



If you would like any further information on any of these specific examples, please contact our Public Information Office at 608-266-4897

October-December 2025 Employee Recognitions:

- 1) Recognition for officers who volunteered to assist as actors for the annual MPD academy con law scenario day. Their involvement, dedication to duty and exceptional attitudes made the training day a success.
- 2) Recognition for the efforts and service of two officers related to a domestic disturbance investigation. Officers did an excellent job gathering as much information as they could from the victim. The officers also did a great job slowing things down and taking the time to dialogue with the suspect. They showed patience and compassion with the victim and the suspect. The suspect was taken into custody. The victim expressed appreciation for how the officers handled this call.
- 3) A church sent a thank you card to two officers expressing their appreciation for the officers' attendance at a community picnic.
- 4) Recognition for the officers who apprehended a suspect for invasion of privacy. Officers were dispatched to a report of a suspicious subject who was looking into an apartment building with binoculars. The subject was located and contacted. The subject was in possession of two pairs of high-powered binoculars, a camcorder and a high-speed camera. The subject was arrested. This was an outstanding team effort that required numerous tactical and constitutional consideration.
- 5) Recognition for the officers who located a subject that was wanted for theft of a firearm from a vehicle. The subject was not cooperative with officers. Officers utilized impact munition coverage and less lethal coverage while dialoguing with the subject from a distance. The suspect continued to be non-compliant. An effective impact munition was deployed which allowed officers to take the

subject into custody. This incident included outstanding tactical approach, coordinated team effort and exceptional follow through considerations.

- 6) Recognition for an officer's hard work and great attitude. The officer does good work, thorough reports and represents the MPD in a positive way.
- 7) Recognition for the officers' outstanding actions related to a subject high on meth armed with two improvised weapons. The officers located the subject and were able to take them into custody without incident using excellent tactical response, communication and execution of a plan developed quickly and effectively.
- 8) An email was sent by a local church expressing their gratitude for officers' presence and support. The officers were described as professional, approachable and a true partner.
- 9) An email was sent to thank officers for their presence at a place of worship.
- 10) A community member left a voicemail to thank an officer who responded to assist when their vehicle was stolen. The community member described the officer as professional, so helpful and the best. They stated their vehicle was located thanks to the officer's assistance. They wanted him to know they appreciated his help and also his humor during the situation.
- 11) An email was sent to thank an officer who brought a youth to Briarpatch to access service. The officer was very calm and collected and made communication smooth for both staff and youth. The officer shared many very important details with some of the questions they were asking and was very helpful with giving Briarpatch the full picture of the situation. The officer was able to leave at the point of intake but he wanted to stay which was a huge positive for both youth and the staff. Staff stated it was a complete pleasure to work with the officer and that the youth also made statements that they were appreciative of the officer.
- 12) An officer responded to a report of a subject who attempted to leap from a 3rd floor off a parking ramp. The officer wisely positioned himself between the subject and the parking garage edge and as they attempted to go around the officer to get to the ledge the officer detained them safely. The officer restrained the subject and very possibly prevented her death or serious injury.
- 13) Recognition for a Captain and his career when it comes to professional development achievements. The captain has embodied the best attributes our

department has to offer, on top of a commitment to growth and training second to none. He displays compassion and provides invaluable guidance. He is a trainer who works from a place of selflessness in coaching and guiding their students.

- 14) A community member sent an email to thank an officer who was respectful and informative when he responded to an "emotional crisis". The officer was described also as incredibly helpful, an intelligent individual and a heart of a soldier.
- 15) Recognition for staff who worked together in order to locate a missing person. The subject was located deceased. This brought closure to the family. The officers and staff on this missing person case took boots on the ground, technology and diligent detective work to locate the subject.
- 16) Recognition for the outstanding actions by the officers involved that responded to a disturbance call. Officers were advised that sounds of a disturbance was coming from an apartment. Officers knocked and received no answer. The officers made entry to check the welfare of any occupants. A subject was located and taken into custody. A second subject was located hiding and detained. Both subjects were arrested on various charges. This was outstanding work and all involved are to be commended for their actions.
- 17) A community member expressed their sincere appreciation for their collective efforts on a recent investigation. Their work product, mentality and desire to see the best possible resolution came through.
- 18) Recognition for two officers who processed a driver for operating a motor vehicle while under the influence. A responsible party arrived to take custody of the driver. That responsible party later called MPD to give thanks and appreciation for how the officers handled the situation professionally and in a respectful manner. They said the officers treated everyone with courtesy during a tough situation.
- 19) An officer responded to a retail theft with a subject who was doing this at numerous businesses. The officer took initiative while responding by coordinating a perimeter, requesting more resources and obtaining key information from dispatch. The officer arrived quickly to the area, located the subject and detained the subject. Stolen merchandise was located on the subject. The officer's leadership skills, problem-solving abilities and eagerness to help his colleagues on a nightly basis should not go unnoticed.

- 20) A community member wrote an email to offer their appreciation for an officer. The email stated the officer was professional, courteous and understanding. The email said the officer helped to make a traumatic incident manageable.
- 21) An email was sent by a community member to give recognition to the officers who responded to help when she was involved in a crash (vehicle vs. bicycle). The community member stated they wanted to send a heartfelt thank you to everyone who helped them. They stated they felt safe, cared for and listened to.
- 22) A wanted subject's location was provided to officers. Officers responded to the location, observed the wanted subject and gave the subject verbal commands. The subject refused to comply and retreated into a residence. The subject hid in the home. Officers made entry and located the wanted subject. The sergeants on this call demonstrated exceptional leadership on this call. They utilized the following skills - excellent communication, tactics, officer safety and community outreach. They are to be commended for their role in a safe apprehension of a wanted uncooperative subject.
- 23) Recognition for the efforts of an officer who located a runaway juvenile. The officer engaged with the juvenile to find out that even though they were 16 years old they received a scholarship and were taking classes at a local college. The juvenile was making questionable life choices that may derail that progress. The officer was persistent, relatable, encouraging, enthusiastic and challenged the juvenile to make better choices in an interaction that appeared to have been scripted for an A-listed movie in Hollywood. The officer precipitated an emotional response from the juvenile and it seemed to have an impact on them.
- 24) An officer took a burglary report where a significant amount of property, including numerous irreplaceable sentimental items, were taken. The officer laid the foundation for a successful investigation completing a Facebook preservation request and notifying the property crimes unit of the investigative leads he had identified. Other staff immediately began working on the case and quickly developed actionable leads. 2 suspects were identified and were in the process of selling the stolen items. An investigative plan was put together to apprehend the suspects and retrieve the stolen property. Officers put the plan into action. One suspect attempted to run away from the officers but the suspect was apprehended. Both suspects were apprehended. A search warrant was drafted and executed where a large amount of the stolen property was recovered. This operation's swift and successful outcome was a direct result of effective

coordination and teamwork among all involved.

- 25) An officer observed a vehicle traveling at a high rate of speed. A traffic stop was initiated. The driver refused to comply with officer's requests. Additional resources were requested. Officers attempted to deescalate the situation, providing the driver with clear instructions, case law and time to make an informed decision. Tire deflation devices were put into place. The driver continued to not cooperate. The driver attempted to flee. The subject was taken into custody. The driver was arrested and charged with numerous crimes. The officers on this call all contributed to a successful and safe apprehension of a habitual traffic/OWI offender.
- 26) Recognition for an officer and his investigation that allowed for a successful referral of a subject to the MARI pre-arrest diversion program. The subject took advantage of the six months of treatment and peer support. The officer's investigation led to the subject in our community getting a second chance and starting the road to recovery.
- 27) An officer observed a driver swerving and weaving in and out of traffic. A traffic stop was initiated. The driver did not stop. Additional resources responded to assist. Tire deflation devices were deployed and were successful in stopping the vehicle. The driver was taken into custody. Drugs were located in the vehicle. The driver was arrested and charged with numerous crimes. Recognition for the officers on this call for the apprehension, seizure of drugs/evidence and evidence processing. The officers on this call are to be commended for their communication, coordination, tactics and teamwork.
- 28) Email was sent to thank and officer for the active shooter response training he put on. The email stated the training was excellent and the officer was a profoundly excellent trainer.
- 29) Officers responded to a toned weapons offense at a business with a male subject creating a disturbance who was threatening other subjects and stated he had a gun. Officers arrived quickly on scene, observed the subject and made a plan to detain him. The subject was uncooperative with officers and made threatening statements. Officers utilized strong communication and tactics and effectively deployed a less lethal 40mm which allowed the subject to be taken into custody safely. The officers on this call should be recognized for their actions.
- 30) Recognition for a patrol officer who does an exceptional job of handling police calls for service in an area that has unique needs and challenges. The

officer is thorough and thoughtful with her responses. Her commitment to being an exceptional police officer is appreciated and is to be recognized.

- 31) Recognition for an officer who proactively stopped numerous vehicles as part of a traffic proactive enforcement period. He cited numerous drivers for excessive speed. The officer is to be commended for his commitment to addressing speeders which injures and kills countless innocent lives each year.
- 32) An officer responded to a sensitive call reference child sexual abuse photographs being located on a subject's computer. The officer took an extensive statement, gathered critical information, navigated legal questions and put together a preliminary report. The officer had completed a thorough, detailed and complete investigation which allowed detectives to act immediately to obtain a search warrant which was executed. Evidence was located of child pornography and a subject was arrested. The officer is to be commended for her exceptional investigation of this crime.
- 33) Officers are to be recognized for their outstanding efforts and dedication to duty related to an arrest of a serial sexual abuser. Officers spent hours looking for the suspect and were able to locate and arrest the suspect. The suspect tried to escape but was apprehended. This is at least the third time in the past month that the suspect was arrested for the same offense.
- 34) Officers responded to an ongoing domestic situation. Officers arrived on scene and were advised the disturbance was active and a hammer was involved. The officers on scene moved to the area of the domestic and found a tent. There were signs of 2 people in distress inside the tent. One subject became extremely elevated and suicidal/hostile and one subject refused to cooperate with officers. Officers were able to obtain compliance and detain the subjects safely. The officers on this call are to be commended for acting immediately despite the risks to themselves and taking the initiative. They kept a calm demeanor during a very intense call.
- 35) Recognition for the staff who volunteered to assist with SWAT's full-team training day. Planning a full team is a big ask that takes a lot of teamwork, communication, commitment, dependability and time. This training's planning cadre worked together flawlessly to establish training goals, share the perspectives from every platoon, review CNT documents, coordinate sites, all leading to a successful training for SWAT. Full team could not happen without actors. Everyone showed up and did what they were asked to do. They responded quickly to requests for information so that planners could build the scenarios,

they were prepared for what their roles asked of them, adaptable and they were self-sufficient. Their dedication and skills resulted in a worthwhile training environment for all platoons of SWAT to train, learn and improve.

- 36) A local agency/partner sent a letter of recognition for an MPD detective. The letter stated they were working with the detective on a case with the victim and the detective was so trauma-informed, patient and committed throughout. The detective never wavered in his support of the victim and their children while diligently pursuing the suspect who had been on the run. They were impressed by the detective's compassionate communication skills with the victim.
- 37) Several officers received a note of thanks for their actions on a difficult death investigation. The scene was very chaotic with grieving family and animals. The officers' conduct was found to be professional and sympathetic by the family. The officers are to be commended for their efforts, actions, kind demeanor and professionalism.
- 38) Officers responded to a business for a report of a male subject threatening other patrons with a gun. It was reported that the suspect and 2 other subjects left on foot in the direction of a very crowded State Street. An officer jumped on city cameras immediately and located the primary suspect. The officer aired an accurate description which proved critical in identifying the suspect. The officer also located other key video footage. The primary suspect was located and taken into custody safely. A gun with a loaded round was recovered. The 2 other subjects were located and detained. Numerous victim statements were taken and probable cause was developed for the primary suspect. The response and investigation speaks to the officers' and sergeant's dedication to providing the highest level of service possible. They demonstrated collegiality, teamwork and coordination.
- 39) An officer was asked to develop a course of fire to help train and build up SET's relatively new Dignitary Protection Team. With limited instruction, the officer developed a 2 1/2 hour training which included dry fire, timed courses of fire, movement, and 1-on-1 coaching, all that directly related to DPT's unique mission. Team members feedback was that this was one of the best instruction and skills building blocks that they had received. Team members felt that the course allowed them to effectively find their baseline and begin building on their skills. The officer's commitment to training and developing members of this department is commendable.
- 40) Officers responded to a fraternity for a weapons offense with limited

resources due to other resource-intensive calls taking place at the same time. Officers arrived in the area and it was reported that a group of 5 males attacked a group of fraternity members, one of whom was pistol whipped on the head and grazed on the neck by a fired bullet. There were at least 100 people in/around the house. Officers provided first aid to the victim. Evidence was collected. Statements were taken. The group of suspects were observed and a foot pursuit took place. One suspect was apprehended. A backpack with 2 firearms was located. Camera footage was reviewed to confirm the backpack was involved. All responding officers and sergeants immediately contributed to this call. All demonstrated collegiality and successfully worked through a violent call on an extremely busy evening.

- 41) A letter was sent to thank a Captain for participating in their assessment process for a Lieutenant. The letter stated the Captain's knowledge and expertise were extremely valuable in the assessment of the exercises. They appreciated his dedication and hard work.
- 42) A letter was sent to give recognition for a Sergeant who assisted their family with a case of stolen identity of a personal vehicle. The letter stated the Sergeant remained calm and thoughtful throughout the entire process. The letter went on to state that due to the Sergeant's efforts and actions that all of the difficulties and potential financial harm to their family had been resolved.
- 43) Officers responded to a report of shots fired. Officers were initially unable to locate casings despite numerous callers. An officer contacted numerous callers and pieced together a search area. The officer elected to continue searching on his own for an extended period of time, resulting in discovery of a fired cartridge casing. The finding of this evidence not only provides the agency with an investigative lead it demonstrates the officer's dedication to public safety and commitment to our community.
- 44) An injured/unable to fly Great Horned Owl was spotted in the roadway along N. Gammon Rd. A community member stopped to help and called dispatch for additional help. The community member sent an email with appreciation for the help of the officers for their work to capture an injured owl and give it a chance to recover at the Dane County Humane Society Wildlife Center.
- 45) Officers are to be recognized for their quick response to a vehicle break-in. A suspect smashed a vehicle window, stole two purses, one of which contained a tablet. The tablet was tracked to an address. The property stolen was located and recovered. The officers on this call are to be commended for their outstanding

response and work on this case.

- 46) Officers are to be commended for their outstanding efforts related to a traffic stop which turned into a significant drug, fraud, and possible prostitution scheme. A traffic stop was conducted. Two subjects were detained. Vehicle search yielded drugs, several EBT cards, identification cards and other documents/personal belongings that did not belong to the occupants. The vehicle had mismatched license plates and was registered in another state. The officers seized cash, drugs, cell phones, EBT cards, and identifying documents. This was excellent work on a routine traffic stop by the officers involved.
- 47) Officers responded to an address that started as a person with a gun, and a child being sexually assaulted. They quickly arrived on scene and made the situation safe. The investigation, handling of the call on scene and overall disposition were done with excellence and compassion. The investigation revealed a 1st degree assault, and another possible victim. The officers on this call are to be commended for doing a great job, going above and beyond and helping the victim's family who were extremely grateful.
- 48) An officer put together a plan to apprehend a suspect who was wanted for violent crimes. Several officers set up on the suspect residence. Officers were able to dialogue at the residence to get the suspect to surrender. The officers used excellent planning, communication, coordination and teamwork to arrest a violent and potentially armed suspect without incident.
- 49) A victim reported being sexually assaulted but was very hesitant in providing details. An officer met with the victim and gathered a statement from the victim. The officer's compassion and ability to actively listen to the victim allowed them to disclose parts of the incident that they did not feel comfortable disclosing before. This interaction also helped repair the victim's trust in law enforcement. The officer is to be commended for his caring and compassionate quality of police services he provides to our community.
- 50) An officer gave a CRASE presentation to a community group which resulted in an email being sent to recognize the officer for doing a "very fine job." The officer took the time to answer questions and he participated in additional conversations with those in attendance. The officer is to be commended for his exceptional service and commitment to our community.
- 51) Officers and other staff volunteered to assist with a search warrant of a storage unit that resulted in the seizure of 90 separate pieces of evidence,

including approximately 20 firearms, hundreds of firearm parts/accessories and hundreds of rounds of ammunition. Staff assisted with evidence processing and packaging. Other staff were responsible for going through every piece of evidence and making sure everything was processed correctly. This was a true team effort and they are all be recognized for their efforts.

- 52) Recognition for a Lieutenant and his work as an instructor in the Leadership Lab for 2 years. The LT was a founding instructor and has decided to step away to open the opportunity for a new instructor. The LT's hard work and dedication to getting this lab off the ground will have an impact on the program for years to come. His commitment to developing leadership within MPD is in keeping with our core value of Proficiency and Continuous Improvement as well as Leadership.
- 53) Recognition for a Sergeant and his work as an instructor in the Leadership Lab for 2 years. The Sergeant was a founding instructor and has decided to step away to open the opportunity for a new instructor. The Sergeant's hard work and dedication to getting this lab off the ground will have an impact on the program for years to come. His commitment to developing leadership within MPD is in keeping with our core value of Proficiency and Continuous Improvement as well as Leadership.
- 54) Recognition for a detective and an investigator who volunteered to develop and facilitate a SWAT full team exercise for the Crisis Negotiation Team. They collaborated with planners from the other SWAT platoons over the course of several months to develop a realistic and challenging day that tested CNT's abilities to respond to a variety of dynamic situations. Both team members put in an incredible amount of time and energy, on and off-duty, to create highly valuable training evolutions. Their commitment to CNT is in keeping with MPD's core value of proficiency and continuous improvement.
- 55) A detective recognized several officers for their great work on a difficult sexual assault investigation. She thanked them for their great work and giving their best to help the victim. The officers obtained the needed details to help the detective be able to get a warrant and a subsequent arrest.
- 56) Recognition for a Sergeant's exceptional work in the development and implementation of SET's new dignitary protection team. Through collaborations with internal and external stakeholders, exceptional team leadership, and by pursuing numerous specialized trainings, the Sergeant was able to help build the team into a wholistic protective unit, specializing in close protection, site and security assessments, event surveillance, and seamless coordination with internal

and external teams. The Sergeant has demonstrated an exceptional ability to adapt and lead through changing conditions. His willingness to embrace new ideas and perspectives has ensured that the team remains agile and well-prepared to address an evolving threat landscape.

- 57) An officer responded to a check welfare of a subject having a mental health crisis with several children present, who called 911 for help. The adult was transported to a local facility for an evaluation/treatment. The officer made arrangements to transport the children to another family member's home. The children told the officer they had not eaten all day. The officer stopped to get the kids food before dropping them off with the other family member. The officer showed incredible care with the kids while they were experiencing a visibly upsetting incident and did a great job caring for the kids in a very tough situation.
- 58) Officers were proactively looking for a subject that was called in earlier in the evening as checking doors on vehicles. The subject was spotted by an officer. The subject quickly fled. A drone was utilized to locate the subject. The subject was taken into custody and found to have a gun on them. The quick actions of the officers and efficient work by all the other officers on this call was fantastic and a job well done.
- 59) Officers responded to a violent domestic. The officers located a victim with clear signs of injuries. The victim told the officers their baby was inside the residence with the suspect. The officers approached the residence and heard the baby screaming. Announcements were given to the suspect. The suspect did not comply with officers' commands. Entry was made to the residence to check the welfare of the baby. The baby, two adults and a dog were located inside. The dog aggressed towards the officers. The baby was safely reunited with their other parent. The two male subjects were detained. Officers conducted a protective sweep of the residence. The suspect was ultimately arrested. The officers on this call displayed excellent judgment, took decisive actions, and used good communication to stabilize the initial scene. They also all used excellent communication, coordination and teamwork to secure the residence and victims.
- 60) Recognition for a group of officers who responded to a disturbance that led to the apprehension of a problem tenant who had an outstanding felony warrant and probable cause for multiple charges. The subject's behavior has been increasingly problematic, causing major safety issues for the neighborhood. The officers who apprehended the suspect are to be commended for their diligent work and collaboration.

- 61) Recognition for the efforts of officers that led to the recovery of a stolen vehicle in a problem neighborhood area. Numerous subjects and a vehicle full of property were the result of their efforts. Each officer took the initiative and took a piece of the call, making this incident as safe and seamless as possible. They are to be recognized for their commitment to our agency and to our community.
- 62) Recognition for several officers and their top-notch police services. An investigation they handled was a crucial part of problem-solving in a neighborhood. Their work, communication, and teamwork is to be commended and recognized.
- 63) Recognition for several officers who executed an incredible investigation, connecting cases, people, and vehicles to a problem tenant. The officers are to be commended for their commitment to public safety, going above and beyond to follow all leads while working through these time and resource-intensive calls. The officers are to be recognized for their teamwork as well as their communication.
- 64) Recognition for numerous officers who all dedicated time and energy to the apprehension of a single individual with an outstanding felony warrant and outstanding probable cause for multiple charges. The officers are to be commended for their commitment, teamwork, and collaboration.
- 65) Recognition for the civilians who support the OIC's office. They are asked on a daily basis to perform multiple tasks almost simultaneously. They are remarkable at their customer service skills. They handle the transitions of different OICs seamlessly. Their hard work and dedication is appreciated.
- 66) Recognition for the staff who assisted with virtual interviews and in-person interviews for a vacant position. The diversity and input from the panel members were invaluable with the hiring process. These employees took on additional responsibilities for the greater good of the organization and should be recognized for their selfless service and teamwork.
- 67) Recognition for two officers for organizing a platoon training covering photo line-ups - when it is most appropriate to use one, how to organize one, and how to document and properly tag the evidence after. The officers presented via lecture, handouts, then walked officers through the step-by-step process required to generate a photo lineup, and finally the property tagging steps after. This was an exceptional training.

- 68) Recognition for a K9 handler and his K9 for assisting with a residential burglary. Subjects were fleeing the area when officers responded. Subjects were detained. An open door was found on the garage. The K9 handler assisted in making announcements with the addition of his partners vocals. They conducted a soft clear of the garage area. They assisted greatly in minimizing the risk and getting compliance to remove a subject from the residence before officers ever entered the building. They then assisted with entering and clearing the rest of the residence. A subject was located hiding in the home. The K9 handler communicated a plan for ordering the subject out safely. With effective commands and compliance from the subject the subject was taken into custody safely. A gun was recovered which ended up being a facsimile. The K9 handler and K9 helped immensely through this call, in mitigating risks, indicating the presence of unknown subjects, and gaining compliance of unknown subjects. The K9 handler showed great leadership with game planning as the clearing of the residence ever evolved.
- 69) The parking lot to the Training Center was ice covered and vehicles were blocked in with snow from the plow trucks. Recognition for an employee who was out in the parking lot with a snowblower clearing paths for personnel and vehicles while spreading sand to prevent injuries and crashes. This was above and beyond and the employee should be recognized for his commitment to self-less service.
- 70) An investigator identified an area for improvement and recruitment for officers who may be interested in becoming an investigator in the future or want to learn more about processing a crime scene. The investigator created the Forensic Support Liaison Officer cadre. She submitted training materials and expectations which were established resulting in 10 initial approved officers to the cadre. The investigator should be recognized for problem-solving, initiative, and implementation. The investigator practices and demonstrates competence and commitment with this continuous improvement and dedication mentality.
- 71) Recognition for an officer who went out of her way to get donations of clothing, sleeping bags, blankets, and winter items for homeless individuals. The items were packaged up and handed out to people in the downtown community. The officer shows amazing contribution towards the community and the homeless who lack resources during the holidays.
- 72) Officers are to be recognized for arresting a suspect for invasion of privacy, lewd/lascivious conduct, disorderly conduct and trespassing after the suspect was observed acting suspiciously in a parking lot adjacent to an apartment complex inhabited by numerous younger females. The officers did an excellent job arriving

on scene tactically as to not scare off the suspect, investigating, interviewing the original complainant and suspect, recognized the case law that allowed them to search the vehicle in this case. Evidence, including binoculars and a cell phone were seized, a consent to search cell phone from was presented to the suspect, and other items of evidentiary value were also located inside the vehicle. The officers are to be commended for their exceptional job working together, dividing and conquering the numerous tasks and applying case law correctly to secure all necessary elements to make this a very strong case.

- 73) A community member sent a note to thank two officers for their assistance and calming presence during a tense exchange of property.
- 74) Officers responded to investigate a parolee who had cut off their bracelet and absconded. Patrol took the initial reports, worked with outside agencies, chased down leads, and did any follow-up they could think of to ensure a safe and successful re-apprehension of the subject. Over the course of more than 12 hours, patrol worked the call, exhausted all leads and tips. The officers on this incident showed a high level of professionalism and dedication to not only our community but to the original victim and their family. They worked diligently to solve this case, recognizing the severity of it and the attention it was sure to garner. Patrol showed a high level of care and were true guardians.
- 75) Officers responded to sounds of a vehicle crash. The first arriving officer reported there were multiple ejections with at least 1 subject deceased. Two other ejected subjects were located and determined to be deceased. A surviving person was transported to a local hospital. Officers took statements from some of the uncooperative family members who began arriving on scene. The scene was chaotic. Every officer assigned to this call was challenged by a family member at some point. Each officer showed great restraint and remained humble and compassionate. They are all to be commended for their actions and efforts.
- 76) A sergeant held a Telestaff training for most of the on-duty night shift supervisors. The sergeant took the initiative to educate the night shift supervisors on the newest Telestaff update. The training was much appreciated. The sergeant is to be commended for his commitment to our continuous improvement.
- 77) An officer responded to a report of a male subject attacking a female subject on W. Gorham Street. The officer arrived and observed the male standing over the female subject who was laying on the pavement. The officer bravely intervened, placing the victim's safety above his. The male suspect violently resisted the officer. The suspect grabbed the officer's vest and attempted to

disarm him of his taser. The officer never relented and he deployed his taser which was semi-successful. The suspect continued to resist. The suspect then was able to flee on foot but he was apprehended. The officer is to be commended for showing no hesitation to intervene in a dangerous situation.

- 78) An officer responded for an elderly subject who reported their vehicle was stuck in a snowbank and they needed help. The subject was located and observed to be intoxicated. The officer gave the subject a ride home and left the subject in the care of another adult. The subject called to thank the officer. The subject expressed appreciation for the officer's professional conduct.
- 79) Officers responded to a call reference a burglary in progress. It was reported that the suspects were likely still inside. The officers located a forced entry location. The officers volunteered to clear the building with a K9 team. The officers were instrumental in tactics, communication, and safely clearing the home after a subject surrendered from the basement. Officers came into contact with another subject. A plan was put together to take this subject into custody. Officers gave clear verbal commands to the suspect who was taken into custody safely. The officers worked well around a new K9 and took guidance extremely well from the K9 team. They performed exceptionally taking multiple suspects into custody to include an armed suspect.
- 80) A community member left a voicemail to thank an officer who responded to an incident involving minors. The community member described the officer as really compassionate, overly thorough, empathetic, delicate, kindly handled the situation, and she was just so appreciative of the officer's efforts and actions on this call.
- 81) A police report typist typed up two supplemental reports from a detective reference a violent domestic incident. A few days later the PRT reviewed and merged an incident report which had been completed as an assist citizen for the victim of the domestic disturbance for the weekend prior. The PRT recognized the victim and in reviewing the report saw it showed the victim as missing. Of her own accord, the PRT provided this report to the detective. The detective reviewed the report and saw it needed immediate investigation as the victim was missing under very concerning circumstances. Numerous detectives, patrol officers, and other staff assisted with the investigation that was necessary. The victim was located 7 hours after the PRT had provided the report to the detective. Without the PRT's attention to detail, recognition of the victim's name as well as the fact that the report needed to be reviewed, they would not have known that they needed to look for the victim. This is just one example of the PRT going above and

beyond with her duties. She is deserving of recognition.

- 82) An officer identified a systems improvement process. The changes were made. The officer's idea positively changed a process that affects the whole department. The officer worked with a Captain to develop the new process and put it into action. This was fantastic work by both employees and shows their dedication to continuous improvement.
- 83) An officer responded to a preserve the peace request. A victim involved in this request told a detective that the officer's level of victim services really stood out to them. They said the officer appeared to truly care, did a thorough investigation, and treated them like a person and not a problem.
- 84) An email from a community member was sent to give thanks and appreciation to an officer. The email stated their daughters were involved in an incident where another vehicle struck a deer which caused it to then be hit by their daughter's vehicle. This incident was unnerving to their daughter who had had their license for approximately 2 years only. The police were called and responded. The officer's calm demeanor and willingness to listen was acknowledged and appreciated. The officer was kind, empathetic, and immediately adapted his tone and approach to that of their daughter. The officer thoughtfully proceeded to do what he was trained to do, albeit in a very caring way. They wished to express their sincerest appreciation and gratitude to the officer.
- 85) An email was sent to give thanks and recognition to an officer who called a community member to let them know their wallet had been located and recovered. The officer offered to drive the wallet to the community member which they found to be an incredibly thoughtful gesture.
- 86) Recognition for the officers and staff who participated in the 3rd annual Shop with a Cop event. The officers and staff came together with parents and families to help shop for children in need. Their presence, kindness, and genuine engagement helped build trust, strengthen relationships, and remind our community what partnership truly looks like. They are to be commended for their willingness to go above and beyond, connect with families, and be a positive, caring presence in our community.
- 87) Officers responded to a report of an armed robbery with a victim being pistol whipped. Officers arrived on scene and obtained a statement from the victim. The suspect vehicle was located and stopped. 3 suspects were detained.

Evidence was located and secured. The suspects provided statements which were key to the investigation. The investigation had great leadership and great direction from two sergeants. The officers on this call had great communication with one another. They conducted thorough interviews, collected evidence, and processed evidence. They are to be recognized for their excellent hard work.

- 88) Officers responded to a call where a minor had taken their own life. The scene was understandably emotional with family present and more arriving. Officers provided guidance and sympathy to the family while other officers maintained scene security and processed the scene. This was a tragic scene that took its toll on our police family. They maintained professionalism and performed admirably under trying circumstances.
- 89) An email was sent to thank the officers who responded to their call for assistance with their son who was having a mental health crisis. The subject was taken to the hospital. The email stated their son got better and they think that the police officers were a big reason due to how they treated their son. Their son told them the officers were kind and understanding. They wanted to thank the officers from the bottom of their hearts for their positive role in their son's recovery.
- 90) A last minute request came through from a parent wanting to sign their children up for Shop with a Cop. Officers assisted with responding to the parent's location with the application packets. The officers took the limited free-time they had in their shifts to assist in a community outreach effort. They are to be recognized for their effort and compassion.
- 91) An email was sent by another law enforcement agency with thanks and appreciation for one of our officers. Another law agency was executing a forced eviction. MPD was asked to respond as a tenant was present and wanted MPD to respond. The officer responded and did a great job of remaining neutral and explained to the tenant that MPD has no jurisdiction in evictions. The tenant asked him to stay because she was afraid. The officer stayed as long as he could. He tried to diffuse the situation as much as he could considering the circumstances. The officer stayed until the tenant left in an ambulance. They wanted the officer to know they appreciated his assistance with a difficult situation.
- 92) Officers responded to a report of a strong-armed robbery that occurred at a business. It was reported that the suspect brandished a firearm and walked out of the store with unpaid merchandise. The suspect was observed on foot. The suspect was taken into custody. Evidence was located and recovered, including

the facsimile firearm. The officers on this call demonstrated exceptional performance of duty.

- 93) A detective was assigned a stalking case involving a suspect who has a lengthy criminal record and history of disturbing behaviors. The assistant district attorney reached out to express their appreciation for the detective's solid follow-up work and supplemental interviews. The supplements were described as incredibly detailed and extraordinarily helpful to the case.
- 94) Recognition for several officers for their outstanding efforts this year as coaches in the Central Nights Mentor Program which is intended to fill the coaching and mentoring gaps that exist after completion of the field training process for first-year patrol officers. The officers who served as coaches are to be recognized for their unwavering commitment to this program and their efforts to help our newest officers.
- 95) Officers responded to a problem address for an active disturbance. The officers arrived on scene, attempted to call the complainant, and located blood by the residence. There was no response at the door. Entry was made to check the welfare of any occupants. Two subjects were located and detained. Drugs and drug paraphernalia were observed. Both subjects were arrested on a variety of offenses. The officers on this call are to be recognized for their sound tactical and legal response.
- 96) An officer was dispatched to check an intersection for broken glass. The officer, instead of requesting another agency to respond to clean up the glass, borrowed a broom in -4 degree temps and cleaned up the intersection himself. The officer provided the best possible resolution (and quickest) on this incident.
- 97) Recognition for the officers who volunteered, at the last minute, to participate in Shop with a Cop. They shopped with kids and coordinated transportation. Their efforts are to be recognized.
- 98) Recognition for officers who assisted with last minute requests in order to make certain children were registered with Shop with a Cop. This involved coordinating with parents and responding to residences to have necessary paperwork completed. Their efforts are to be recognized.
- 99) An officer was tasked with re-imagining the departments tactical training. The officer sought out science -based training to better understand how people

learn. He then developed a curriculum that applied the science of spaced learning, foundational building, hands on training. Since that time our recruit officers have received high marks for being better prepared to demonstrate fundamental tactical skills during field training. The officer was also tasked with developing active killer curriculum for our organization and since that time has been called to be a speaker on a national training panel and present at a national conference. His leadership and training on this very important topic has helped MPD to develop as a leader in how to conduct effective active killer training. The officer has also delivered training in this area to a local school district and other law enforcement agencies. The officer is to be commended for his exceptional performance.

- 100) Recognition for a training officer who is a dedicated teacher, mentor, and leader who positively impacts not only the recruits she trains but also her coworkers and teammates. As the lead DAAT instructor for the academy as well as the lead fitness instructor, the officer has a unique understanding of how physical, emotional, and mental wellness are interconnected. The officer also leads our instructor development curriculum training and is responsible for establishing the baseline standards necessary for being a successful MPD instructor. The officer is a true leader and deserves the recognition for her exceptional work performance.
- 101) Recognition for a training officer who has helped pilot a program as a dedicated professional development trainer. He has also lead the department through a fundamental change in how we conduct high risk traffic stops. The officer is regularly recognized by his peers and recruits for his steady demeanor and does a great job in developing the confidence level of our recruit officers during their academy instruction.
- 102) Recognition for a training officer who epitomizes the concept of selfless public service. The officer is a leader in providing medical care training to members of our department. The advancements in medical training have saved numerous lives during the officer's time in this role. Additionally, the officer has developed a mindfulness, mediation curriculum that has helped our recruit officers handle the stressors associated with this profession. His curriculum has drawn attention from departments throughout the country looking to implement training of their own.
- 103) Recognition for a training officer and his commitment to training and educating our officers at both the pre-service and professional development level. The officer demonstrates forward thinking system improvements to include the

implementation of red dot optics with our firearms. The officer has also worked with great intention to develop future instructors within the firearm cadre. The diversity of the instructor cadre has been cited on multiple occasions by our recruit officers as a key to their success in developing firearm proficiency. His commitment to continuous improvement deserves recognition.

- 104) Recognition for a training officer who consistently delivers high quality training to our officers. The officer has a leadership role in firearms and EVOC which are two of the highest liability areas that we train in. Due in large part to the officer's leadership, our officers receive progressive, high quality training in these domains. The officer has developed strong working relationships with many of our vendors which allows our agency to stay on the leading edge of advancements in equipment and apparel. The officer is to be recognized for these contributions to our team and organization.
- 105) Recognition for a training officer who has willingly taken on a myriad of roles. He revamped the report writing block of academy instruction and since doing so we have received regular feedback from FTOs, PRTs and supervisors that the quality of police reports from our newest employees have improved dramatically. The officer has managed all equipment requests for multiple years and recently created a new check out process to address a safety concern. He is deserving of recognition for his dependability and dedication to MPD and our training team.
- 106) Recognition for an officer who has worked with the training team on two separate temporary assignments. The officer quickly demonstrated the ability to take on greater responsibility and showed advanced judgement and decision making. She showed an aptitude for teaching and training and subsequently became an FTO and certified instructor. The officer has lead blocks of instruction, developed relationships with external stakeholders and seamlessly integrated into the training team. She also developed relationships with our recruits and proactively addressed performance deficiencies through feedback, coaching and mentoring. She deserves recognition for this outstanding performance.
- 107) Recognition for an officer who has taken on a new position of Recruiting Officer. The officer has brought great value to the training team in this position. Most of our candidates receive guidance from the officer which has lead to efficiencies to the process and ensured that MPD receives a more accurate picture of what the candidate brings to MPD as a potential employee. The officer has taken over the bulk of the internship program which is our single greatest resource as a recruiting tool. The internship experience has been standardized

which has improved communication and reduced the burden on those employees assigned mentors. It has also enhanced the quality of exposure interns to get to various MPD work units which has lead to high quality candidates in our hiring process. The officer works well in a team environment and is a great resource for the other team members in the hiring process. She has set a very high bar for this position and deserves this recognition.

- 108) Recognition for a member of the Training Team who demonstrates a strong desire to ensure that our facility meets the needs of all users both internal and external. Her focus on customer service shows on a daily basis. She is to be commended and recognized for her continued growth, her commitment to our department, our stakeholders and the training team.
- 109) Recognition for a member of the Training Team who performs his job responsibilities effectively and efficiently. He consistently goes above and beyond. He takes great pride in maintaining and improving the Training Center facility. He can be found in the summer months regularly caring for the flowers and plants. He adjusts the angle of ground solar panels during seasonal changes to maximize their effectiveness. He ensures the sidewalks are free of snow in the winter months. His pride in the building and his work are a great contribution to the training team and MPD.
- 110) Recognition for a member of the Training Team who is heavily involved in the hiring process for commissioned personnel. The hiring process has been reimaged to be more competitive with surrounding agencies. The employee has worked behind the scenes to ensure our personnel and systems work effectively to support the mission of recruiting, hiring, and training. Her efforts deserve recognition and gratitude.
- 111) Recognition for an officer of our training team who has worked collaboratively with members of the training team and stakeholders throughout the department to promote a culture of training and learning. The officer has developed an innovative training newsletter, promoted on duty micro training and enhanced the quality of instruction at our professional development training sessions. The officer puts other work groups and individuals ahead of himself for the betterment of the department. He has developed strong working relationships with professional staff in our agency as well as external vendors and suppliers. He has responsibilities that routinely rise above those typical at his rank and he shows the ability to lead and exceed expectations on a daily basis. He deserves to be recognized for his exceptional work.

- 112) Recognition for a sergeant of our training team who works tirelessly in ensuring our officers have the highest level of training possible. He has taken on additional responsibilities in recent years by overseeing the day-to-day operations of our accelerated recruit academy training. This has proven to be highly effective as demonstrated by the number of accelerated officers who have quickly found themselves in leadership positions, closed positions, and highly effective field trainers. The sergeant recently lead a training team meeting where a critical analysis exercise was conducted to solve an ongoing problem within the unit. The training was highly effective in addressing the issue and simultaneously building teamwork and morale. This is a small example of what the sergeant brings to our team on a regular basis. He deserves recognition for his exceptional work.
- 113) Officers responded to a report of a kidnapping/enticement investigation. Officers responded to the area and began canvassing the area for the suspect. The suspect was located and detained. The victim was interviewed. With great empathy and investigative skills, an officer developed probable cause for the suspect for kidnapping, strangulation, 2nd degree reckless endangering safety, attempted armed robbery, and battery. The officer coordinated with the victim to receive medical attention. The officer also coordinated with other officers to secure the victim's vehicle. A statement was obtained from the suspect. The suspect refused to identification himself. The suspect was ultimately identified and found to have outstanding warrants from out of state. The suspect was arrested and booked into jail. The officers' actions on this case exemplify service, integrity, and compassion. They are deserving of recognition.
- 114) Officers responded to a report of a suspicious person who was manipulating large spools of copper wire and loading them into a vehicle. Officers arrived on scene and made contact with 3 subjects. Officers obtained statements from the subjects. A K9 alerted on the vehicle. A construction company was contacted. It was determined that the subjects should not have been in possession of the copper. The officers did a great job of detaining the subjects and slowing down the investigation to gather appropriate evidence. They are to be commended for their work on this large copper theft case.
- 115) Recognition for a sergeant of our training team who has grown tremendously as a supervisor and teammate. The sergeant is comfortable giving feedback as well as receiving and applying feedback. Our hiring process has been revamped significantly due in large part to the sergeant and her ability to effectively partner with both commissioned and professional staff. The sergeant has robust job responsibilities. She is routinely asked to speak on the topics of hiring and recruiting to agencies around the country which is a testament to MPD

and her efforts in these areas. She is to be recognized for her outstanding performance of duty.

- 116) Officers responded to a residence after a subject took their own life. The husband of the deceased was understandably so extremely emotional as he processed this life-altering event. An officer stood by him on the main floor of the residence to ensure MFD had a safe environment to attempt lifesaving actions. During this time, the husband was displaying an extreme intense range of emotions to include yelling at officers, punching a sliding glass door window, and threatening to physically assault officers while pacing back and forth. His emotions would turn to extreme sadness, crying and fear. During this call an officer acted as the ideal MPD officer. The officer positioned himself in a way that allowed the husband to safely grieve without needing to physically retrain him despite numerous threats of physical arm and aggressive behavior. The husband apologized for his actions and threats. The officer consoled the husband, assured him no comments or actions were taken personally, and assisted with helping him in any way he could. For his actions of ensuring a safe scene for MFD and demonstrating exceptional restraint and understanding, the officer is to be commended.
- 117) Recognition for the efforts of two officers for their dedication to community safety and education. The officers led a two-hour hands-on Stop the Bleed class for community members across Dane County. This class was offered as part of an initiative to increase community readiness for active shooter events. The officers' commitment aligns with our core value of community partnerships and is highly commended.
- 118) Officers responded to an armed robbery. The suspect held two victims at gunpoint, demanded money, and fled with cash and personal items. Officers put in considerable effort to locate the suspect but the suspect evaded apprehension. A couple of hours later the suspect was observed and contacted. The officers interviewed the suspect, had a successful show-up, and were able to arrest the suspect. Officers spent a significant amount of time reviewing city camera footage, preserving it, as well as property tagging all the suspect's clothing and cell phone. This call involved outstanding initiative, teamwork, and tenacity to see this case through to its logical patrol centered conclusion.
- 119) Recognition for the response and efforts of all the officers who responded to the alert tones for a subject who had been shot. Dispatch updated officers as they were on their way that two people had been shot. Officers located the 2

gunshot victims. A statement was obtained from another subject. A vehicle with clear evidence of bullet strikes, blood, and a handgun was located. The victims were conveyed to a local hospital. Officers began to gather initial information and began checking areas where the call came from. Shell casings were located. An AR style rifle was located in some bushes and snow. Officers canvassed areas, blocked traffic, and searched for evidence. A person of interest was identified and looked into. The incident spanned 3 different locations, each requiring significant resources and supervision. SWAT responded to set up surveillance of the person of interest. Search warrants were obtained and executed. A 4th location was identified as being involved. A second search warrant was executed. Everyone on this call showed excellent teamwork, work ethic, and drive to give the best effort on this very serious incident. They are all to be commended for their efforts.

- 120) Officers responded to a report of an infant not breathing and no pulse. Officers performed lifesaving measures on the infant until EMS arrived. The baby did not survive. Officers investigation involved taking statements from family members and medical providers. The officers handled this tragic call with compassion and skill. They were supportive and compassionate with the family, while obtaining necessary information. The officers on this call all worked very well together in an extremely difficult call, demonstrating the commitment to caring professionalism that we strive for.
- 121) Officers responded to a report of an unresponsive infant. Officers were met by a distraught parent who took them to the infant who was not breathing and had no pulse. Lifesaving measures were performed by officers until EMS arrived. Officers worked with compassion on what resulted as a tragic ending with the child dying. Officers met with family members. They maintained composure and were professional. The officers on this call are to be commended for their response and efforts on a very tragic incident.