



## ASHWAUBENON PUBLIC SAFETY



# 2023

*Annual Report*

INTEGRITY  
PROFICIENCY  
RESPECT  
EXCELLENCE  
ACCOUNTABILITY





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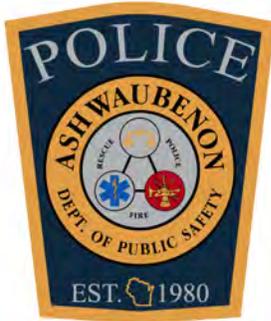
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*Multi-Jurisdictional Teams, Honor Guard, VIPs, Citizens Academy, Crime Prevention, Public Education, Cadets*





## From the Chief

Thank you for taking the time to read the 2023 Ashwaubenon Department of Public Safety Annual Report. Our officers are dedicated to serving in partnership with our community to provide Police, Fire, and EMS services. This year's report will highlight the hard work and dedication of our staff and provide you with insight on the professional way in which we strive to serve our community.

The goal of providing you with our annual report is not to just show you numbers, but to show you who we are and how we interact with our community. The numbers are important in many ways such as showing you what and how many calls for service we respond to, how we handle calls, how we handle complaints, and what the trends are for these activities year over year. More importantly, these reports show you who we are and who we strive to be in order to serve you better.

We hope this annual report will show you that Ashwaubenon Public Safety is staffed with many bright and talented people who do fantastic work for our community. We recognized many of these accomplishments in our annual awards ceremony and highlighted those award recipients in the report. Other notable accomplishments in 2023 included adding six new officers, four new Paid-on-Call Firefighters, and one new Community Service Officer. We promoted a new Captain and Lieutenant and added a new canine. We also added a Peer Support team and a Chaplin program to better support our officers.

Community engagement continues to be a strong focus of our agency, and this is highlighted by the number of presentations by our staff to include presentations by our Property and Evidence Technician, our Citizens Academy, Breakfast with the Chief, and our annual open house event that brings in several of our partner agencies to highlight their services.

Thank you for taking the time to read our annual report. I hope you find this report informative and provides you with a small glimpse of what our officers and staff do to help keep our community safe and healthy.

Brian A. Uhl  
Chief of Public Safety



# Administrative Services

Chief Brian Uhl  
 Deputy Chief Nick Kozloski  
 Commander Brian Murphy  
 Administrative Assistant Angie Peters

The administrative staff oversees and manages the day-to-day operations of the department, as well as the department budget, and policies.

Policies

We strive to have the most up-to-date policies that reflect changes in federal and state court rulings, law changes, as well as keeping them contemporary with the ever-changing world around us.

Public Safety utilizes PowerDMS to store, organize, create, disseminate, and track our policies. PowerDMS is a system where policy, training, and accreditation all connect and inform one another. It provides us with useful data like signature tracking, and version history.

Budget

The 2023 annual operating budget for Public Safety was \$8,926,010.

**38**

average age of sworn officers

**9**

sworn officers average years of service

**47**

average age of supervisors

**14**

supervisors average years of service

Chief	1
Deputy Chief	1
Commander	1
Captains	4
Lieutenants	6
Detectives	3
Patrol Officers	32
Canine Officer	1
School Resource Officers	2
Property & Evidence	1
Records	4
Community Service Officers	2
Administrative Assistant	1
Fire Inspectors	3
Paid-on-Call Fire/EMS	22
Crossing Guards	15



# Promotions



Lieutenant McDonough promoted to Captain



Officer Hutchison promoted to Lieutenant

# New Hires

Public Safety Officers Booth, Cuturia, Vue, Miller, Steel, Pansier, Community Service Officer Jaden Head



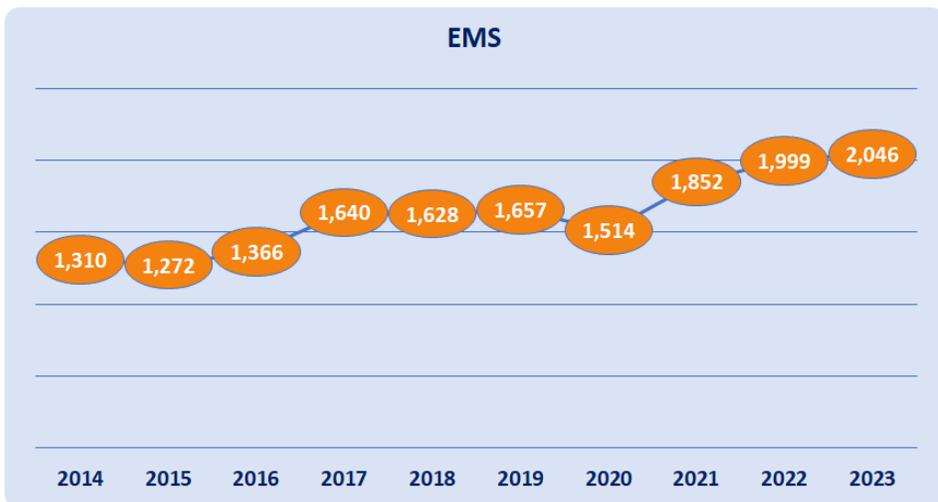
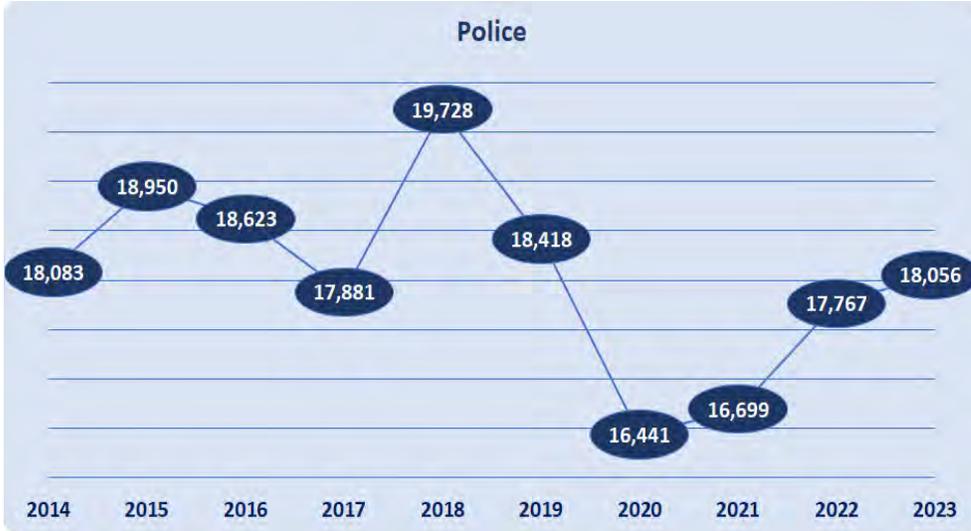
# Retirements



**PSO III Kevin Buckley**  
**24+ Years of Service**



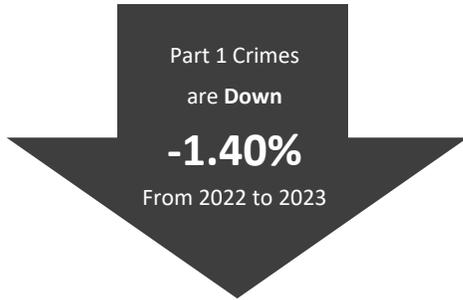
# Calls for Service



# Crime Reporting

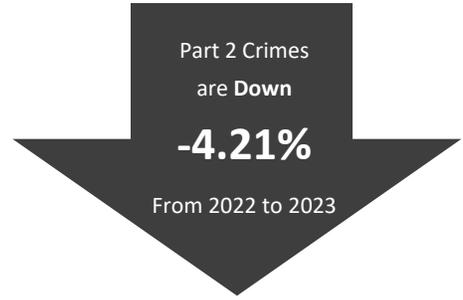
## Part 1 Crimes

Part 1 crimes are the most serious offenses



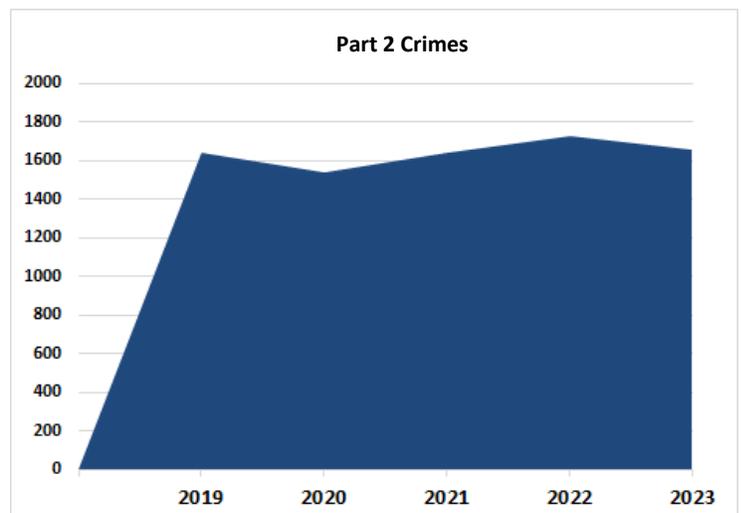
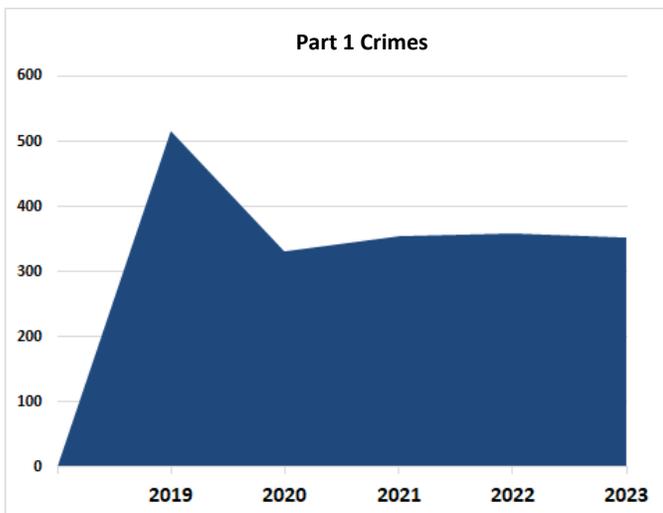
## Part 2 Crimes

Part 2 crimes are less serious offenses



Part 1 Crimes	2019	2020	2021	2022	2023
Homicide	0	1	1	0	1
Forcible Rape	17	21	2	6	4
Robbery	1	3	2	1	3
Aggravated Assaults	11	18	7	11	14
Burglary	21	17	19	21	17
Larceny-Theft	451	243	299	301	292
Vehicle Theft	15	28	25	18	22
Arson	0	0	0	0	0
<b>TOTAL</b>	<b>516</b>	<b>331</b>	<b>355</b>	<b>358</b>	<b>353</b>

Part 2 Crimes	2019	2020	2021	2022	2023
Drugs	101	162	172	199	193
Liquor Laws	12	9	5	8	11
Criminal Damage	82	97	103	118	107
Disorderly Conduct	160	110	149	194	208
All Other Offenses	1,285	1,161	1,210	1,213	1,140
<b>TOTAL</b>	<b>1,640</b>	<b>1,539</b>	<b>1,639</b>	<b>1,732</b>	<b>1,659</b>



# Citizen Complaint Summary

The citizen complaint process is one of the most important processes that a department needs to handle. If there is a poor process or poor investigation/follow up, the public trust can be eroded and that can have a catastrophic effect on the effectiveness of any department. Ashwaubenon Public Safety strives to handle every public interaction with respect and the appropriate policies being followed. The outcomes of our citizen complaints confirms that we do a very good job in this area.

In 2023, seven citizen complaints were officially received and investigated until a conclusion could be made on whether there were any policy violations by the involved officer(s). The types of complaints received were mainly personnel conduct complaints and policy/procedure violations.

The internal affairs policy, policy 4201, defines the dispositions to these investigations as follows:



## **Unfounded –**

When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded.

## **Exonerated –**

When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.

## **Not sustained –**

When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

## **Sustained –**

When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

Of the seven complaints that were fielded in 2023, zero were found to be 'exonerated', one was cleared as 'unfounded', four had a finding of 'sustained', and two were 'not sustained'. Any complaints found to be sustained would involve appropriate officer correction as needed.

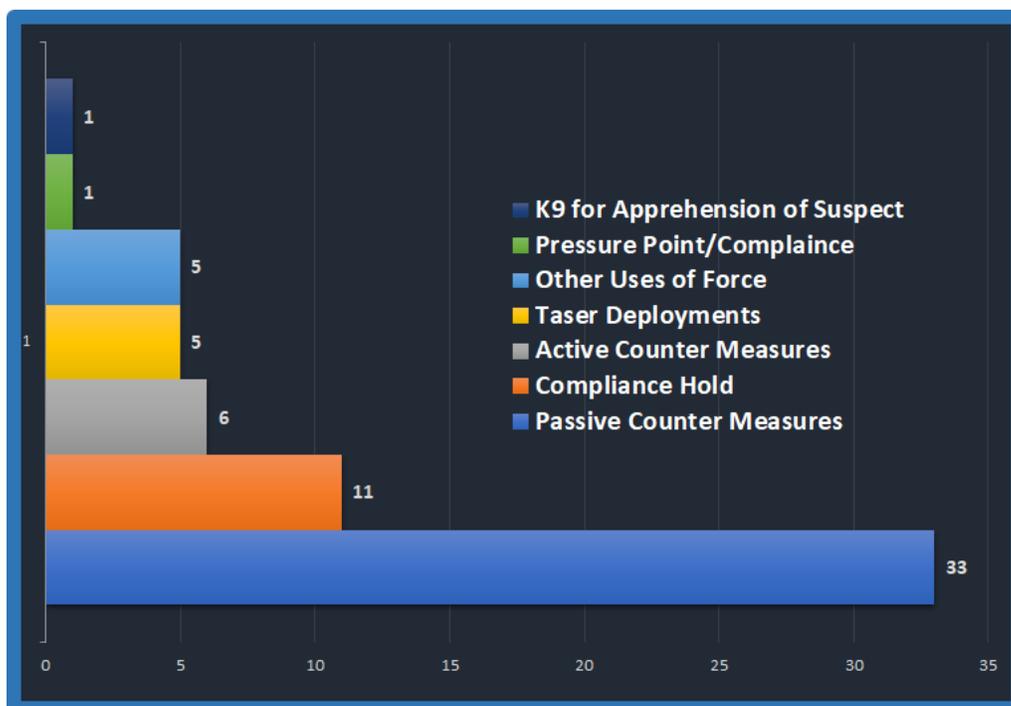
# Use of Force Review/Summary

As Ashwaubenon Public Safety's ultimate goal when using force is to use the minimum amount of force necessary to gain compliance in the situation that the officer is facing. Members of APS are committed to upholding the Constitution, state laws of Wisconsin and municipal ordinances of the Village of Ashwaubenon. Protecting human life, civil rights/order and the dignity of all we come into contact with are critical tasks our officers are performing on a daily basis. Ashwaubenon officers are trained in the Wisconsin DAAT model and undergo regular training in this area.

Department policy 5101 - Use of Force requires an annual use of force analysis to include the identification of any trends in use of force as well as training, equipment, or policy recommendations. Policy 5101 requires reporting of any use of force greater than compliance holds up to discharging a firearm against a person or animal.

Use of force incidents are reviewed in the electronic records management program by shift supervisors when the initial report is completed by the involved officer(s). The use of force is then reviewed by the Captain in charge of use of force reporting to include review of the report, use of force report and any pertinent BWC or Fleet camera video. Once the review is completed, the Captain will mark the use of force review with either no further action or they will forward for review in the event the incident may not have met policy guidelines and would need to be further reviewed. The Captain also submits monthly reports to the State of Wisconsin – Department of Justice regarding use of force.

During 2023, there were a total of 62 documented incidents of use of force that were at the compliance hold/pressure point level or greater. Of the 62 incidents of use of force, there were 33 instances of passive counter measures, six instances of active countermeasures, five electronic control device deployments. There were also 11 instances of a compliance hold being applied. There was one use of K9 for an apprehension of a suspect who fled on foot from a traffic stop. There was one application of a pressure point/compliance and five "other" uses of force. There were no uses of intermediate weapons (baton), 40mm kinetic energy/impact baton or firearms.



# Police Services

Emergency services, including police services, are not delivered in the same way in Ashwaubenon as they are in other municipalities in the state of Wisconsin, or the United States for that matter. Ashwaubenon Public Safety is a full-service public safety department, meaning that all its sworn members are cross trained as police officers, emergency medical technicians or paramedics, and firefighters. This allows the Village of Ashwaubenon to provide these services very efficiently by having police officers respond to all EMS calls and reported fires which reduces response time and increases efficiency with knowing what has to be done before an ambulance or fire engine arrives at a scene. Many people do not know this about Ashwaubenon Public Safety and its officers who are serving in the police role at any given time.

Our public safety officers generally work a 24-hour shift like a typical fire department, with 48 hours off between shifts. During that 24 hours, they work an 8-hour police shift and work 16 hours as primary fire/EMS response. This is supplemented by a group of night shift 'police-only' officers who work 8-hour night shifts on a 6 on/3 off rotation. These are officers who are newly hired and are in the process of cross training for a 24-hour assignment. We also have a unit of investigators and school resource officers that supplement the police services provided to the village.

2023 yielded just shy of 300 more police calls for service than 2022. Ashwaubenon officers fielded 18,056 calls for service in 2023.

Traffic complaints make up one of the biggest complaints our department receives annually. Officers made a bigger impact on traffic safety by enforcing traffic laws and municipal ordinances in 2023. Officers issued 3,256 traffic citations in 2023 which is almost a 700 citation increase over 2022. 625 municipal citations were issued during the year. Officers were also busy educating the public on various traffic laws or village ordinances through the issuance of 3,144 written warnings. Over 1,100 parking citations were also written in 2023.

2023 also saw the ramping up of two ALPRS (automatic license plate reader system) installed on two squad cars that were installed in 2022. These systems can read license plates of vehicles around the squad car to make identification of stolen vehicles, vehicles involved in crimes, or suspended/expired registration, which is similar to other stationary camera devices in various places around Brown County. It is a great tool for officers and can help solve crimes that may go otherwise unsolved for long periods. More than 360 APLRS assisted citations or warnings were issued in 2023. The use of this technology will only expand in the future to help solve crimes and enhance proactive patrols in the village.



# K9 Unit



## Officer Teske, Ole & Vice

Ole, began patrol duties for the Village of Ashwaubenon in November of 2014 until Officer Young stepped down from the position in 2018. Officer Teske was selected as the next K9 handler for Ashwaubenon Public Safety and resumed patrol duties with his K9 partner, Ole.

Officer Teske and Ole remained a team until 2023 when Ole was retired from service as a patrol K9. Ole is currently enjoying retirement and in the care of Officer Teske. In June of 2023, Officer Teske and his new K9 partner, Vice, began patrol duties as a dual-purpose K9 team. Vice is a Belgium Malinois and was selected by Officer Teske in December of 2022 from Tarheel Canine Training, located in Sanford, North Carolina. Vice completed 120 days of training at Tarheel Canine and then was brought to Wisconsin where Officer Teske trained with Vice for an additional five weeks until they were certified as a K9 team.

Officer Teske and Vice were trained and tested on many different areas including obedience, tracking, wind scenting, area searches, building searches, article searches, handler protection, and narcotics detection. Officer Teske and Vice have been on patrol together and have been utilized by various surrounding agencies for narcotics detection, officer safety, and public education programs. During their patrol duties in the first few months, they have assisted in the seizure of numerous narcotics and safe apprehensions of violent criminals.

The Ashwaubenon Public Safety K-9 Team had over 100 deployments in 2023.

### 415 Hours -

K9 Drug Locations Training (Vehicle, Residential, outdoors, commercial, proofing, baggage)

### 309 Hours -

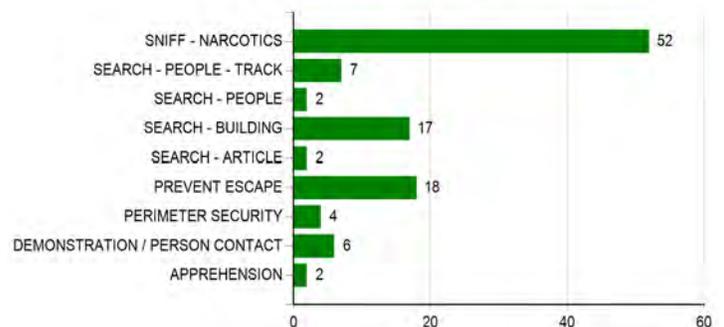
Drug Training (Marijuana, Heroin, Cocaine, Methamphetamines, Ecstasy)

### 838 Hours -

Patrol Training (wind scent, tracking, high risk, release, call-off, obedience, protection)



## Deployments By Types



# Investigation Division



The Investigations Unit, in conjunction with our Patrol Division, continues to work with and assist the Brown County Drug Task Force (DTF) with drug investigations that occur in the village.

Crimes continue to become more technical in nature which consumes a lot more investigative time involving warrants and subpoenas. The investigations unit continues to see an increase in fraudulent activity which has been a nationwide trend. Scams continue to be an issue for residents. With this in 2024 a fourth investigator position will be added.

The investigative unit continues to look for creative opportunities to find cutting edge technology with little to no cost impact to the Village of Ashwaubenon. Over the last several years the Investigative Unit has brought new technologies to the department. License Plate Readers, Livescan Fingerprint Technology, CrimeLite Auto, Trunarc, and an OSC360 Camera.

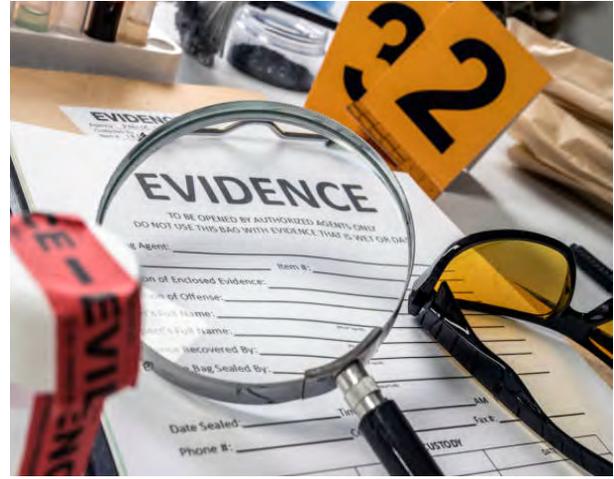


# Property & Evidence

Our Property and Evidence Technician assisted officers both in Ashwaubenon and in other jurisdictions on many cases including two homicides, and two different clandestine burial digs.

Our technician also spent time active in the community presenting at/for:

- Wisconsin Association for Identification Conference
- Grade School Science Classes
- Youth Mystery Writer's Camp at the National Railroad Museum
- CSI:WI National Forensic Science Week Event
- Girls Empowered by Math and Science Conference
- TechSaavy STEM career event
- Citizen Police Academy



We remodeled the evidence packaging area to give officers more space and a better environment to work in.

We successfully rolled out FileOnQ, a new evidence management database to help us better track chain of custody and other details about criminal evidence from the time it is collected until it reaches its final disposition. With this rollout, we imported all of our current GERP evidence into FileOnQ.

Through the help of Capital Credit Union and the Elevate Communities Grant, we were able to purchase an OSCAR 360 -this is a full 360 camera that allows us to document complete crime scenes rapidly and thoroughly.

Our Technician began working on a one-week in-house patrol evidence technician training and hope to have at least 4 officers trained in basic evidence recognition, documentation, collection, and preservation by spring of 2024.



# School Resource Officers

The School Liaison Program is a joint effort between the Ashwaubenon Public Safety Department and the Ashwaubenon School District. School Resource Officers (SRO) are assigned to the schools on a long-term basis and are responsible for safety and crime prevention measures. SRO visibility in schools increases positive relationships between students and police officers which allow officers to focus on prevention. SROs assist schools with safety plan development, de-escalation of conflicts, investigations, detention, and arrests and many other law enforcement duties. Topics of SRO involvement include: Domestic violence, child abuse, thefts, bullying, suicide threats, weapons threats, sexual assault, car accidents, runaways, vandalism, vaping, and many others.

- Shop With a Cop Holiday Program
- Crisis Team Participants
- Home visits with School Social Workers
- Crossing Guard Supervisor
- Parent Conferences presentations
- Sexual Assault presentation
- D.A.R.E Facilitator
- Sexting/Human Trafficking/Internet
- Bike Rodeo (Bike Safety Event)
- Summer School SRO
- Extra-curricular Activities Security
- Parent Teacher Conferences
- Vaping presentation
- Safety Presentations
- Career Presentations
- “Force” Facility Dog



Incidents	2022	2023	Incidents	2022	2023	Incidents	2022	2023
Truancy	55	44	Weapon	0	1	Vape	15	9
Disorderly Conduct	59	39	Warrant	1	0	Welfare Check	10	3
Theft	7	7	Suspicious Incidents	8	6	Trespass	7	1
Drugs	10	6	Child Abuse	1	0	Criminal Damage	8	0
Harassment	4	1	Emergency Committal	2	1	Battery	0	1
Sex Offenses	2	1	Car Crash	1	4	Miscellaneous	0	0



## Facility Therapy Dog

A Facility Therapy Dog Program established between the Village, Ashwaubenon School District, and the department school resource officer to help with the emotional and behavioral issues of some students. Therapy dog, Force knows over 40 commands and detects when people are experiencing anxiety, anger, or stress and she can decrease that. The program also helps to build positive interactions and relationships with officers. Force has become a valuable and popular member of our department and has been an outstanding de-escalation tool in our schools.

# Records Division



The Ashwaubenon Department of Public Safety Records Division is currently staffed with Manager, Diane Hayes; Administrative Support Services Clerk Cindy Trembl and Melissa Warych, and Records Clerk Sherry Linskens.

Our personnel are the first line of contact with individuals who come in person or call Public Safety. We provide friendly, professional and efficient services for individuals looking to file or pick up a police report, pay a parking ticket or update or renew burning, tent or alarm permits, just to name a few. They also provide crucial support to officers and the command staff.

The Records Clerk is the primary contact for the release of records. This includes the review and redaction of records according to the Wisconsin Open Records Law of all open record requests. Assisting residents with complaints, bike registration and various permits, payments of parking citations, those along with directing persons to the appropriate Village department are more of her responsibilities.

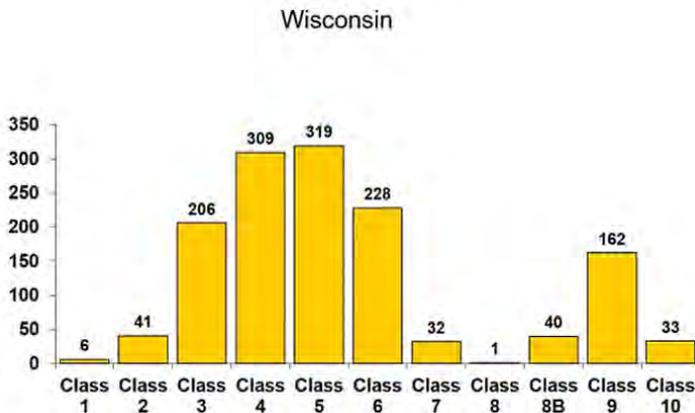
The Support Services Administrative Clerks have the primary duty of data entry and validation of the field base reporting incidents each officer submits for reportable crimes and crashes. Each law enforcement agency in the nation submits monthly reports to the Uniform Crime Reporting (UCR) program. This program collects and reports crime offense data for the nation, categorizing crime data. It is crucial that accurate data is submitted and that is accomplished through the validation process. This position is also responsible for the validation and entry of citations, warnings, defects, and parking tickets. The timely entry and validation of warrants that are generated by the municipal court are also duties of this position.



# Fire Services

Ashwaubenon Public Safety provides fire service utilizing a combination of full-time and paid-on-call staff. A crew sufficient to cross-staff a paramedic ambulance or a 4-person engine company is maintained at all times at Station 1. Station 2 is staffed with paid-on-call staff that respond to the station from home and then take an APS fire apparatus to the scene of the call. APS participates in the Fox River Fire District, an auto-aid agreement with the City of DePere, Village of Hobart, Village of Bellevue, Town of Lawrence and Town of Ledgeview. That agreement automatically dispatches a pre-programmed response from participating agencies to structure fires within the district. APS is also a member of Division 112 of the Mutual Aid Box Alarm System (MABAS). MABAS is an inter-state mutual aid consortium that is divided into divisions. Division 112 covers Brown County. This system allows for organized and pre-programmed responses to major fire and EMS incidents.

Fire departments are rated by the Insurance Services Office (ISO) using a Public Protection Classification. This is commonly referred to as the “ISO Rating”. Classes range from ISO Class 1 to ISO Class 10, with ISO Class 1 being the highest. These evaluations are reassessed periodically. That assessment consists of a review of 911 communications, water supply infrastructure, and fire department staffing and performance. APS was re-evaluated in 2023 and maintained its ISO Class 3 rating.



The fire apparatus fleet was streamlined in 2023 with the sale of an older Engine and its replacement with a mini-pumper equipped with an ultra-high pressure pump. At the end of 2023 the APS fire apparatus fleet consisted of the following apparatus:

**Station 1**

- Engine 311      2015 Pierce 75ft aerial quint
- Engine 313      2000 Pierce pumper (reserve)
- Ladder 311      1994 Pierce 100ft aerial platform

**Station 2**

- Engine 321      2005 Darley pumper
- Squad 321      2001 International heavy rescue
- Support 321      2013 Ford F550 / Pierce UHP mini-pumper



# Paid-On-Call



Fire service is provided to the community with the support of a group of dedicated Paid-on-Call Firefighters. These part-time employees are fully trained and qualified part-time firefighters that respond to the station from home as paged and also staff scheduled special events throughout the year. They must meet the same fire training requirements as the full-time staff. Several POCs have gone above and beyond to obtain EMS certification and advanced fire certifications.

The POC staff consists of the following:

- 2 Fire Captains
- 4 Fire Lieutenants
- 11 Firefighters



It should be noted that one of APS's long-serving Fire Captains, Jeff Steinhorst, was hired as a full-time Assistant Chief at Howard Fire Department. POC Firefighter/Paramedic Adam Marler was also hired as a full-time Firefighter/Medic at Howard but continues to serve APS in a POC capacity.

We are proud of the professional development of our POC staff and value their contribution to the department. The POC staff is able to reliably contribute two fire apparatus to each structure fire within the village and consistently provide supplemental special event staffing.



# Fire Inspections

The Fire Inspection Department is responsible for the reduction of potential risk of injury, death, and property loss within the Village of Ashwaubenon due to the threat of fire and other types of emergencies. Wisconsin State Statutes and Administrative Code mandate that fire inspections be performed at least annually on every public building. This generally includes apartments, hotels, businesses and factories within the village. The Fire Inspection Department works closely with Code Enforcement and Community Development in reviewing development site plans.

There was a lot of change in 2023. The Village obtained delegated authority from the State to perform building plan reviews and contracted with E-Plan Exam to perform those reviews. As part of this process, the Village Fire Prevention and Protection code was amended to better align with current building codes. Lead Fire Inspector Dan Peterson resigned in mid-2023 in order to take a private sector job out of state. We thank him for his years of service and wish him well in his new location. The department subsequently contracted with a private company, Fire Prevention Services, to help share the workload of conducting annual fire inspections. Part-Time Fire Inspectors John Johnson and Joann Sala continue to serve the village. They handle special event reviews and have been focusing on inspecting the larger, more complex, occupancies within the village. Two Public Safety Officers, PSO Eric Paulowski and PSO Landon Gonnering, assist with special event inspections. They are assisted with three members of our paid-on-call staff: Fire Captain Joe Wesolowski, Fire Lieutenant Brock Herbst, and Firefighter Tom Polomis.

The Village charges a fire inspection fee to each occupancy upon completion of an annual fire inspection. In late 2023, the Village transitioned to a new 3rd party billing service, Fire Recovery USA to invoice and collect those fees.

Fire Inspections in 2024 will continue to be conducted by a blended staff. The annual fire inspections will be parceled out approximately evenly between Fire Prevention Services and in-house staff. It is anticipated that fee invoicing and billing will be streamlined in 2024 with greater utilization of Fire Recovery USA.



# EMS Services

For 2023, the full-time Public Safety staff consisted of 26 paramedics and 18 EMT-Basics. Paid-on-Call (POC) staff supplemented two more paramedics and five EMT-Basics. Congratulations to PSO Justin Hoffman and Jacob Gardner who obtained their paramedic licenses in 2023.

Due to Village growth in both residential buildings and entertainment venues, our agency continues to set records year after year for EMS calls. EMS service calls went up once again from 2022 by almost 100 calls and totaled 2,046 EMS calls for service. Ashwaubenon's EMS calls have steadily increased over the last decade. Of those calls, 455 were paramedic level transports, 1,051 were EMT-Basic level transports, and 520 of those calls resulted in no transport of the patient. Approximately 40% of all EMS calls resulted from a patient that resided outside the village which can be explained by the village's high number of entertainment venues, hotels and large employers.

A new piece of equipment that was deployed in 2023 was a point of care ultrasound device (POCUS). This device is the same as many clinics use for OB and diagnostics of internal organs and structures. Our agency employs its use in cardiac arrest and IV starts. The POCUS device will help paramedics look for any cardiac activity during resuscitation of pulseless patients. The device can also assist paramedics in difficult IV starts by locating blood vessels under the skin.

A joint community training program with DePere Fire/Rescue continued in 2023. There were no changes in instructors for this program and included instructors from De Pere and APS. Those instructors were Eric Paulowski, Landon Gonnering, Zach Jakel, and Alex Baez. In this role they not only trained Ashwaubenon and De Pere paramedics in ACLS/PALS and all employees in BLS (CPR/AED training), but they also provided training to community members and outside agencies and other village staff in BLS care.

In December, our agency had the task of responding for Alyssa, a 16-year-old female PNB at a local health care clinic. With the help of staff at the clinic and continued care by the crew, she was resuscitated and made a full recovery. She later visited the crew that tended to her and provided roses as a token of appreciation as she participated in the Rose Bowl Parade with her marching band a mere 2 weeks after the incident. We wish Alyssa all the best!



## EMS Calls for 2023:

2,046	Total EMS calls
455	Paramedic (ALS) calls
1,051	EMT (BLS) calls
520	No Transport calls
20	Mutual Aid calls

# Training

## EMS Training

APS partners with DePere Fire/Rescue, Howard Fire Department, and Aurora Bay Care to provide state-mandated Continuing Medical Education (CME) for all EMS certified staff. This training is conducted by a mix of in-house instructors, medical directors, and guest instructors throughout the fall and spring each year. APS also maintains Basic Life Support, Advanced Cardiac Life Support, and Pediatric Advanced Life Support certification for staff with in-house instructors. Each Public Safety Officer is required to obtain Emergency Medical Technician training as a condition of employment. Paramedic training is offered on a voluntary basis. PSOs Justin Hoffman and Jacob Gardner completed the Paramedic Technical Diploma program through Northeast Wisconsin Technical College (NWTC) in 2023.

## Police Training

Each Public Safety Officer is required to successfully obtain and maintain Wisconsin law enforcement certification. PSOs hired without that certification are sent through a police academy. In 2023 PSO Dan Miller successfully completed the fall NWTC police academy. PSOs are required to complete at least 24 hours of in-service training each state fiscal year. Much of that training is provided to APS staff with in-house instructors in various disciplines. Officers are required to qualify on an annual basis with their handguns and undergo refresher training on other equipment such as rifles, Tasers, and less-lethal munitions. Active shooter response training was conducted in June 2023 with DePere Police and Fire/Rescue. 2023 was also a transition year for staff wanting pistol mounted optics. Several firearms instructors were trained on how to instruct use of “red-dot” sights and transition training was provided to staff as part of the fall 2023 outdoor shoot. A refresher on building clearing, defensive tactics, and de-escalation techniques was conducted at the NWTC public safety facilities in December 2023.

## Fire Training

Each Public Safety Officer and Paid-on-Call Firefighter is required to successfully obtain Firefighter 1 certification. Throughout 2023, several staff completed additional training such as Firefighter 2, Driver/Operator, and Emergency Service Instructor. Newly promoted and aspiring supervisors complete Blue Card Incident Command Training along with ICS 100, 200, 300, 700, and 800. Paid-on-Call staff train twice per month on fire/rescue topics. Full-time staff receive a mix of on-shift and off-shift training. During 2023, APS had the opportunity to use a vacant nursing home for fire ground operational training. Several training sessions with APS and partner agencies were conducted at that location.

# Training

Providing the highest quality service to the community can only be accomplished with well trained and competent staff. The department works to not just meet, but exceed, the standard with regards to training and staff development. The department provides or participates in a significant amount of training throughout the year due to the fully consolidated public safety model and the utilization of cross-trained public safety officers.



# Award Recipients

Throughout the year, employees are encouraged to nominate each other for recognition for their actions. Special recognition may be in order when an employee performs his or her duties in an exemplary manner. In 2023, the Awards Committee received several nominations, and had the difficult task of reviewing each one to decide which ones would be awarded.

## OFFICER OF THE YEAR

### Officer Brock



Craig Brock was nominated by his peers to receive the Officer of the Year award. Craig wears many hats within the Public Safety Department. He is a Field Training Officer, Union Board member, the Public Safety Benevolent Association President, and Honor Guard member, Crisis Intervention Team member for mental health related calls for service, and he is a Tactical Instructor for the department. Craig is level-headed, easy to talk to, and he is always working to better the department. Craig has been credited for going out of his way for fellow officers. He checks in on them and acts as a sounding board to resolve conflicts that may arise. He is known for taking forced overtime spots for less senior officers and is always willing to step up and take on more work, no matter the situation. For these reasons and more, Craig is the 2023 Officer of the Year.

## TRAINER OF THE YEAR

### Officer Cottrell



Officer Seth Cottrell is a Unified Tactics Instructor for the department. He is also a member of the Brown County SWAT Team which further enhances his knowledge and expertise. Seth has a wealth of knowledge when it comes to tactical training, and he received several nominations from his peers and supervisors for this award. Seth sets himself apart as a department trainer. He spends an enormous amount of time preparing to put on quality training. Officer Cottrell identified issues with unified training plans and corrected the issues without requesting compensation for his time. Seth does whatever he can to help his fellow officers improve, which is one of the core values of any training program.

# Award Recipients

## LIFESAVING AWARD



On January 14, Ashwaubenon Rescue was dispatched to a residence for an adult male who was having difficulty breathing. Prior to EMS arrival, the patient collapsed, stopped breathing, and became pulseless. First arriving law enforcement began assessment and treatment to include high quality CPR until EMS crews arrived. Further treatment included cardiac defibrillation and rapid sequence intubation, or RSI, as well as other cardiac medication administration. Due to the teamwork of all on scene both Law Enforcement and EMS were able to regain a pulse. The patient was transported to a local hospital. If not for the fast acting and highly trained personnel of first responding Law Enforcement and EMS crews, the patient's outcome would not have been what it was. The entire crew worked seamlessly in organized chaos to provide the best possible care for this patient. The patient survived and was discharged from the hospital, however, they unfortunately passed away due to pre-existing condition a few months after discharge.

On January 28, Lt. Lindbo was off duty and having dinner with his wife at a restaurant in DePere. During their meal, Lt. Lindbo was alerted to a medical emergency occurring inside of the restaurant. Another patron, a 92-year-old male, was choking and becoming unresponsive in the booth behind where Lt. Lindbo and his wife were sitting. Lt. Lindbo was the first person to assist the patient by attempting the Heimlich Maneuver multiple times with no success. The patient then became unresponsive, pulse-less, and not breathing. Lt. Lindbo initiated CPR for the patient on the floor near the booth while awaiting EMS response. An ER physician from St. Vincent's Hospital also happened to be at the restaurant and also assisted with patient care. Lt. Lindbo's wife remained with the patient's family while medical care was being given. The restaurant was very busy, and the patient's family was extremely emotional. DePere rescue responded to the EMS call; however, they were short staffed and they requested a mutual aid ambulance from Ashwaubenon Public Safety. When the APS crew entered the restaurant, Lt. Lindbo was observed kneeling on the floor next to the patient providing care and assisting the DePere Paramedics. As care continued, the patient regained a pulse; however, he was not breathing on his own. The ambulance crew provided respirations and transported the patient to the hospital. The patient was discharged from the hospital a little over a week later. Lt. Lindbo's quick action and medical training helped save the patient's life. This reflects his level of professionalism and dedication to our profession at Ashwaubenon Public Safety.

# Award Recipients

## LIFESAVING AWARD



On December 14, Ashwaubenon rescue was called to a local dental clinic for a 16-year-old female as reported to have no pulse while having a procedure completed. ALS care was initiated to include the use of an AED and cardiac medication and continued upon crew arrival.

Ultimately a pulse was regained. The patient was transported to a local hospital for stabilization and later was transported to Children's Hospital. The patient was able to make a complete recovery, including marching in the Tournament of Roses Parade (a 5.5-mile parade) in Pasadena, CA with her high school marching band just two weeks after the incident.

## CERTIFICATE OF APPRECIATION



The EMS crew is receiving the lifesaving award for their efforts in Alyssa's resuscitation. The police responders on scene are receiving a certificate of appreciation due to their actions on assistance given to family on scene to provide information and comfort during the incident.

# Award Recipients

## CERTIFICATE OF APPRECIATION



Chaplain Scott Backhaus was awarded for his cumulative actions during 2023. This was Scott's first year as Chaplain for Ashwaubenon Public Safety. Scott has assisted officers in numerous different call types during the year. These calls included providing comfort and assistance to family members on witnessed suicides, caring for young children that are involved in police calls while officers coordinate placement and other traumatic scenes. Scott has also made countless stops to the department to check in on officers throughout the year. He also makes himself available at any time of the day if an officer or an officer's family needs his services. Scott has done wonders to not only make traumatic scenes more manageable for responding officers, but also provided comfort and guidance to affected family members on calls. We thank Scott for his contributions to our department with this certificate of appreciation.

Doug was awarded a certificate of appreciation for his extensive work done for setting up two new fire vehicles that were received in 2023. Support 321 was a mini/high pressure pump apparatus that was purchased from Howard Fire Department. Upon arrival Support 321 needed significant setup with radios and electronics to be consistent with our setup. Doug performed duties above and beyond what is expected of a shift supervisor in order to get this truck in service, and also reduced workload of a very busy village garage who would normally perform these tasks. Doug further put his knowledge of wiring and EMS equipment installation to work by both prepping the new ambulance radios, computers and electronics while decommissioning the old ambulance and preparing it for sale. All of this work was done in addition to his regular duties as A shift Captain. His efforts during his downtime to get these tasks completed are greatly appreciated.

Alex was nominated by one of Ashwaubenon's School Resource Officers and an Ashwaubenon School Social Worker for his assistance in translation on sensitive crimes. There were specifically three instances where SRO's and school staff needed assistance in communicating with Spanish speaking individuals. Alex was willing to assist without hesitation in each incident. Alex's assistance was essential to the social workers being able to complete their required tasks and would have been much more difficult otherwise. Additionally, Alex was able to put the involved individuals at ease and helped build trust with our Spanish speaking community. SRO Dunlap and School Social Worker Pasqualucci wanted to recognize Alex for his contributions and his professionalism.

Alex and Hunter were awarded a certificate of appreciation for their proactive efforts in improving EMS operations in 2023. They asked to develop a 'first-in' bag for EMS to improve patient care by having frequently used items in an easy to access supply bag. They also went a step further and helped redesign locations of equipment in a newly delivered ambulance and helped redesign all EMS bags so that they were more user friendly. Their redesign was well received by staff, so their design was copied and implemented in the other two ambulances. Their actions took a lot of additional time to complete, where they spent a lot of their downtime on shift working to get the new EMS bags set up.

# Award Recipients

## DEPARTMENT UNIT CITATION

The past three years have been challenging for the Field Training program just in the sheer volume of new officers that have been trained. This even resulted in the FTO program adjusting to the times and figuring out a way to train three new officers at the same time which has not been done at our department before. 15 new officers in the past 3 years with over half of them (8) being in 2023 alone. The FTO program has done a great job in training these new officers, while also having the difficult task of helping decide when a new officer was not making the cut and had to be excused from the training program and ultimately the department. The FTO supervisors also have developed a “Phase 5” evaluation to monitor and ensure that new officers are successful even after the exiting the field training program. Our agency would like to recognize the extreme workload of the Field Training Unit in 2023 with a Unit Citation for the field training unit as a whole.



# Award Recipients

## RESPECT FOR LAW ENFORCEMENT



The Green Bay Preble Optimists held their annual Respect for Law Enforcement dinner. This is a great night to honor excellence in law enforcement in Brown County and Ashwaubenon officers were well represented. Lt. Brady Hutchison was honored for his work in expanding tactics and training within our department. The realism he provides to training and thinking outside the box when it comes to preparing officers for what they'll see on the street has been second to none.

Also recognized with the Lifetime Achievement Award and the honoree of the night was retired Ashwaubenon Commander Tim McNulty. Tim, or "Nutty", as many of the students whom he had connected with over the years as an SRO called him, spent 24 years with Ashwaubenon and helped with the DARE program, fire prevention efforts and of course, being an excellent SRO to thousands of students over the years.

After retiring from Ashwaubenon, Tim went on to being a Director of Security at a local technical college as well as a consultant for other area colleges pertaining to safety and security issues. Tim continues to give back by assisting as a role player with active shooter and disaster drills with area law enforcement and EMS.

Congratulations to both Lt Brady Hutchison and Commander Tim McNulty on their respective awards. You both deserve it!

# Department Programs

## MULTI-JURISDICTIONAL TEAMS

The Department participates in several multi-jurisdictional initiatives that provide opportunities for the professional development of our officers and access to resources and manpower that the department would not be able to support solely on its own. One Public Safety Officer is detailed on a full-time basis to the Brown County Drug Task Force for a three to five year period. Two supervisors and one officer are members of the Brown County Sheriff's Office SWAT Team. Two supervisors and six public safety officers are members of the Brown County Mobile Field Force, a multi-jurisdictional crowd management and control unit. One supervisor, one investigator, four officers, and one evidence technician are members of the Brown County Fire Investigation Task Force, a multi-jurisdictional investigative unit comprised of police and fire members from around the county.



## HONOR GUARD

The Ashwaubenon Honor Guard started in the 1990's with the purpose to respond to Line of Duty Deaths. The Ashwaubenon Honor Guard prides itself on being professional in both Ceremonial events and Line of Duty Deaths for Police, Fire, and EMS. In the late 1990's, the Honor Guard started representing itself at other events such as posting colors at Dare graduations and sporting events. Today the Ashwaubenon Honor Guard has gained the respect of other Honor Guards within the county and region and has been approached by the Wisconsin Honor Guard Association to be the regional contact for Northeast Wisconsin. We train on a quarterly basis to stay proficient in both special events and Line of Duty Deaths. The Honor Guard program is overseen by Lt. Demerath.

2023 was a horrific year for Wisconsin law enforcement as it has been the deadliest year for Wisconsin since 2000. Four Law Enforcement Officers paid that ultimate sacrifice to serve their communities. Ashwaubenon Honor Guard paid their respects to the four Officers at the funerals of Milwaukee Police Officer Peter Jerving, Chetek Police Officer Emily Breidenbach, Cameron Police Officer Hunter Scheel, and St. Croix Deputy Kaitie Leising.



2023 Ashwaubenon Honor Guard events included:

- DARE Graduation
- Ashwaubenon Awards Ceremony
- Presenting Colors for the Special Olympics, Wisconsin Chiefs of Police Conference, Grand Opening of Green Bay Visitors Center, and NWTC Law Enforcement Academy Graduation.

# Programs

## VOLUNTEERS IN POLICE SERVICE

The Volunteers in Police Service Program is a non-profit organization that supports community events and the functions of Ashwaubenon Public Safety. The VIPS meet monthly and participate in a number of volunteer events throughout the year. The VIPS also have guest speakers which provide education to our members. The VIPS fundraise each year to purchase valuable equipment for the department. The VIPS are a valuable asset to the Village of Ashwaubenon, and we are fortunate to have such a civic minded group in Ashwaubenon. To learn more about the Ashwaubenon VIPS please contact Captain Brian Amenson.

## CITIZEN'S ACADEMY

The goal of the Ashwaubenon Citizen's Academy is to familiarize citizens with the operations of the Public Safety Department through lectures and hands-on training. Department members skilled in specific areas conduct training. The motto of the Citizen Academy is to "Break down barriers and build bridges." Following completion of the class, graduates are invited to join the Ashwaubenon VIPS. The 2023 Citizen's Academy was very successful and we look forward to another exciting class in the fall of 2024.

## CRIME PREVENTION

Crime Prevention by definition, is the anticipation, recognition and the appraisal of crime risk and the initiation of some action to remove or reduce it. In practical application, crime prevention is a pattern of attitudes and behaviors directed both at reducing the threat of crime and enhancing the sense of safety. Crime prevention also aims to improve the quality of life in our society and to help develop environments where crime cannot flourish. Ashwaubenon Public Safety is involved in the following crime prevention programs:

- Neighborhood Watch
- National Night Out
- Scam Prevention
- Business Security Surveys
- Crimestoppers
- Nuisance Abatement
- Pharaceutical Drop Box



# Programs

## PUBLIC EDUCATION



The Ashwaubenon Department of Public Safety is active in presenting information to interested groups. The Department has two School Resource Officers who make a number of presentations to children from preschool through high school. Additionally, Officer Perra and Officer Teske are trained in crime prevention techniques and share this information with Neighborhood Watch Groups and businesses. The Department also provides tours of the equipment and facilities to interested groups. The Department provides citizen ride-alongs with officers on a scheduled basis.

Here are some of the Public Education activities:

- \* Neighborhood Watch
- \* Adopt-a-School
- \* Bank Safety Talks
- \* Breakfast with the Chief
- \* National Night Out
- \* Alcohol Compliance Training
- \* Retail Theft Prevention
- \* Kids on Kids Vandalism Control



## CADETS

The Ashwaubenon Public Safety Cadet post is a program sponsored in conjunction with Public Safety Cadets. The objective of this program is to prepare young adults for careers and leadership in public safety professions.

Cadets meet twice a month and receive instruction from Ashwaubenon Public Safety Officers with a focus on Police skills and occasional EMS and Fire skills. Some of the unique opportunities provided by the post include ride-alongs with officers, community service events, vehicle extrication training with the paid-on-call firefighters and the opportunity to compete against other departments at state and national competitions. Membership is open to young adults of good character aged 14-20.



The 2023 State Cadet Competition was from January 27-29. The Ashwaubenon Public Safety Cadet post took third place in force options. Cadet Head took second place in the airsoft competition and Cadet Johnson took 5th place in the airsoft competition. This is a big accomplishment because there were over 100 cadets and explorers at the competition. The Ashwaubenon Public Safety post traveled to Gatlinburg, Tennessee for the national competition from July 17th-20th with a team of four cadets and two advisors. The cadets did excellent in the national competition and we look forward to preparing for the national competition in 2025.

The Ashwaubenon Public Safety mentors bring a vast amount of knowledge and experience to the cadet program. The current staff is Lieutenant Mitch Deterville, Lead Mentor PSO Eric Perra, PSO and K9 Officer Mackenzie Teske, and PSO Alex Roberts.



# 2023 Annual Report



## Contact Us

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