

KPD Detective Position 2025

Officers per 1000 Citizens

Police staffing levels are often viewed in terms of the number of full-time officers per 1000 residents. With our current staffing level of ten full-time officers, we have a ratio of full-time officers per 1000 citizens that is significantly lower than area levels.

As you see, the lowest officers/1000 ratio for area 24/7 departments is 1.51. One other thing to keep in mind about Mountain Bay PD's ratio is that they're budgeted for more than 37 officers but since they're so new, they are going to evaluate staffing as they get more data on calls for service, how staffing levels are working, etc. If you combined the old Everest Metro and Rothschild PD's pre-merger total number of officers, it would total 42 officers.

Mosinee PD is also asking for an 11th full time officer in 2025, which would push their ratio even higher.

Jan 2024 WI DOA Population Estimates

AGENCY	POPULATION	FT OFFICERS	FT per 1000
Kronenwetter PD	8551	10	1.16
Wausau PD	40,415	82	2.02
Mountain Bay PD	24,510	37	1.51
Mosinee PD	4578	10	2.28
Colby-Abby	4356	9	2.06

*KPD would need to hire three new FT to essentially match MBPD, the second lowest FT per 1000 officers

Advantages of a Uniformed Detective Position

- There's a single source for follow up on major cases as opposed to having multiple officers drawn into the case. Often, multiple officers from one or both work rotations can get drawn into follow-up investigations due to the need for immediate follow up. This is especially true when an officer gets a major case the day preceding their days off. The more officers we involve, the more officers who get subpoenaed into court in the event of a trial. This can take multiple officers out of service for anywhere from a day to a few days. If we can streamline the follow-up, it's easier to track it and minimize unnecessary work.
- There's a single person as the investigator case lead. This person has more of an overall or holistic understanding of the case, and they can point the case follow up in the right direction.
- We have someone who is more well versed in specialized investigations and someone who regularly networks with other detectives through the CWCI (Central

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WI Criminal Investigator Association). Our attendance is currently very irregular, as it's often difficult for someone to attend those meetings due to staffing. Critical networking on area cases takes place at these meetings and information sharing is often important to solving cases.

- A detective could have more time to follow up with investigations than patrol, who is more “call focused.” This frees up patrol officers to handle calls for service and conduct pro-active patrols.
- The detective would work five days a week, Monday through Friday, which allows for more continuity of operations. Patrol officers work a rotating schedule of 12-hour shifts, which means they're off far more days than a traditional Monday through Friday schedule. This patrol schedule, while beneficial for many other reasons, is not conducive to continuous investigative work. This is why we often have officers from both work rotations getting drawn into follow-up investigations on other officers' cases.
- At the same time, a uniformed detective position working Monday through Friday could assist patrol officers on busy shifts and calls that require multiple officers (a force multiplier for significant patrol calls)
- The detective could also focus on community interactions such as crime prevention presentations.
- Recruitment and retention; another specialized position helps keep officers and attract new ones.
- If it's rotated on an annual or semi-annual basis, it gives officers something to aspire to and it provides a much-needed break from shift work (e.g. someone stuck on nights might be able to get a year reprieve with “normal” hours by putting in for the assignment).
- The detective position creates an extra person who can cover patrol shifts in emergencies (e.g. an officer calls in sick). Also, in times of prolonged unexpected shortages (officer on light duty, officer on family leave or an officer on administrative leave due to a critical incident), the detective can cover a portion of the patrol shift until an afternoon car gets in or move into the patrol rotation temporarily. This could potentially save money in OT and call-in time.
 - On this note, we have several young members on the department who are at the stage in their lives where they're starting or adding to their families. This translates to extended time off for pregnancy and/or paternity leave.
 - When one patrol officer is off (vacation, sick, injury, family leave, etc.), that work rotation is down to minimum staffing. Minimum staffing gives us a day shift, afternoon shift, and night shift officer. Officers make vacation requests at the beginning of the year and when previously approved PTO collides with light duty, paternity/maternity leave, administrative leave or sick time, we are at hard minimums (a day car and a night car). This has happened about 25

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times this year and the number would be higher, but some officers from the opposite work rotation have graciously traded shifts when their rotation was full and helped the other rotation to keep them off hard minimums.

Significant Case Work a Detective Would Work on That Would Save Patrol Officers' Time

- **Search Warrant Writing:** Search warrants can be needed before or after an arrest. Typically, we find that we need them most often for electronic devices, particularly phones. Search warrants can easily take several hours to write, including consultation with the DA, and getting it signed by a judge. After the warrant is served, someone must write up a "return of service" and bring it back to the DA's Office.
- **Forensic Phone Downloads:** More and more cases involve the need for a forensic phone (or other device) download. Evidence of crimes is often stored on phones, and this can be the case for anything ranging from a misdemeanor domestic battery to a drug overdose death. We typically search a phone either by consent of the owner or with a search warrant. In either case, someone must take the phone to the forensic lab in Wausau and then pick it up when they're finished with it. After we have the phone download back, it can take an officer anywhere from one shift to a couple of weeks to sort through all the information in that download, depending on how much data is in there. Currently, officers must continue fielding calls for service, which pulls them away from their work on the forensic download and ultimately extends the amount of time it can take to complete the review. Once the review is complete, then the officer must write a detailed report, which is another time-consuming task.
- **CAC (Child Advocacy Center) Interviews:** With child sexual assaults, child abuse or juvenile victims and witnesses to other crimes, the juvenile is scheduled for a child forensic interview as opposed to a traditional full interview with an officer. Specialized interviewers at the Child Advocacy Center in Wausau conduct the interview in a manner approved to hold up in court. We must have an officer present for these interviews, which can take a couple of hours, and then the officer has to review notes and video footage of the interview in order to complete a detailed report. A CAC interview, coupled with the officer's report, can sideline that officer for most of their shift. If the interview takes place when we have only one officer on duty, then we are without an officer in the Village for the duration of that CAC interview, including travel time to and from Wausau.
- **General Case Follow up:** This is an obvious duty, but this will help keep patrol officers on the road for calls while the detective follows up on cases.

Recent Examples with Officer Guyer on Light Duty

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1. Child Sexual Assault Investigation: Case split between Ofc Xiong and Ofc Guyer
 - a. Download of two cell phones, including both phones to/from the forensic lab
 - b. Review of both cell phones' data, including over a 1000 text messages
 - c. CAC interview of the victim
 - d. Multiple interviews with the suspect
 - e. Review video from interviews and write reports to document all the above
 - f. Ofc Guyer picked up the case from Ofc Xiong when she started light duty. Ofc Xiong had already put a significant amount of work into the case before handing it off to Ofc Guyer, who just started light duty. Ofc Xiong spent parts of fifteen (15) shifts working on this case prior to handing it off to Ofc Guyer. Ofc Guyer spent part or all of ten (10) shifts completing follow up investigation on this case.
 - i. This is an excellent example of the efficiency created by this position, particularly as it relates to the detective vs patrol work schedule, and patrol being responsible for juggling calls for service and an investigation simultaneously. Ofc Guyer handled roughly 60% of this case, yet due to her schedule and not having to handle calls for service (CFS), she was able to handle her 60% in two calendar weeks. Conversely, because Ofc Xiong had to juggle CFS on patrol while simultaneously working the investigation, he could not devote any full shifts to the investigation and he spent 15 patrol shifts, which is the equivalent of an entire month on the patrol 12-hour schedule. This means his 40% of the case took twice the calendar days to complete as Ofc Guyer's 60%!
 - g. All told, four officers did reports (some did multiple), and all reports totaled 96 pages.
2. Sexual Assault Investigation with Two Victims (one special needs)
 - a. CAC interview for special needs victim
 - b. Traditional interview with the second victim
 - c. Interview with the family of the special needs victim
 - d. Interview with the suspect
 - e. Review jail phone conversations
 - f. Review video from interviews and write reports to document all the above
 - g. Multiple calls with the DA's office, Probation and Parole, and the victim's family
 - h. Search warrant for the suspect's apartment
 - i. Time to write it, confer with the DA, and have the Judge to sign it
 - ii. Time and personnel needed to execute the search warrant
 - iii. Time to property tag and complete inventory forms on the evidence collected

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- iv. Time to do a “return of service” (i.e., return the warrant to the DA’s Office with a list of evidence collected)
 - v. Time to write a report(s) on all the above
 - i. Second search warrant for multiple phones and a tablet collected inside the apt.
 - i. Time to write it, confer with the DA, and have the Judge to sign it
 - ii. Time to transfer the phones to the forensic lab in Wausau and pick them up when the downloads were completed
 - iii. Time to review evidence from the downloads, including hundreds of disturbing photos and text messages
 - iv. Time to do a “return of service” (i.e., return the warrant to the DA’s Office with a list of evidence collected)
 - v. Time to write a report on all the above
 - j. Ofc Guyer spent part or all of fourteen (14) shifts conducting follow up on this case.
 - k. 32 total number of pages of written reports, primarily done by Ofc Guyer. However, two other officers also wrote reports to assist.
- 3. Sexual Assault of a Child Investigation
 - a. CAC interview for child victim plus the time to review the video of the interview
 - b. Interview with a parent of the child and a second discussion at the end of the investigation to brief them on the outcome
 - c. Interview with two school counselors
 - d. Interview the suspect twice and review the video
 - e. Time to write reports on all the above
 - f. Multiple calls over the course of a week and a half with Marathon County Social Services, the DA’s Office, and the parent of the victim.
 - g. Ofc Guyer spent part or all of eight shifts working on this case. The total number of pages in the reports was 32.
- 4. Three Sexual Assault and Two Child Abuse Cases all came in within a three-week period
 - a. We had to ask patrol to assist on several of these cases so that they could be handled in a timely manner. This many cases like this, all coming in over a short period of time, is a real strain on resources. These cases came in at the end of September/beginning of October, and most are still being investigated at the time of this report. This entailed specialized interviews with the children, video review, and report writing time.