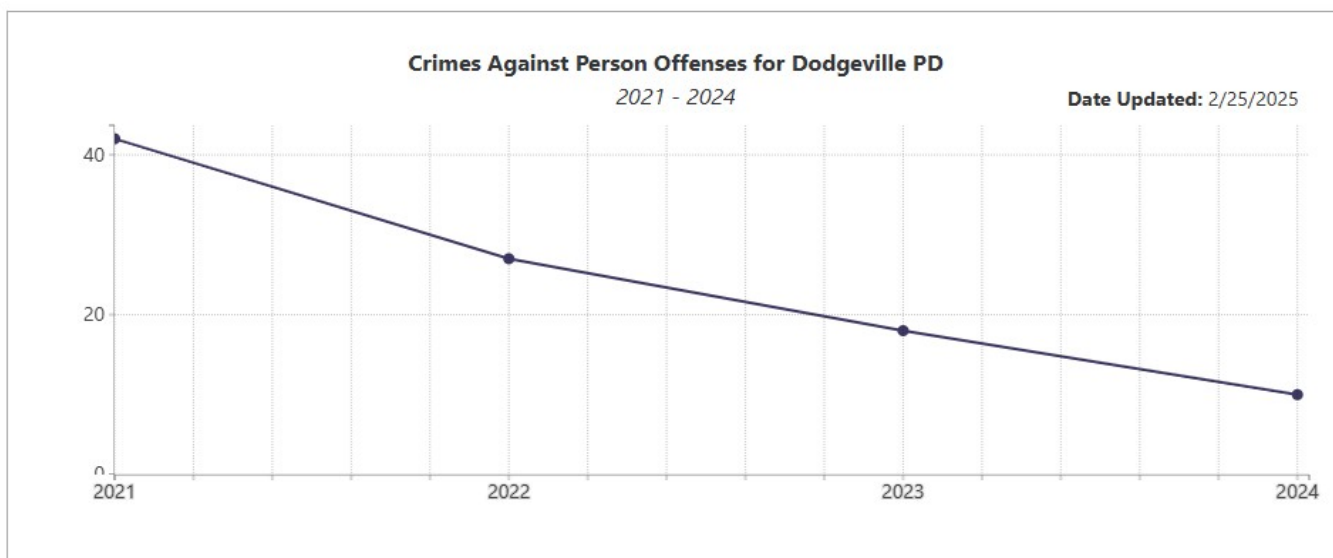
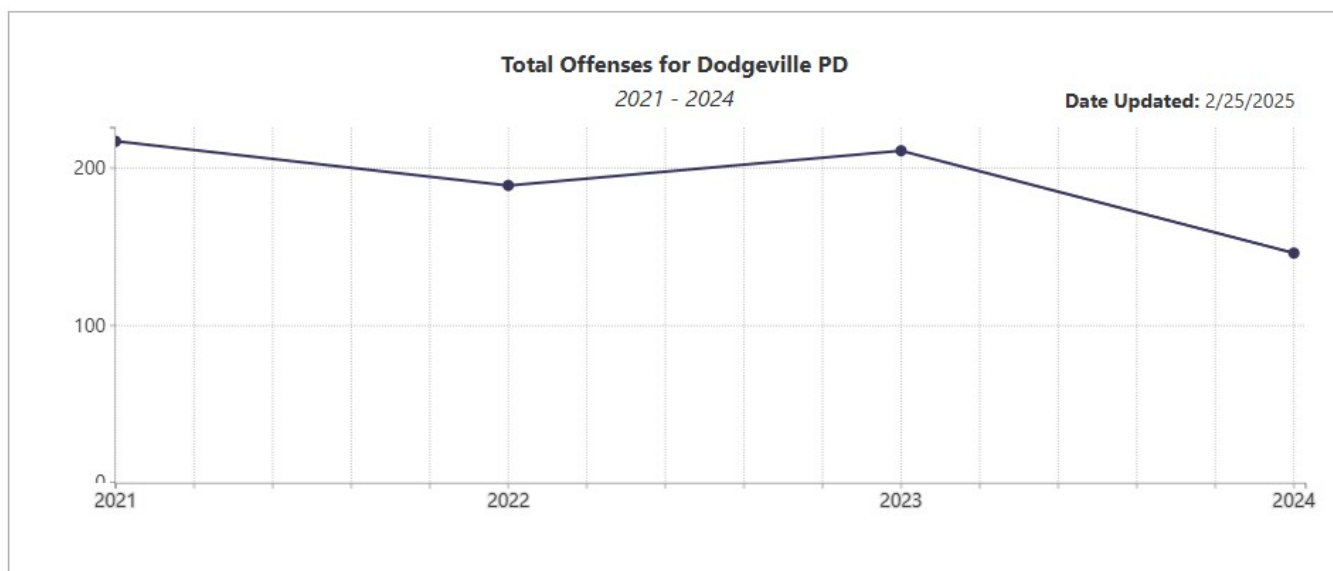
PEW RESEARCH CENTER

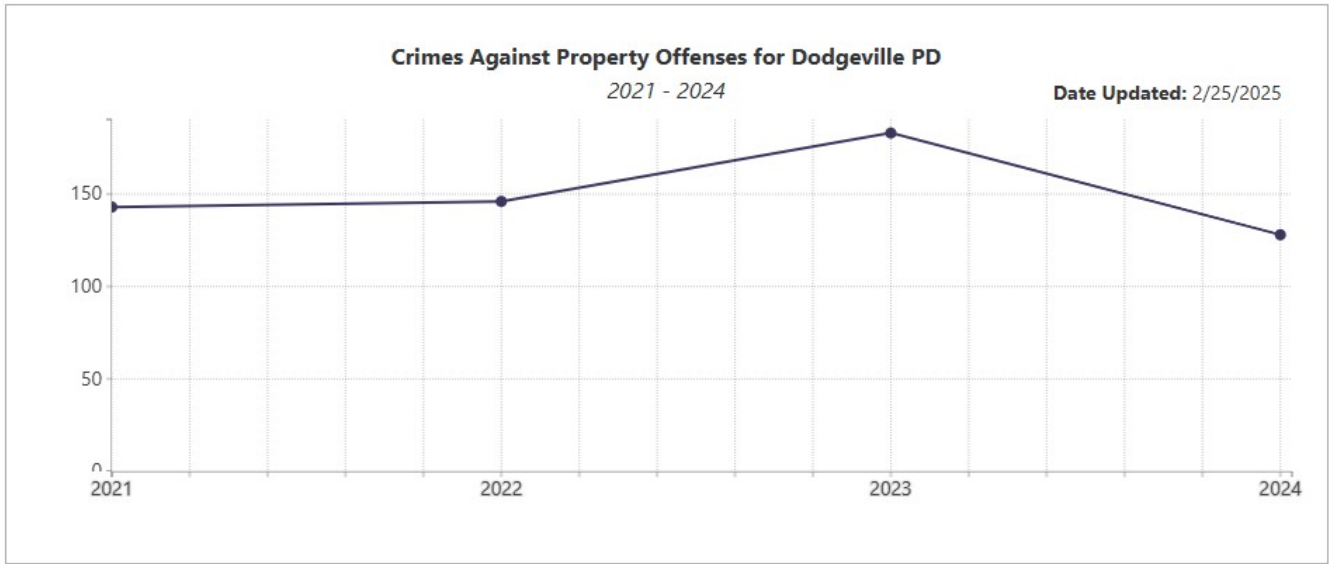
Regardless of this overall decrease in crime, there is a strong misconception by many citizens that crime is actually *increasing*. Opinions vary on the reasoning for such fluctuation from reality but many experts believe that it is due at least in part to misinformation, or misinterpretation of, mass media.

(Gramlich, 2024)

## Dodgeville Crime Statistics

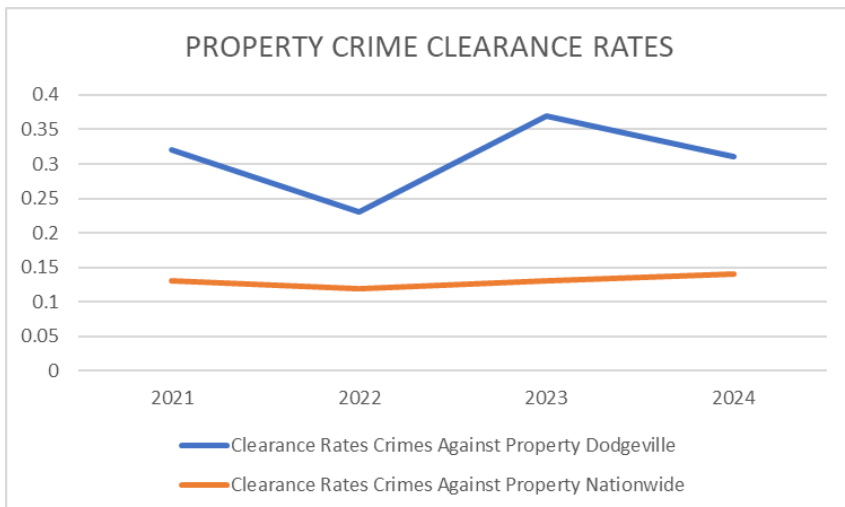
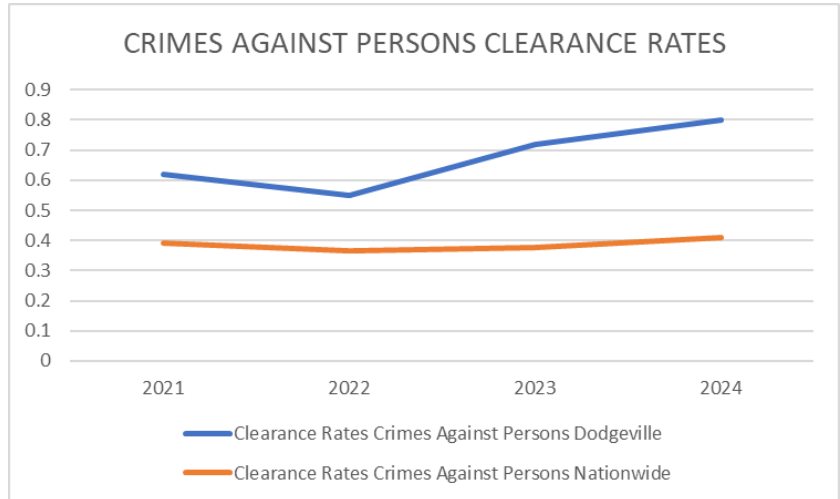
At least since 2021, Dodgeville crime statistics have shown a similar decline to nationwide statistics. The 2020 annual report included information referencing crime statistics and data for 20 years from 2000-2020. This information was gathered after an extensive individual review of cases from that period. Since 2021, the Dodgeville Police Department has submitted statistics to the Wisconsin Incident-Based Reporting System(WIBRS). The graphs below show data as submitted to their agency. Notably, crimes against persons have been on a downward trend throughout the past four years seemingly following the trend(s) identified in the 2020 report. Crimes against property, such as theft, are holding relatively stable. It should be noted that uniform crime reporting (UCR) accounts for shoplifting as a theft. Subsequently, a substantial portion of our thefts counted towards UCR are shoplifting incidents at Walmart (Approximately 50-70%).





### CRIME CLEARANCE RATES

The 2020 Annual report contained crime clearance rates for a twenty-year period from 2000-2020 that had been gathered via review of individual cases to determine if clearance had been achieved. Wisconsin Incident-Based Reporting has unique and specific determining factors for clearance. 2021-2024 rates were obtained via the Wisconsin incident-based Reporting Data and are displayed in the adjacent charts.



Regardless of variations in clearance interpretation methods, the rates of clearance for the Dodgeville Police Department show that in both property and person crimes, the likelihood of the crime being cleared by arrest or by other methods is nearly double the nationwide rate.



## FIELD SERVICES AND OUTREACH

The core ideology within law enforcement is to provide fair and impartial service to the public. The Dodgeville Police Department strives to partner with many groups and organizations to provide public services and work consistently with members of the public to address needs and concerns. We work closely with the courts, social services, probation, and parole as well as other law enforcement agencies and emergency services. Dodgeville Police Officers are also encouraged to contact citizens in various methods to reduce stigmas and misconceptions and allow for open dialogue regarding the issues that citizens face daily. You will often see Dodgeville Officers at a sporting or community event engaging with members of the public, handing out stickers to children, or just being a visible and welcoming presence. The Dodgeville Police Department has also taken part in many community organizations and engagements such as the Grilled Cheese Contest, Lands' End Jam, Dodge Fest, Farmers Appreciation Day, Santa Cop, Stuff the Squad, Special Olympics Torch Run, Dr. Seuss reading program, Dodgeville Middle School Mock Trial, Cops and Bobbers, Feeding Friends, Upland Hills Fun Day, Youth Disability Mentoring Day, and many more. We also give multiple tours and presentations each year to various organizations.



# SCHOOL RESOURCE OFFICER AND THERAPY DOG REPORT

## School Resource Officer Program

School Resource Officer (SRO) Joseph Pepper was hired, full-time, by the City of Dodgeville in October 2003. Ever since he has been a Dodgeville Police Officer, the Police Department and school district have had a partnership with having a School Resource Officer Program. SRO Pepper has had the honor of being the Dodgeville School District SRO for two terms, and nearly ten years, with his most recent term beginning in 2017.



Due to events within our nation involving violence at schools, SRO Pepper's primary priority is keeping the staff and students at the school district safe every day. The second priority is being a resource to the schools (staff and students alike). He provides multiple presentations on a wide range of subjects, reviews and updates safety protocols, assesses potential threats, provides legal guidance, and conducts investigations related to criminal matters.

*Officer Pepper provides run-hide-fight training to Lands' End Staff*

School Resource Officer Pepper is a certified trainer in Avoid Deny Defend (also known as Run, Hide Fight) pertaining to school and community safety and active threats. Annually he provides this training to new teachers, substitute teachers, and existing staff. He also provides multiple presentations to business and community organizations throughout Iowa County.



In 2023 Officer Pepper completed his certification to become a DARE Officer and the program was reintroduced into the Dodgeville School District after a long hiatus. The new curriculum for DARE focuses less on drugs and alcohol and more on making overall healthy and positive choices. In Spring of 2024, Officer Pepper's first class of 5<sup>th</sup> Grade Dare students graduated at Dodgeville Middle School and St. Joseph's.

*Officer Pepper congratulates students at the 2024 DARE Graduation*





Officer Pepper with Therapy Dog Charlie

## Therapy Dog Charlie

In early 2024, The City of Dodgeville and the Dodgeville Police Department (DPD) approved a new and exciting therapy dog program. The undertakings of this program were conducted by School Resource Officer (SRO) Joe Pepper and his family in conjunction with the Dodgeville School District.

The initial idea of this program began with evaluating a similar program at the Mineral Point School District involving School Resource Officer Bill Ottoway, and his therapy dog, Bocephus. The agreement was for “Bo” to be the school therapy dog, but Bo would reside with SRO Ottoway and his family. SRO Pepper and the Dodgeville School District (DSD) had an opportunity to see the interaction and response of staff and students with Bo when he came to visit

the Dodgeville High School (DHS). SRO Pepper expressed interest in creating a similar program in the City of Dodgeville.

On March 15, 2024, Therapy Dog Charlie was brought home to SRO Pepper’s family. Charlie was only three months old at the time. Charlie is a male, English Cream Retriever. Charlie was later given the honor of being a “sworn”, DPD Officer with the department. After only being with SRO Pepper’s family for three days, he began his first shift with SRO Pepper at the DPD. On his first day of work, Charlie assisted a young, sensitive crime victim by offering his comfort during an interview. In these types of situations “Charlie” has shown his benefits and we look forward to utilizing him in a wide range of public service and proactive methods in the coming years.

Officer Pepper had the following to say regarding the program:

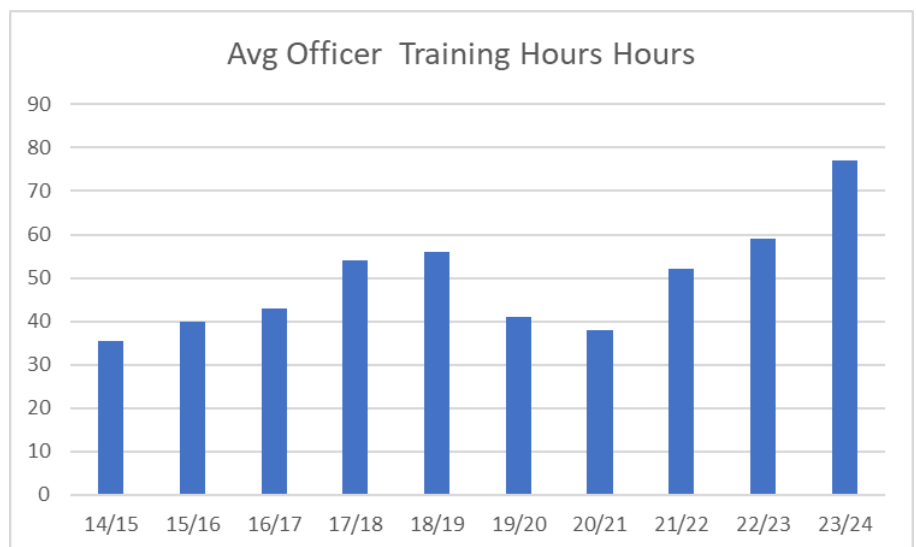
*“Charlie has offered so many shared moments now with DSD Staff and Students, City of Dodgeville citizens and the Police Department. The countless times citizens say he has made their day says it all of the positive vibes he can spread to others!”*

## TRAINING

The delivery of quality police service to the community requires that officers be trained in a wide variety of tasks. This is especially true within smaller departments where the necessity to investigate a wide array of incidents results in investigations by officers instead of specialized units such as at larger agencies. The problems that face officers today and the decisions they have to make are growing in complexity in direct relation to societal issues, advancements in technology, and ever-changing laws and interpretations of those laws. With this in mind, it is essential that Officers be provided opportunities for advanced training that corresponds with mandatory training while recognizing the needs of the department and the community.

### MANDATORY TRAININGS

- In-Service Training – 24 hours of training for each officer is the minimum requirement to remain certified. Dodgeville Officers averaged 77 training hours per Officer in the 2023/2024 training period, not including one officer's 720 academy hours of training.
- Firearms Training – All sworn officers are required to demonstrate shooting competency with a minimum level of expertise as specified by state standards annually. In addition to the yearly handgun qualification, there is at least one, and generally two, additional handgun/rifle trainings.
- Advanced Vehicle Operation/Pursuit Training is a bi-annual four-hour requirement providing skills in vehicle operation and methods of bringing vehicles to a stop that minimize the risk to the officer and other motorists.
- Quarterly department meetings were reinitiated in 2024. These meetings focus on department issues while completing some of the required annual trainings.
- In addition to specialized trainings received by the Officers, and the mandatory trainings listed above, Officers are required on an annual basis to have training in the following areas:
  - Sexual Harassment
  - De-escalation
  - Bloodborne pathogens, CPR, AED, Nasal Naloxone
  - Ethics
  - 4<sup>th</sup> Amendment
  - Hazmat Response
  - Anti-Bias



## SPECIALIZED TRAINING IN 2023/2024

### **Wellness and Leadership Webinars**

Staff can attend virtual trainings regarding Officer Wellness and Leadership related curriculum provided free of charge by the Wisconsin Department of Justice via an online platform.

### **Police1 Academy**

The Police1 Academy program was purchased by the Dodgeville Police Department midway through 2020. The platform allows further online training without the added expense of travel, meals, and accommodations.

### **Specialized trainings/Certifications**

Anticipating a shift to red-dot sights on firearms, two Officers attended training at Vortex to assist with the training necessary for the transition. In 2024, Officer Pepper attended a DARE Officer certification. In 2025, officers transitioned to the Taser 7 platform and received associated training in 2024. In 2024, a grant was obtained for a Tru-Narc drug identification system costing nearly \$50,000. This system utilizes spectrometry for accurate drug identification. All officers received training in 2024 in the use of this device. In 2024, Stop Stick devices were obtained and placed into the squad cars and officers were trained on their use. In 2022, all Officers were trained on new high risk vehicle stop curriculum that will soon be standardized in Wisconsin. Officers were also provided with vehicle close quarters combat training at this time.

### **Active Shooter Response**

In 2023 and 2024, officers participated in various trainings related to active shooter/killer response and incident management. This included attending a virtual reality "Virtra" training at Vortex where use of force scenarios are displayed on a screen and Officers interact and make decisions based on their observations. Administration also had an introductory Active Shooter Incident Management course (ASIM) that Officers will have in 2025. Officers also had rescue task force(RTF) classroom training, two rescue task force (RTF) hands-on trainings with EMS, and a large-scale active shooter incident training. The large-scale active shooter incident identified areas of improvement that will be addressed in future trainings. In conjunction with the Iowa County Sheriff's Office, plans are being made to continue this type of training throughout 2025 and into the future, with additional active shooter incident management courses and hands-on scenarios being provided.

### **Conferences**

In 2022 through 2024, the following conferences were attended by various Police Department Staff: Wisconsin School Resource Officer Conference, Wisconsin Internet Crimes Against Children Conference, Active Threat Integrated Response Conference, New Chiefs of Police Conference, Sexual Assault Response Team Conference, and the FBI Law Enforcement Technical Forum in Orlando, FL.

## BUDGET AND EQUIPMENT

### **Vehicles**

Two, 2025 Ford Explorers, have been purchased as part of the biannual squad rotation. We plan to keep the 2019 squad and increase our marked squad fleet to four. This is based partially on the uncertainty in ordering/obtaining new squads, increasing patrol shifts, and having additional squads available during squad service/maintenance. There has also been difficulty outfitting the squad cars, but both new vehicles are anticipated to be up and running by summer 2025. One of the new squads is a hybrid, bringing two of the four squads in the rotation to hybrids. There have already been some noticeable savings in fuel usage with the one Hybrid squad in the rotation.

In 2024, a Ford Hybrid Escape was also purchased for Officer trainings or other travel outside of the City.

In 2024, the squads were all standardized in equipment layout to assist with Officer retrieval when needed.

In 2023, new first aid backpacks were placed into the squads, along with suction devices, to be used when responding to chokings.

In 2022, new radar units were installed to replace the aging units.

In 2024, stop sticks were placed into squad cars to assist in vehicle pursuits.

In 2024, the sets of keys in each squad car for various buildings throughout the city were updated, labelled, and a sheet was created to identify their function.

In 2022, new Motorola Squad cameras were placed into squad cars to replace the unsupported Watchguard cameras.

### **Firearms**

New Sig Sauer short barrel rifles (SBR) with suppressors were purchased in 2024. These have less likelihood of causing hearing damage if used in an incident and allow the department to utilize existing rifles as backups in times of need.

New Shadow Systems 9mm firearms were purchased in 2024 with red-dot sights. These will likely lower ammo costs, improve accuracy, and increase sight windows for officers. Final transition is anticipated after training and qualification in Spring 2025.

In 2022, firearm lights were upgraded to High Lumen TLR-1 Streamlight HLs.

In 2024, Officers were allowed to utilize \$200 of their uniform allowance to purchase a gun safe for their residence to ensure department firearms were properly and safely stored.

In 2024, tourniquet holders were added to the firearm holsters to standardize the location of tourniquets.

## **Uniforms**

In 2024, we began ordering uniforms and supplies from TopPack in Sun Prairie, Wi. We are noticing faster turnaround times and ease of access when obtaining these items.

Outer carriers were implemented near the end of 2022 and are now used by nearly all officers. Officers have reported less back pain and more ease of access to duty gear. The outer carriers also allow for better identification of officers by having an embroidered "POLICE" on the back.

## **Equipment**

Our records management system (RMS) was changed to Zuercher/Central Square in 2024 to coordinate with the reporting system that the County is using. We went live with the new system January 1<sup>st</sup>, 2025. This was a huge undertaking. Officers report better efficiency for record management, workflow accountability, and streamlined access to records throughout local law enforcement agencies. Officers also have real-time information from Iowa County Dispatch in squad cars regarding call response and information. Officers anecdotally report they spend approximately 50% less time on reports with the new system.

In 2021, Tasers were upgraded from all black to yellow. This was done to diminish the possibility for weapon confusion in tense situations. In 2024, new Taser 7s were purchased from the County when they transitioned to the Taser 10. This also allowed each Officer to have their own taser instead of sharing the three available while also upgrading from the older Taser model.

In 2022, a shield was acquired for use by the Department in high-risk situations. New technology providing for lighter shields, with similar ballistic capabilities, is now available and the potential purchase of a new shield will be considered in the next few years.

In 2023, we changed to Motorola body cameras following Watchguard body cameras no longer being supported. Efforts were also made with the new cameras and in-squad video systems to increase the speeds at which videos are uploaded. Currently officers are not noticing a lag in internet connection during video uploads.

## **Department**

Since 2020, there has been an ongoing task of organizing and purging the Department of outdated equipment and files. This included a purge of records dating back to 1970 per the record retention guidelines. We have also cleaned nearly every room and storage area within the department, and updated many files to electronic format. A large amount of outdated computer equipment was also purged, with hard drives that had to be removed because of the security of confidential files. These efforts resulted in approximately 20-30 times the dumpster being filled and one large truckload containing 440 lbs. of electronics being taken to Faherty.

In 2024, a new interview room was constructed in the office of the Lieutenant to provide ADA access to members of the public and limit public access to unsecured areas of the department.

In 2021, monitors were installed in the administrative office to allow viewing of the City camera network.

In 2024, the main lobby area of the department was reorganized and brochures available to the public were updated.

In 2024, the main entryway into the secure portion of the Police Department was updated to include current Officer pictures. A display featuring officers from the past and community engagement was also created.

In 2024, a Sergeant's office was created where the old interview room was located and we are currently updating the room to meet the needs of the Sergeant.

## **Budget**

In FY 2024 the Dodgeville Police Department budget was \$1,393,541.00. Even with the many equipment purchases mentioned above in 2024, we came in below budget by \$2,789.39.



## RECENT CHANGES/UPDATES

In 2024, Officers were assigned to specific wards in the city for ordinance enforcement. In the first year, nearly 70 letters were mailed to residences within the City. Almost all of those residences complied with the guidance. We will continue those efforts in Spring of 2025.

In 2019, a Citywide camera system program was initiated. At this time there are 97 cameras located throughout the City. Efforts have been made to identify how often the cameras have assisted in cases that otherwise might not have been solved. At last count, that included 42 cases, though the number is likely much higher.

In 2024, there was approval to begin an Officer Wellness Day providing Officers with a yearly visit to a psychiatrist in allowance for the remainder of the day off. With renewed focus on Officer well-being, this is a monumental step in ensuring that Officers have opportunities they might not otherwise take for mental wellness. In 2023, officers also had an opportunity to attend, with their families, an officer wellness presentation at the Dodgeville High School. In addition to these changes, we have also continued having an annual holiday party and began incorporating an annual awards banquet into that party.

In February of 2022, the new Iowa County Jail opened. Officers have been learning new protocols and procedures for the jail and taking advantage of the enhanced features available.

One major change to services provided to citizens includes the procedure, implemented in 2024, to assist citizens with all vehicle lockouts utilizing our vehicle lockout kits. Drivers are required to sign a waiver in case of damage before attempts are made to unlock vehicles. We completed 70 vehicle lockouts in the first year of implementation.

In 2024, we transitioned all shotguns in the squad cars to less lethal shotguns which fire bean bag projectiles. As part of this update, all shotguns were marked with orange stocks bearing "Less Lethal" on the grips. This was done to allow all officers this option in the use of force continuum instead of having only one less lethal shotgun available in one squad car.

In 2023 and 2024, officers began participating more frequently in speed and traffic enforcement shifts, which are reimbursed from the State of Wisconsin for overtime. This resulted in more citations issued than in previous years and more operating while intoxicated arrests.

In 2022, we began partnering closely with the Mineral Point Police Department to assist with large-scale special events such as parades. This often results in at least one Mineral Point Officer being sent to assist with those events and one Dodgeville Officer being sent to assist with their events.

In late 2024, early 2025, the Emergency Response Guide for the City was updated and implemented. This will be occurring on an annual basis.

In 2024, the Department website on the City of Dodgeville web page was updated to include current information, forms, and resources, necessary for citizens to navigate a wide array of topics.

Recently, we have been working closely with the ordinance committee to address outdated or obsolete ordinances within the city. One of those ordinances included a revision and update to archery practices. A standardized methodology for the issuance of archery range permits was then created. We also addressed special event licensing and food truck ordinances. In 2025, we will be looking to update and enhance our city burning ordinance, noise ordinance, and identify some streets that may benefit from no parking areas.

In 2024, we renewed our partnership with the Midwest Organized Crime Information Center (MOCIC). This partnership allows us multiple investigative tools for use in complex investigations. It also provides a repository for property which is pawned throughout the nation.

In 2024, we entered into a partnership with Carfax, which provides some investigative tools available for crash investigations. Carfax also allows citizens to obtain car crash reports directly via their website instead of going to the Police Department or emailing to obtain them.

In 2024, monthly reports to the Common Council were reinitiated per Ordinance 4.04(f)

In 2024, the field training manual was evaluated and updated.

## UPCOMING GOALS

In the next five years we would like to achieve the following goals:

**Obtaining Cellbrite.** We currently have two officers trained in Cellbrite cellular extraction. Until 2023, the Dodgeville PD had a Cellbrite extraction device located at the Police Department, which was obtained as part of the drug task force. That device has since been provided to Platteville PD as part of the drug task force to perform cellular extractions. It would be beneficial to have a device available to Dodgeville officers to assist with investigations solely in Iowa County. Cost would be approximately \$10,000 with some annual renewal fees.

**Increase to 50% property crime clearance, maintain 80% crimes against persons clearance rates.** Property crime clearance rates are generally quite low, due largely in part to the nature of these offenses, and misreporting. Though the Dodgeville Police Department has nearly double the clearance rate for this type of crime, efforts will be made to increase the clearance rates to 50%. This can be achieved through additional follow-up methods, utilizing different new technology resources, and ensuring that cases are accurately coded. The Dodgeville Police Department has an 80% clearance rate for crimes against persons. Ensuring that we remain at this threshold will require continuing to diligently follow up on these matters, and utilizing the investigative resources available to the department.

**WILEAG Core Standards-** The Wisconsin Law Enforcement Accreditation Group (WILEAG) has identified 49 CORE standards in its accreditation program. These 49 select standards and the associated agency policies are at the heart of the program. They are focused on key Federal & State statutory mandates related to law enforcement, requirements arising from case law, inherent issues related to high risk law enforcement operations, and sensitive areas involving community relations. The cost would be minimal and the benefits would include verification that our agency is meeting/exceeding minimum expectations in essential areas of operations and management.

**Firearms detection training for Charlie.** This certification may be available to train Charlie in explosives detection, including ammunition. This would be used in conjunction with his role in the school setting. Cost is unknown at this time as different training options are being sought.

**Officer Training.** Continuing to ensure that Officers receive adequate training and tightening the range with Officers' training hours to provide better opportunities to all.

**City Camera Expansion.** Increasing the city's camera System; Additional cameras would be beneficial at the following locations: USH 18/Johns St., STH 23/CTH YZ.

**Speed Enforcement.** Obtaining a second speed sign at STH 23 near the Hospital.

CLOSING

The Department would like to thank Mayor Hottmann, the common council, the Police and Fire Commission and the citizens of Dodgeville for providing the necessary resources to fulfill our mission. We look forward to our continued relationship and having the opportunity to serve and protect this fine community.

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