



# 2022 ANNUAL REPORT



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**Fitchburg Police Department**

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 (608)270-4300  
 Chief Alfonso Morales



**MISSION, VISION, AND VALUES**

In early 2020, an internal work group completed their work of revising the department’s mission, vision, and values. A key goal of the group was to develop a contemporary mission and vision, accompanied by meaningful values, that were easy to recall and “live” on a daily basis.

We publicly unveiled our new mission, vision, and values in mid-2020 and continue to work to embed these elements into all aspects of the department including recruiting, hiring, recognition, promotional processes and more.

**OUR MISSION**

To Serve and Respect.

**OUR VISION**

A trusted, impartial partner in the pursuit of a peaceful community, where all members feel safe and respected.

**OUR VALUES**

**Service:** We exist to serve our community through education, prevention, protection, investigation, assistance, and partnership.

**Teamwork:** We work with others to do what is right for our community.

**Accountability:** We hold ourselves responsible to those we serve, including each other. We recognize accountability as the cornerstone of trust and legitimacy within our community.

**Respect:** We value human life, the community we serve, and constitutional policing. We treat others the way we desire to be treated, with an emphasis on dignity, empathy, and fairness.

## A MESSAGE FROM CHIEF MORALES

As we formally close the chapter on 2022 with our annual report, I reflect on it as a year of growth and forward progress.

In October, the City of Fitchburg and the Department both grew with the attachment of a portion of the former Town of Madison. This attachment expanded our jurisdiction with new businesses, homes, apartments, and over 1,000 new residents. A significant amount of work from our personnel, with the assistance of the former Town of Madison personnel and other city departments, went into making this transition as smooth as it could be. While we still have work to do to acclimate to the new portion of our city, we are excited to further our relationships and partnerships with our new community members.



The Town of Madison attachment was a clear sign of external growth, but 2022 also brought growth inside the Department. In addition to two new officer positions added as part of the attachment, several new positions and teams got their start. Positions like neighborhood officer and social worker, along with teams like the domestic violence team, provide non-traditional approaches to better serve the needs of our community.

Public safety concerns, including gun violence and stolen vehicles, remained at the forefront of our work in 2022. Department members received training in the use of technology that can link fired bullet casings to a specific gun and other crimes. Through the use of this technology and the National Integrated Ballistics Information Network (NIBIN), investigators are able to collaborate with our partner law enforcement agencies at all levels to identify and hold violent offenders accountable.

Last year was not without its challenges, especially staffing and our Department is not alone in the recruitment and retention crisis that is impacting all levels of law enforcement. Throughout most of the year, our team of patrol officers operated between 75% and 80% of their authorized strength. This meant longer hours and more time away from home for our dedicated personnel. I sincerely thank all members of the department for their commitment to serving in the face of high expectations and numerous challenges.

I look forward to continued growth in 2023 including new initiatives like monthly community meetings, the return of the bike patrol unit, and planning for a new police facility. As I enter my second year as the Chief with the City, I continue to be humbled by the support of our community and I look forward to the opportunity to meet and learn from more of you in 2023.

Respectfully,

A handwritten signature in black ink, appearing to read "Alfonso Morales".

Chief Alfonso Morales

**2022 AT A GLANCE**



**54** AUTHORIZED SWORN PERSONNEL



**# 23,867** CALLS FOR SERVICE



**12** AUTHORIZED CIVILIAN PERSONNEL



**636** ARRESTS

**5** P.T./ON-CALL CIVILIAN PERSONNEL

**1** SHARED DATA ANALYST



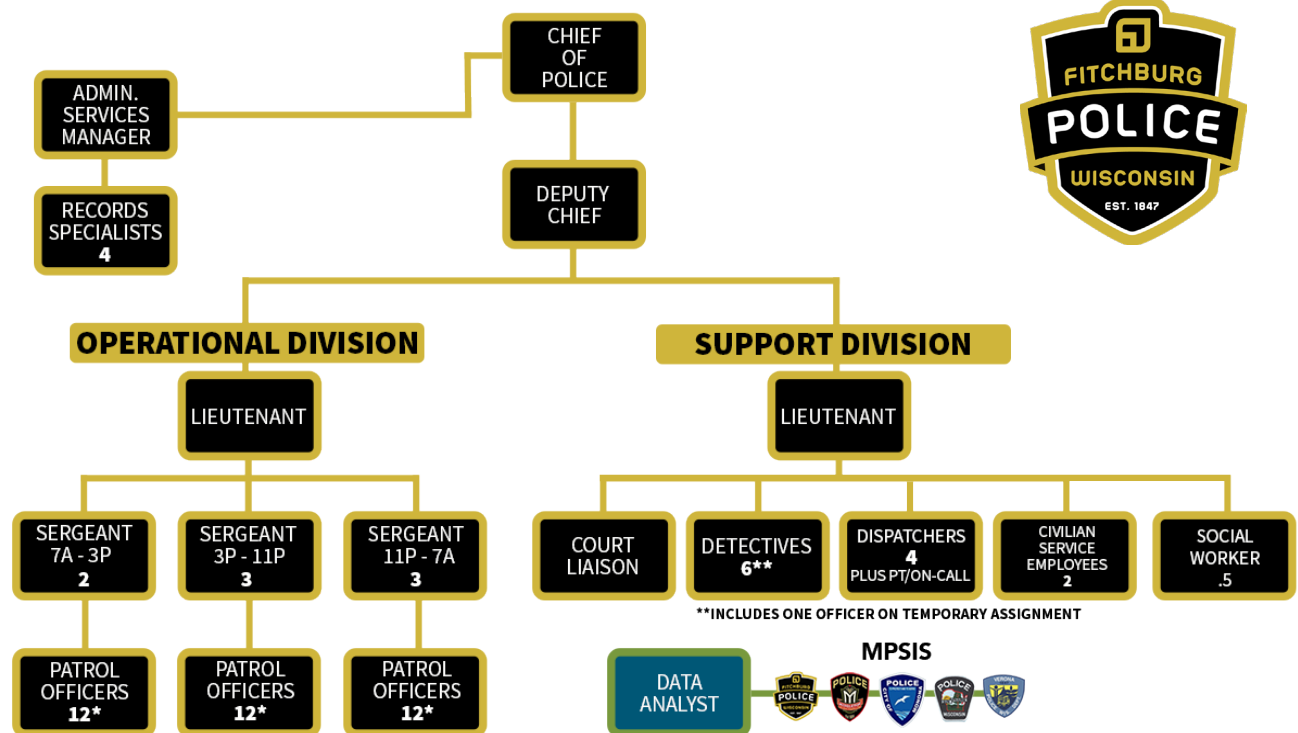
**\$8,971,103** OPERATING BUDGET



**1,099** CITATIONS

AT A GLANCE

**ORGANIZATIONAL CHART**



\*6 OFFICERS ASSIGNED TO 3 PRIMARY 8 HOUR SHIFTS. ADDITIONAL OFFICERS ASSIGNED TO 10.5 HOUR SHIFTS OR "COVER" SHIFTS WHICH OVERLAP PRIMARY SHIFTS.

\*\*INCLUDES ONE OFFICER ON TEMPORARY ASSIGNMENT



## YEAR IN REVIEW

Much of 2022 was spent in preparation for the year's most notable event, the attachment of a portion of the Town of Madison.

For several months department personnel spent many hours conducting outreach, planning for new police districts and organizing evidence and property. On October 25, the Department began taking calls for service in the former Town of Madison and a week later, the portion of the Town officially became Fitchburg.

In addition to the growth that occurred with the Town of Madison, several new positions and teams launched within the Department.

New or refreshed positions and teams in 2022 included a:

- Neighborhood officer program
- Rotating (temporary assignment) detective position
- Joint police/fire/public works/FACTv drone team
- Domestic violence team
- Police social worker

While all of these positions share the goal of providing better service to the community, they also improve efficiencies and create diverse opportunities for department members.

In addition to outreach efforts in the Town of Madison, the Department remained committed to a number of opportunities to build relationships with those we serve including:

- Community Night Out
- Latino Youth Academy
- Halloween glow stick giveaway
- Shop with a Cop

The Department's annual canned food drive, organized by the records department, netted over 4,000 pounds of non-perishable food items to support the Allied Food Pantry.



**PERSONNEL HIGHLIGHTS**

**NEW HIRES**

- Officer Cristian Claudio-Dominguez 1/7/22
- Officer Brad Stefanski 1/10/22
- Officer Craig Spangler 1/10/22
- Officer Matthew Tesch 5/23/22
- Officer Tyler Phernetton 8/11/22
- Records Specialist Natalie Starczowski 8/15/22
- Civilian Service Officer BriAna McCauley 11/7/22
- Officer Jordon Kunya 12/27/22
- Officer Hope Kruckenberg 12/27/22

**RETIREMENTS**



**Lieutenant Don Bomkamp**  
19.5 Years of Distinguished Service  
Retired: February 1, 2022



**Civilian Service Employee Victor Marsh**  
5 Years of Distinguished Service  
Retired: May 2, 2022



**Police Officer Virginia Thain**  
25.5 Years of Distinguished Service  
Retired: May 5, 2022



**Police Officer Doug Heimerl**  
26.5 Years of Distinguished Service  
Retired: June 6, 2022



**Records Specialist Dawn Ruhland**  
24 Years of Distinguished Service  
Retired: July 15, 2022

**PROMOTIONS**

- Lieutenant Andrew McCarthy 10/13/22
- Sergeant Ariana Ridgely 11/28/22

**SERVICE MILESTONES**

- Officer Paul Eicher 5 Years
- Officer Pedro Guzman-Rodriguez 5 Years
- Officer Lisa Heitman 5 Years
- Officer Michael O'Dell 5 Years
- Officer Matthew Ranallo 5 Years
- Civilian Service Officer Mike Czyzewski 5 Years
- Sergeant Nicholas Clemens 10 Years
- Lieutenant Drew McCarthy 10 Years
- Court Liaison Emily Shunk 15 Years
- Detective Jordan Trundle 15 Years
- Sergeant Daniel Varriale 15 Years
- Detective Hector Aguirre 20 Years
- Telecommunicator Rodney James 20 Years
- Officer Kelly Jacobson 20 Years
- Officer Rodd Rettler 25 Years

**RECOGNITION CEREMONY**

Our annual recognition ceremony was held in November to recognize outstanding and extraordinary performance, along with service milestones and retirements over the last year.



**OUTSTANDING PERFORMANCE TEAMWORK**  
LISA HEITMAN  
KELLY JACOBSON  
RYAN MICHELS  
JEREMY SAFFOLD  
DANIEL VARRIALE  
CRAIG WALKER

**OUTSTANDING PERFORMANCE SERVICE**  
HECTOR AGUIRRE  
LOGAN ENKE  
JORDAN TRUNDLE

**EXTRAORDINARY PERFORMANCE SERVICE**  
EDWARD HARTWICK

**LIFESAVING PERFORMANCE**  
CESAR LOPEZ  
MICHAEL O'DELL  
MEGAN PASKEY

**IN FOCUS**

**FIREARM RELATED CRIME**

Violent crime, especially involving firearms, has a significant impact on the safety of our community. In 2022, our personnel worked to proactively address firearm related crime through the use of technology and collaborative efforts.

The National Integrated Ballistics Information Network (NIBIN) is a tool managed by the Bureau of Alcohol, Tobacco, Firearms and Explosives used to catalog and compare the unique markings left on fired bullet casings. Comparing fired casings through NIBIN allows investigators to link guns and known suspects to other crimes.

Through the use of a new NIBIN machine housed at the Madison Police Department, Fitchburg detectives are now able to have all shell casings and crime involved guns entered into NIBIN.

The Department also partnered with other local, state, and federal law enforcement agencies to investigate firearm related crime and arrest individuals responsible for it. Some of the investigations involved the illegal purchase of multiple firearms and others involved the illegal possession of firearms by convicted felons.

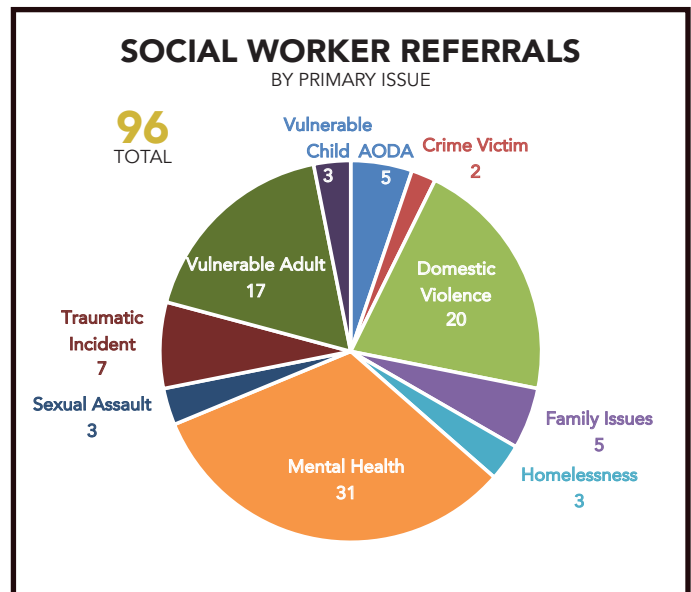
**SOCIAL WORKER**

In March of 2022, in partnership with the Fitchburg Senior Center, a new part-time social worker program began at the Department. Sarah Folkers, a sixteen-year veteran of the Senior Center, joined the Department as a multi-purpose social worker to serve all ages and issues.

One of the primary goals of the social worker position was to address repeat calls for service that were not criminal in nature in an effort to maximize the time sworn officers have to focus on true public safety issues. Sarah took a total of 96 referrals from officers and other agencies in many categories from mental health to homelessness (see chart for all categories).

While one of the primary focuses is to connect community members to existing resources, the position also provides assistance to individuals who may have experienced or witnessed a non-criminal traumatic incident like a suicide.

Sarah also coordinates her work with other department teams and serves as a liaison to community service providers. This role allows for more collaboration and increased information sharing to better serve our community.



## COMMUNITY NIGHT OUT

Our 2022 Community Night Out event returned to McKee Farms Park after making stops on the west and east sides of the City in 2019 and 2021. Thanks to beautiful weather and many great community partners, the 2022 Night Out was our biggest yet. Over 1,000 members of our community came out to enjoy vehicle displays, bounce houses, shaved ice, and more.

At its heart, Community Night Out is a chance for us and other first responders to connect with the community we are honored to serve. In addition to first responders, we were thrilled to have many other community partners join us with displays, helpful information, and giveaways. The highlight of this year's event was the opportunity for community members to "give us a hand" by leaving their hand print on a squad car. The finished project served as a visual reminder of the fact that we cannot do our job alone and that together we can make Fitchburg a safer and more peaceful place for all.



PHOTOS COURTESY OF NICOLE BRYNE PHOTOGRAPHY

2022 OVERVIEW



**23,867**  
CALLS  
FOR SERVICE



**1,534**  
TRAFFIC  
STOPS



**636**  
ARRESTS



**1,099**  
CITATIONS  
INCLUDES TRAFFIC &  
ORDINANCE



**541**  
REFERRALS  
TO  
DISTRICT  
ATTORNEY



**1,044**  
TRAFFIC  
WARNINGS



**650**  
VEHICLE  
CRASHES  
INCLUDES  
NON-REPORTABLE  
& PRIVATE PROPERTY



**65**  
O.W.I.  
ARRESTS



**74**  
STOLEN  
MOTOR VEHICLES



**73**  
THEFTS FROM  
MOTOR VEHICLES



**1,000**  
GLOW STICKS  
DISTRIBUTED  
ON HALLOWEEN



**7**  
OFFICERS  
FELONIOUSLY  
ASSAULTED  
INCLUDES BATTERY TO AN OFFICER,  
RESISTING CAUSING INJURY  
AND DISCHARGING BODILY FLUIDS.

**10-YEAR  
CRIME COMPARISON**

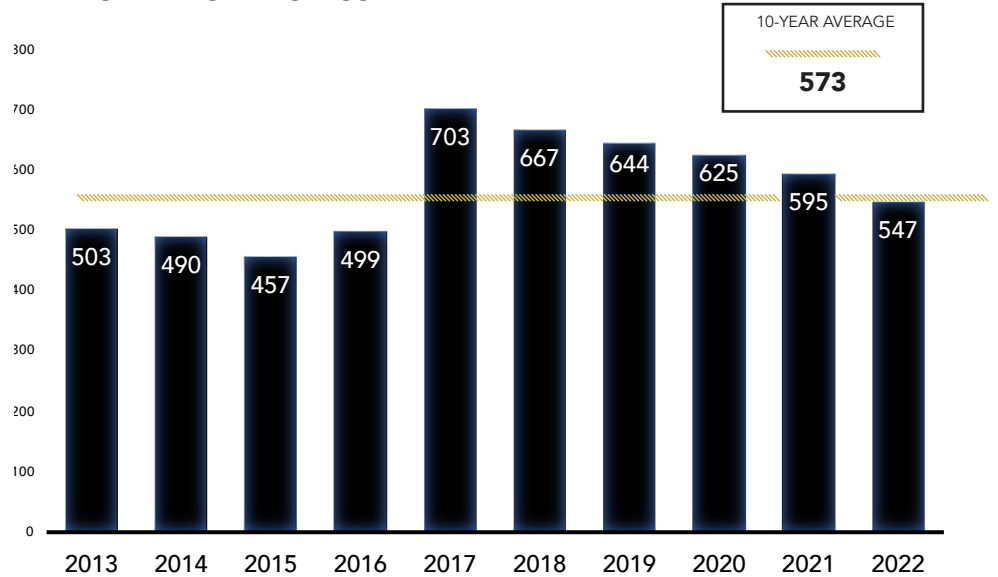
**CRIME REPORTING**

2021 began the department's transition from the previous national standard of Uniform Crime Reporting (UCR) to Incident Based Reporting (IBR). This, now national, standard captures additional categories of crime to be reported in a standard format.

IBR also differs from UCR in that it counts each offense (crime) during an incident rather than just the most serious offense reported. For example, a burglary to a residence where a car was stolen, would report both the burglary and stolen car.

Without additional years of IBR data for comparison, this year's IBR data has been compiled into the UCR categories for the purposes of this report.

**CRIME STATISTICS**



**5-YEAR COMPARISON**

**DEFINITIONS**

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

**Homicide:** Murder and non-negligent manslaughter: the willful (non-negligent) killing of one human being by another.

**Rape:** Penetration without the consent of the victim.

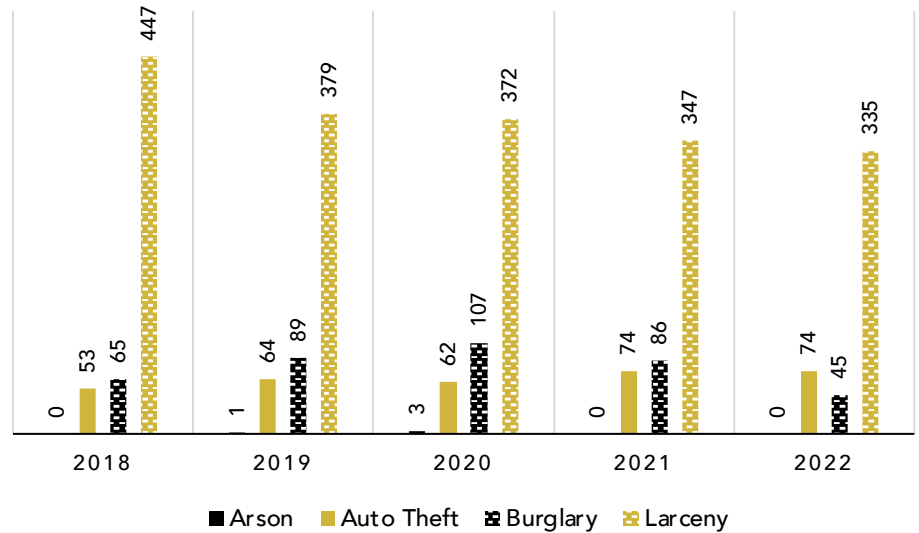
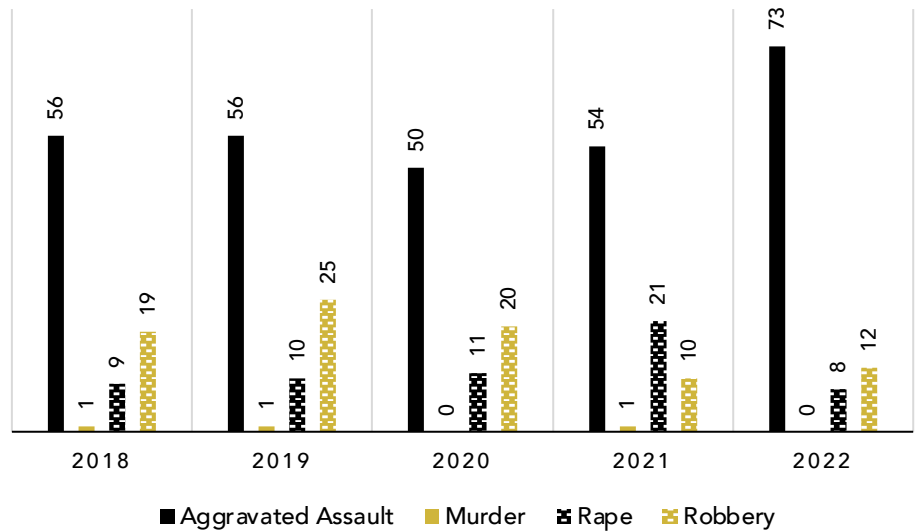
**Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

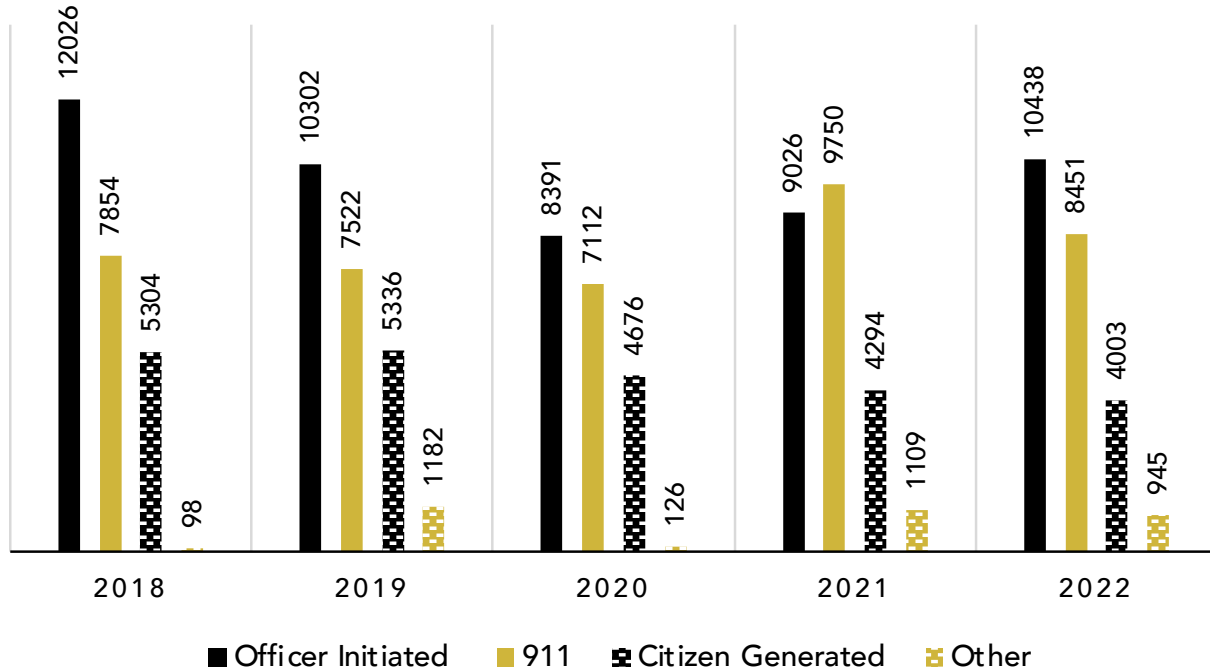
**Auto Theft:** The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails.

**Burglary:** The unlawful entry of a structure to commit a felony or a theft.

**Larceny:** Theft (except motor vehicle theft)-The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

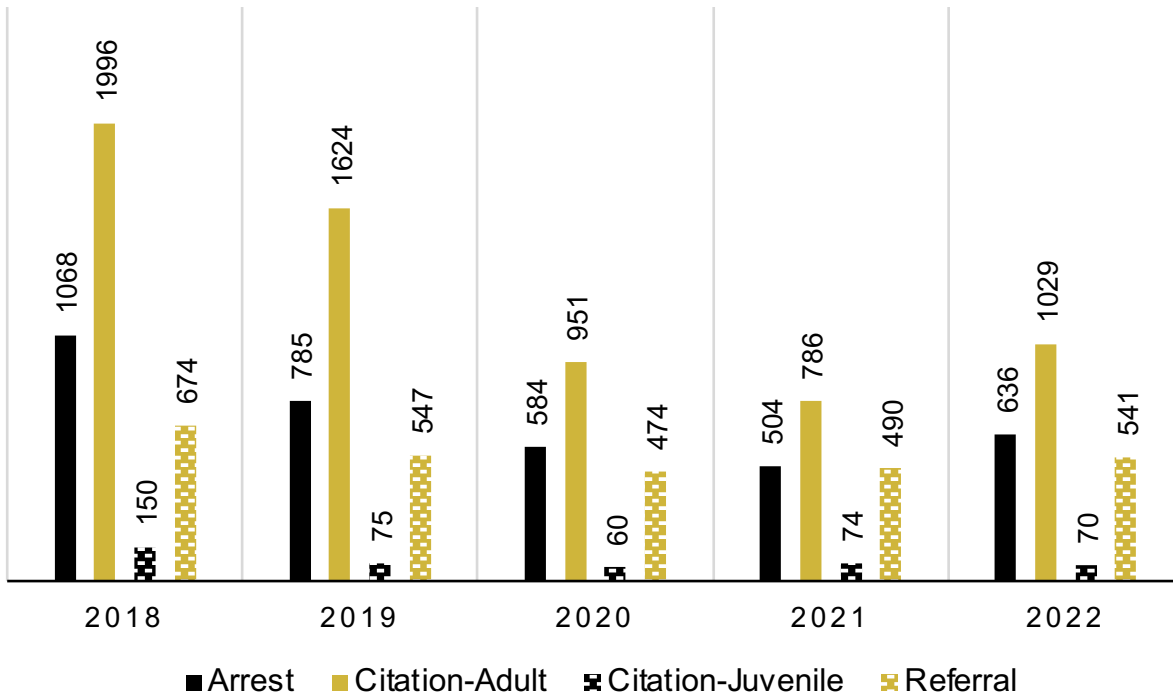


### CALLS FOR SERVICE



**Officer Initiated:** Officer generated activity including traffic stops, foot patrol, directed patrol, traffic assignments and follow-up.  
**911:** Calls from citizens to 911 typically requiring immediate attention from at least one, and often from multiple officers.  
**Citizen Generated:** Non-emergency calls from citizens requiring response from at least one officer.  
**Other:** In 2019 our department switched to a new computer aided-dispatch system. During this transition new sources were added and some errors were generated. In previous years some calls were not classified.

### ENFORCEMENT ACTION



**Arrests:** A physical arrest of an individual for a criminal offense. The number includes associated charges with each arrest.  
**Citations:** Municipal citations include traffic offenses as well as ordinance violations such as disorderly conduct and theft.  
**Referrals:** Referrals to the District Attorney include cases where a physical arrest is not made but criminal charges are requested.

## USE OF FORCE

In February of 2016, the Dane County United Way Law Enforcement and Leaders of Color Collaboration published a report titled "Recommendations Regarding Police Use of Force." One of the identified recommendations was to share data regarding the use of force.

While we have collected this data for some time, we are continuing to improve our collection, tracking, and analysis of the data. Each time an officer uses force above the threshold of a compliance hold, which involves the application of pressure while grasping a subject, or when they point a weapon at a community member, they are required to complete a report to be entered into our data collection and to be assessed by a supervisor and an instructor.

The use of force by police is dictated by many factors including law, department policy, and statewide standard law enforcement training curriculum. Within these "guides" are numerous factors that impact the ability of officers to use force to control a subject or effect an arrest. Depending on these factors and primarily upon the behaviors of the subject, officers may need to use a variety of trained techniques or devices to control a subject, stop a subject's actions, or prevent serious injury or the loss of life.

Officers are required to train in firearms, less-lethal force devices and defensive and arrest tactics on a regular basis. Over the last seven years, a significant emphasis has been placed on communication, de-escalation, and consideration of alternatives, including creating time and distance to either disengage or reassess the situation.

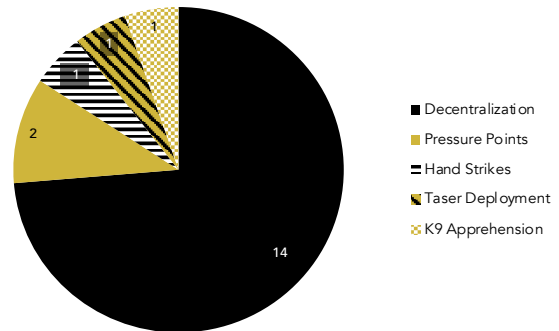
As a result of the renewed focus on police use of force in 2020, federal legislation required the review of use of force policies by a law enforcement accreditation agency. Our policy was reviewed and certified as compliant with best practices and standards by the Wisconsin Law Enforcement Accreditation Group. We remain committed to use of force incident and policy review to ensure we meet best practice standards and align with community expectations.

### 2022 USE OF FORCE DATA

In 2022, there were **17 incidents** in which physical force, above the level of a compliance hold, was used. Two incidents involved the use of more than one type of force, resulting in 19 total uses of force.



### TYPES OF FORCE USED



### DEFINITIONS

**DECENTRALIZATION** - A trained or dynamically applied technique used to overcome active or passive resistance or the threat of either. Decentralization techniques allow an officer to guide a subject to the ground in a controlled manner. These techniques are often used if a subject is running from an officer or resisting an officer's attempts to gain control.

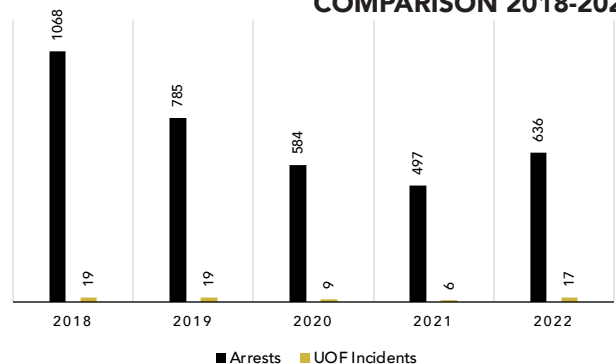
**TASER DEPLOYMENT** - A deployment of a Taser (electronic control device) is used to overcome active resistance or the threat of it

**K9 APPREHENSION** - A targeted and controlled deployment of a police service dog to engage a subject and maintain control of that person until they can be safely taken into custody. This tactic is reserved for situations involving a high amount of risk to officers and general public safety.

**HAND STRIKE** - A trained technique to deliver a focused strike using bodily force to a specific target area on another person.

**PRESSURE POINT** - Pressure applied to a specific area to cause momentary pain compliance.

### COMPARISON 2018-2022





# **FITCHBURG POLICE DEPARTMENT**

**5520 LACY ROAD**

**FITCHBURG, WI 53711**

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