



If you would like any further information on any of these specific examples, please contact our Public Information Officer Joel DeSpain at 266-4897.

January-March 2020 Employee Recognitions:

- 1) A community member left a voicemail to thank the officers who responded when she was involved in a crash. The officers reportedly did everything they could to make the situation as easy as possible and for them to be safe in the ordeal. The officers made a bad situation a good experience. The officers should be commended for their efforts per the community member.
- 2) An email was sent to give recognition to an officer and all the hard work he does. The officer is very professional and helpful, per the email.
- 3) Recognition for the efforts of a detective sergeant regarding an apprehension operation to locate and arrest violent offenders. The detective sergeant planned the event which involved the coordination between numerous units with MPD and other law enforcement agencies. The detective sergeant took what was a simple idea and a date and created a robust, detailed and successful plan. He oversaw the selection of offenders. He created the operational plan, worked with supervisors from all of the participating units and allocated resources within the plan. He created a command post plan, addressed safety contingencies and undertook this significant task without hesitation. The detective sergeant should be commended for his hard work and efforts.
- 4) Recognition for all involved on a large scale apprehension operation which involved locating and arresting violence offenders. The results of the operation were outstanding. The officers who participated in this operation did so with the utmost professionalism, commitment and dedication to each other and the mission at hand. They should all be commended for their efforts.
- 5) Recognition for the efforts of officers who responded to a weapons offense call.

Officers spent a considerable amount of time and effort interviewing two suspects, running data checks and developing probable cause. The work done by the officers involved was outstanding. The tactical approach was exceptionally well done. A large amount of evidence was located/collected. The officers should be recognized for their tireless work and the extra efforts they put into it in order for our community to be safer.

- 6) An email was sent to thank an officer who responded to a hit-and-run crash. The officer was described as professional, supportive and a great ambassador for MPD.
- 7) Recognition for the efforts of officers who located a sexual assault suspect. The suspect was taken into custody. The officers should be commended for their dedication to service and to getting the suspect off the streets.
- 8) An email was sent to thank an officer who helped push a community member's dying vehicle out of a busy cross street. The officer was described as very polite, patient and helpful.
- 9) Recognition for an officer who stepped up to help take a very important photo at MPD after the initial photographer backed out. The officer patiently spent over an hour photographing a large group of female officers in four different spaces. The officer then volunteered to stay even longer and take photos of any work group or individuals who wished to have them taken. The officer should be recognized for his willingness to take on this project. He came in on his scheduled day off with a professional-grade camera and fold-up stepstool. He meticulously set up the photos, kept the group informed and laughing and was patient and kind throughout. The officer sets the bar for collegiality. His commitment to the MPD went far above and beyond what is normally asked of employees.
- 10) Recognition for two officers who assisted in a return to duty process after a critical incident. The officers exemplified this with their work with the officers who returned from a recent OICI. The officers acted quickly, modified their schedules and delivered a package that helped reaffirm the officers' skills and confidence as well as easing the process at a critical moment.
- 11) A community member wrote a note to thank two officers who assisted with retrieving her vehicle that was stolen.
- 12) Recognition for a detective who spoke at a recent community meeting. The detective gave an outstanding informational presentation. The detective was

wonderful at connecting with the audience and providing valuable safety tips. The detective should be commended for his dedication to providing outstanding service to our community.

- 13) The DA's office sent an email to give recognition to an officer for the thoroughness of a recent case. Due to the completeness of the report, the DA's office was able to charge the case. The officer should be commended for a very good investigation and a very thorough detailed report.
- 14) A community member left a voicemail to thank the efforts of an officer after they could not find their vehicle. They wanted the officer to know how much his assistance meant to them.
- 15) A community member wished to thank an officer who assisted her when she had vehicle troubles. The community member said she was impressed by the officer's professionalism and friendly demeanor. She wanted to thank the officer for his assistance and efforts.
- 16) A community member wished to thank an employee for their assistance on the phone. The employee provided excellent customer service, answered every question and went the extra mile with answering questions she had not even thought of to ask. The community member was appreciative of the assistance and efforts of the employee and wished for her to be recognized.
- 17) Officers were flagged down by a subject who wished to report a sexual assault. Additional resources were called to the scene. Two scenes were identified. Numerous resources were needed to secure the scenes, conduct interviews and collect evidence. A suspect was identified and arrested. All involved should be commended for their attention to detail, purposeful work ethic and determination.
- 18) Officers responded to a disturbance where both subjects attempted to flee. The officers arrived quickly and were able to detain both subjects. A third subject was located who was experiencing a drug overdose. The three subjects were arrested on various drug charges. The officers should be commended for their efforts, professionalism and attention to detail on this incident.
- 19) A community member called to give thanks to two officers on how they handled a call that involved him. The community member said that the officers did a great job, were professional and that they were outnumbered. The officers handled the situation well and kept their cool during a tense situation.

- 20) Recognition for the efforts of officers who responded to a home invasion/armed robbery report. Officers arrived quickly to the area, locked the scene down and preserved key evidence. The victim and witnesses were interviewed. A suspect vehicle was identified and located. Multiple involved subjects/suspects were apprehended and evidence of the crime was recovered. Officers from multiple shifts and districts assisted with this incident. All involved personnel should be commended for their tireless efforts and teamwork, an exceptional level of motivation and the extraordinary attention to detail. In the end, numerous suspects were arrested and charged with various crimes.
- 21) A community member thanked an officer who responded to a traffic crash. The community member said the officer was so kind through the whole process. The officer spoke to her in a calming voice and it was appreciated.
- 22) A community member called to give thanks to a Sergeant's response to a call for assistance. The community member was impressed with the Sergeant's caring and swift response. The community member wanted the Sergeant to know how much his efforts meant to him and his family.
- 23) An officer, while off-duty, observed a vehicle crash and stopped to render aid. A subject ended up fleeing from the scene and the officer, having identified himself as an officer, pursued the subject on foot. Two subjects were apprehended with the assistance of the officer and Maple Bluff PD. The officer, while off-duty, demonstrated commendable professionalism, dedication to public safety and selfless camaraderie despite being off-duty and assisting officers from an outside agency.
- 24) A community member called to give recognition for an officer after he called 911 for assistance. He said he was very appreciative of the officer and the officer's efforts. The community member said he had never experienced such kindness and honesty from an officer before. He said the officer helped him in a way that no one has before. He went on to explain that he felt comfortable with the officer and not intimidated. He wished to relay his thanks to the officer.
- 25) Recognition for an officer who assisted with a presentation by creating the presentation and ultimately presenting on it. Without missing a beat the officer was able to find a way to balance the normal pressures of his duties for the day, added responsibility of cross-training a new officer in the unit and doing additional, unexpected preparation for the presentation. He did all this incredibly graciously. The officer has become a true leader in their unit. He did a phenomenal job with

the presentation. His professionalism, collegiality and dedication to their team and departmental efforts is exceptional and should be recognized.

- 26) Recognition for an employee who saw a need for a systems improvement and initiated making the changes. The employee created a group, crafted an agenda and facilitated a first meeting. The employee has since volunteered to schedule quarterly meetings with city staff and scheduled presentations. This group, although in its early stages, shows signs of sustainability and creating an ongoing impact. The employee should be recognized for his commitment to fostering a safe and educational space for personnel to improve their applications, administration and implementation.
- 27) Recognition for an effort who took the time and effort to plan a holiday celebration for two deserving families in our community. The officer worked diligently to obtain desired items for the families and gifts for the children. She took the time to decorate their district's community room, plan activities and prepared a wonderful meal. The officer truly went above and beyond and she should be recognized for her efforts.
- 28) Recognition for a group of officers for their overall exceptional work performance. The officers excelled at community policing, problem solving, investigations, community outreach and routinely took the lead on district initiatives. The officers should be commended for their dedication, dependability, willingness and commitment to the community and to the MPD.
- 29) An officer located two wanted subjects and was able to successfully detain one while the other subject barricaded herself in a vehicle. Other officers arrived to assist. Attempts were made to de-escalate the situation with the second subject but she refused to comply with all orders. Officers discussed contingency plans and came up with a plan that would minimize the chance of anyone sustaining injuries. The breach was successful and the second subject was taken into custody peacefully. The officers involved are to be commended for their initiative, teamwork, patience, restraint and professional communications.
- 30) A community member left a voicemail with appreciation and recognition of an officer. The community member called police after his vehicle was damaged. He said he was very upset and the officer was incredibly friendly and made him feel better about the situation. He said that the officer was appropriately professional and he wanted her to know how much he appreciated her help.
- 31) Recognition for the efforts of all involved in a weapons offense investigation.

The suspect was arrested and charged through the Department of Justice for possession of heroin with intent to distribute and for possession of two firearms in furtherance of that offense. The suspect received 65 months in federal prison followed by 3 years of supervised release. The personnel involved in this investigation should be recognized for their outstanding investigation to not only protect the victim but to locate evidence and tie it to the suspect.

- 32) Recognition for a co-worker who does a great job of jumping in to help out the rest of his team whenever he can. The employee recently helped physically move and re-file a large quantity of boxed up items to an offsite storage facility. The employee's initiative and dependability while managing the demands of his work assignments is greatly appreciated and worthy of recognition.
- 33) Recognition from the DA's office for an officer regarding a case. Throughout the case the officer was responsive, thorough and prepared for trial. The officer went to the victim's house to locate her for court and found the defendant who lied about the location of the victim. The officer persevered until he was able to speak with the victim. The officer went above and beyond in his duties. As a result of the officer's work, the DA's office was able to secure two convictions for the defendant, a probation sentence and protection for the victim. The officer should be commended for his work.
- 34) Recognition for an officer who responded to a medical emergency at a residence. The officer responded quickly, despite very slippery road conditions, and performed CCR on a subject. The officer performed CCR until EMS arrived and took over. The subject survived, thanks to the emergency medical care the officer provided. The officer should be recognized for her lifesaving efforts.
- 35) Recognition for an officer who participated in a community restorative court process after the respondent was charged with resisting an officer. The officer and respondent both attended the restorative justice circle. The circle was so much more meaningful to the respondent due to the officer's participation. The officer shared his professional response to the respondent's behavior, including that his initial contact was due to his concerns for the respondent's safety, and not an automatic reaction to detain and arrest him. The respondent was grateful to the officer for taking the time to be there and it gave the respondent an opportunity to look the officer in the eye and apologize for his behavior. The officer's participation in the community restorative court's process is noteworthy and should be commended.
- 36) Recognition for the work and commitment of a detective on an investigation

that culminated with the suspect receiving 13 years confined and 7 years of extended supervision. The outcome would not have happened without shepherding from the detective. The detective should be commended for his commitment to the victims and performance in regards to such a high profile case.

- 37) Recognition for three officers who attended a recent coffee with a cop gathering and shared their background and experience as officers. The officer spent time sharing their stories and answering questions which was appreciated by the community.
- 38) Recognition for an employee's exceptional commitment and attention to detail. If not for the employee's attention to detail and understanding of a system's complexities, an error would have continued for some time. The employee should be commended for his exceptional performance of duty.
- 39) Recognition for the efforts of an officer who has taken on many neighborhood issues and concerns over the years and has found ways to create successful, fair and positive outcomes. The officer worked tirelessly to solve issues of drug and prostitution concerns in a neighborhood by conducting surveillance, traffic stops and arrests. The efforts resulted in a suspect being incarcerated for a period of time and the criminal activity ending. When the suspect was released and the same issues flared up again, the officer set forth to solve the issues and did. The officer should be commended for his dedication, commitment and outstanding effort in solving problems. He is a true testament to community policing and commitment to customer service.
- 40) Recognition for an employee and her endless patience with challenging community members who call and come into the district. The employee is super friendly and helpful. The employee handles every one in a professional and kind manner.
- 41) An email was sent to thank officers who came to check on a community member's welfare when she did not show up to work. The community member said that the officers have no idea the impact they made in her life. She wished to thank them for their efforts and she called them angels.
- 42) Recognition for an officer who worked a call involving an individual who was off their meds and having a mental health episode. The officer's level of deep compassion and care to the individual is to be recognized.

- 43) Recognition for the overall performance of a detective regarding the investigation, apprehension, arrest and case referral of a prolific armed robber. The suspect was likely involved in 18 robberies in Dane County. The detective played a key role in coordinating all of the investigation, the apprehension initiatives and ultimately the arrest of the suspect. The detective coordinated the federal referral for prosecution and the suspect was recently sentenced to 150 months in federal prison. The detective should be recognized and commended as the lead detective assigned to this stressful, pattern robber.
- 44) Recognition for the officers' response to a difficult death investigation. The officers who responded to the call cared for the decedent's wife and children and other family members after the incident. The family wrote in the decedent's obituary the following: "the family would like to extend heartfelt thanks to the MPD West Precinct for their sensitivity and compassion during this difficult time." We continue to be impressed by the collective service and professionalism of the responding officers. We are proud of the caring and compassionate service they delivered on this call. The work our officers are doing matters and they should be recognized and commended for their professional and caring response on such a difficult call.
- 45) Recognition for an officer who was able to immediately identify two subjects in a stolen vehicle. Without being assigned, directed or asked to do so, the officer immediately began the cumbersome tasks of putting together a case and establishing felony probable cause reference this investigation. The officer is to be commended for his dedication to investigating crimes without prompting and with a desire to hold individuals accountable for their actions.
- 46) Recognition for a detective who spent a tremendous amount of time going through a SOP, updating a SOP and finalizing a re-write of a SOP. The detective also sought approval for the implementation of a new SOP which will help guide officers in their response to preserve the peace incidents, while hopefully creating a safer environment for all involved.
- 47) Recognition for the response of officers who responded to a disturbance at a residence. A contact team was created and a family member was safely brought out of the home and away from the suspect. The suspect was found to have jumped out a window and fled on foot. A K9 and tracking team were formed. The suspect was located and taken into custody safely. This was a very dynamic call with a very intoxicated and violent suspect. Officers used good tactics and planning to get all the subjects to safety and to take the suspect into custody. All involved on this call should be commended for their bravery to rescue the family member

and take the suspect into custody.

- 48) An officer responded to the mall and conducted foot patrol with mall security after numerous problems kept popping up at the mall. The presence of the officer was appreciated and noticed. The officer assisted with several incidents and arrests. The officer's ownership of his beat and his initiative to be a good teammate are much appreciated.
- 49) Recognition for an officer who responded to a retail theft in progress with the suspects fleeing in a vehicle. The officer located the suspects quickly and detained the suspects. The suspects were arrested and the stolen merchandise was returned to the store. This was an excellent display of good police work, being ready for a call and great teamwork.
- 50) Recognition for a co-worker who did not flinch to prolong his shift in order to stay with a fellow co-worker who was having some medical concerns. The co-worker insisted on staying with his co-worker until family arrived at the hospital. The support and care by the co-worker/officer was very much appreciated and should be recognized.
- 51) A community member called to express her gratitude and appreciation for an officer who stopped out when she was stranded in her electric wheelchair. The officer was complimented for his friendliness and professionalism.
- 52) Recognition for an officer who responded to a shooting incident and immediately began to assume a leading role in the investigation. The officer identified a balcony involved and ascertained the types of offenses that police were dealing with. The officer truly distinguished himself throughout the investigation. The officer's demeanor with the suspects was also noticed and should be recognized as he struck a tone that was at all times respectful and he made clear that his goal in the investigation was that all parties arrived to a just outcome. The officer's commitment to the case was remarkable. His wise use of police discretion reflects great credit upon the department.
- 53) Recognition for the efforts of officers who responded to a physical disturbance. The officers all handled a messy domestic situation in such a professional manner, while trying to be good guardians to the victims. The officers should be commended for their efforts.
- 54) Recognition for the efforts of an officer related to a damage to property

investigation. The officer identified a suspect, collected all related police reports, used internal resources and pulled all necessary information before contacting the suspect who confessed to numerous acts of felonious offenses. Due to the officer's willingness to go the extra mile, she put a very safe low-crime neighborhood back to being that safe neighborhood. She should be commended for the many hours of extra work she put into this investigation.

- 55) Recognitions for the efforts of officers who responded to a suicidal subject call. A plan was developed to search for the subject. Additional resources were called into action to assist with the search. The subject was located deceased. The officers processed the scene and investigated the incident in a very professional manner. While this call had a tragic ending, the officers involved performed at a very high level and they should be commended for their actions and efforts.
- 56) Recognition for the efforts of officers who responded to a shots fired incident. Officers arrived on scene, located a victim of a gunshot wound and immediately rendered aid. Interviews were conducted and identifying information about a suspect was retrieved. The suspect was contacted and taken into custody. There were many moving parts to what ended up being a homicide investigation. From the time of the initial call to dispatch to the time that the suspect was taken into custody was just over two hours. That type of response is a testament to the outstanding work done by the personnel that responded. They should all be commended for their efforts.
- 57) A community member wrote a note of thanks and appreciation for the efforts of an officer who responded when she was involved in a crash. The officer was described as professional and courteous. The officer was further described as a kind, helpful officer.
- 58) Recognition for a Sergeant who provides new solo officers on 4th and 5th detail essential telestaff training. The sergeant continues to look after officers and further educate or refresh training to benefit them. This kind of work reflects upon the sergeant's leadership and knowledge. He should be commended for his efforts.
- 59) An officer responded to a report of a pulseless non-breathing subject and administered lifesaving efforts. The subject was revived. The officer should be commended for her efforts which helped save a life.
- 60) Recognition for the efforts of an officer and a detective on a recent incident. The work by the officer was noticed and appreciated by staff. The officer and detective met with a family and their efforts with the family and juvenile has gone

a long way. The work provided by the officer and detective was described as second to none.

- 61) Recognition for officers and their efforts who responded to a burglary and weapons offense call. Officers formed a contact team when they arrived on scene and established a perimeter. The suspect attempted to flee but retreated back into the residence where it was determined that children were present. Dialogue was attempted with the suspect who was not cooperative. The suspect was ultimately located hiding in a closet and taken into custody. The officers should be recognized for their efforts to keep one another safe, for detaining a dangerous suspect, for providing comfort to a victim and bring the incident to a safe closure.
- 62) Officers responded to a shots fired incident. Officers arrived quickly to the area and determined a scene. An apartment complex was cleared and a victim was located. Officers calmed the group that was with the victim, administered medical aid, obtained statements, located evidence and obtained information about a suspect. The officers who responded all operated with efficiency and professionalism to a very high stress call and they should be commended for their actions.
- 63) Officers responded to check the welfare of a subject. The subject was located and found to be armed with a knife. Dialogue was started with the subject. Due to the officers' excellent professional communication skills and safe tactics, the officers were able to get the subject to surrender. The subject was taken into protective custody.
- 64) An officer responded to a delayed report of a sexual assault. The officer spent time to get detailed information as well as witness information. The officer did a great job asking difficult questions and treating the victim with compassion.
- 65) Officers responded to a robbery investigation that was very fluid and dynamic. Suspect information was obtained and one of the suspects was able to be tracked due to being on GPS. Two of three suspects were ultimately taken into custody for the crime. The efforts and work done by the responding officers and detectives is to be commended.
- 66) Officers responded to an investigation of a young child with concerning injuries. Officers, detectives, investigators became involved in the investigation. The work between the various work units should be commended and recognized. Child investigations are stressful and challenging. All involved personnel should be recognized for their professional teamwork and efforts.

- 67) Officers responded to a call involving a suicidal subject armed with a knife. At considerable risks to themselves, the officers were able to disarm the subject and place him into protective custody. The officers should be recognized for their efforts.
- 68) Officers responded to a domestic disturbance. The suspected attempted to flee from officers. As officers were struggling to take the suspect into custody, the suspect's dog attacked an officer. The officer was able to maintain a level head and was able to get the dog away from him. A second officer on scene ensured that the victim and three children present were unharmed. The swift and coordinated response of the officers ensured that the primary aggressor was arrested.
- 69) Recognition for an officer who assisted investigators with a complex and chaotic single-vehicle fatal crash. The officer assisted with note taking, scribing of important identification notes for each victim and assisted with scene security. The officer's attention to detail and ability to be flexible in her tasking was recognized and should be commended.
- 70) A victim of a stolen vehicle contacted MPD to give thanks and recognition to an officer who assisted. The victim stated that the officer did a fantastic job.
- 71) A community member sent an email to thank an officer who assisted him and his son when their vehicle needed a tire change in a busy traffic area. The officer blocked traffic to protect them as they changed the tire. The officer had a friendly and calming attitude which they appreciated.
- 72) Recognition for a sergeant who asked officers to check in with her after they had responded to/investigated a tragic fatal car crash. The sergeant did this on her own initiative. This speaks volumes to the Sergeant's character, her compassion and her commitment to her fellow officers. Her efforts should be commended and recognized.
- 73) Recognition for the efforts of the personnel who responded to a fatal car crash. Not only did the officers have to handle the scene they were also faced with dealing with a large crowd of family and friends who were responding to the scene who were grieving. The officers' empathy and de-escalation skills were utilized for several hours and at times the family/friends anger was directed at the officers. The first responding officers deserve special recognition as they established control over a chaotic scene. Investigators processed the scene and assisted the medical

examiner. The victims of the crash were identified with the assistance of another officer. This investigation was trying but all the officers stepped up and worked without complaint in cold temperatures for long hours under the most trying circumstances. They should all be commended for their hard work and actions.

- 74) Recognition for a sergeant who asked officers to check in with her after they had responded to/investigated a tragic fatal car crash. The sergeant did this on her own initiative. This speaks volumes to the Sergeant's character, her compassion and her commitment to her fellow officers. Her efforts should be commended and recognized.
- 75) Recognition for a Sergeant who responded to a tragic fatal car crash and took charge of the complex investigation involving horrific injuries, grieving family members, an angry crowd that gathered and many other demanding aspects including very cold temperatures. The Sergeant did a tremendous job of managing and supervising all aspects of this call. Making sure that the investigation was done well, caring for his people, making sure they stayed as warm as possible and making sure that they were all emotionally handling the call in the moment and checking in on them hours after the call was over. The sergeant showed great leadership in sending follow-up emails to those involved encouraging and modeling good self care after a call like this. The Sergeant needs to be recognized for not only flawlessly handling a call like this but also for demonstrating his leadership as he always does.
- 76) A community member called to thank an officer who located his stolen vehicle. He was appreciative of the efforts by the officer and MPD.
- 77) Recognition for two Sergeants who developed response protocols that provided a proper level of community service while emphasizing officer safety and helped to eliminate uncertainty and concern from officers about safety/health concerns. The Sergeants should be applauded for taking the initiative to formulate response protocols and looking after the welfare of their officers.
- 78) Recognition for the efforts of all involved in an incident where a violent suspect took his kids from their CPS placement home and made threats that no one would see his kids again. A search team was quickly mobilized. All of the responding officers, detectives and sergeants did an awesome job coordinating the search efforts. The suspect was located and taken into custody without incident. The children were found safe. All should be commended for their efforts.