

SUPERIOR POLICE DEPARTMENT



ANNUAL REPORT 2015

SUPERIOR POLICE DEPARTMENT

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SUPERIOR

WISCONSIN

Living up to our name.

Superior Police Department

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Dear Mayor Hagen and members of the City Council:

This 2015 annual report will provide you with many details of our department's service to the community this past year. I'm extremely proud of the leadership and professional service provided to our community again this past year by the outstanding men and women of our department. This past year our officers handled many calls for service and serious incidents.

We have continued to work within the community in the area of problem solving as we work to reduce and prevent crime and disorder. In the past year we have increased our community engagement and expanded our outreach to a greater number of groups within our community. As we move forward we will continue to expand our engagement with the community and try to foster greater positive police and public interactions. During 2015 we field tested body worn cameras and it is my hope to have a department wide implementation during 2016. Although these cameras are not a panacea to eliminate all criticism of law enforcement, I do believe they will help improve transparency and build trust with community members that have concerns with police interactions. Despite the on-going challenges, and unpredictable nature of law enforcement, our department continued to make progress in achieving our mission and purpose this past year: The Superior Police Department is Sworn to Protect, Committed to Justice, and Dedicated to Professional Service.

This was my first year of service as the Chief for the City of Superior Police Department. It was a year of learning and gaining comfort and experience in this role. I'm appreciative of the support from Department members, the Police and Fire Commission, Mayor Hagen, City Councilors, and community members for the support I have felt during this past year.

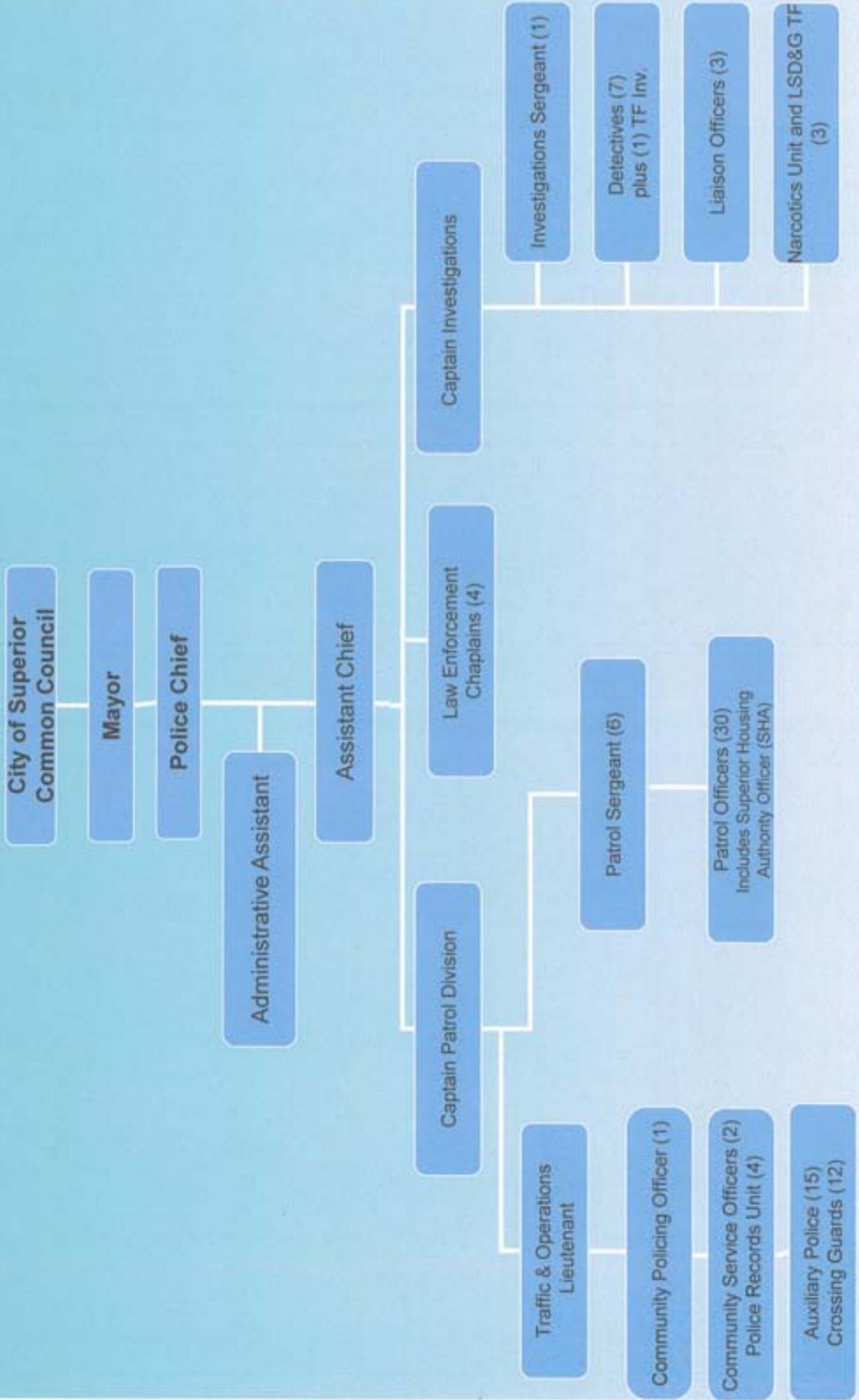
Thank you for the opportunity to serve as Police Chief to the City of Superior.

Sincerely,

Nicholas F. Alexander

NFA/ds

SPD Organizational Chart



Superior Police Department Administration

December, 2015

<i>Name</i>	<i>Rank</i>	<i>Hire Date</i>
<i>Alexander, Nicholas F.</i>	<i>Chief</i>	<i>08-23-98</i>
<i>Markon, Matthew M.</i>	<i>Assistant Chief</i>	<i>01-11-91</i>
<i>Champaigne, Thomas</i>	<i>Captain</i>	<i>4-08-91</i>
<i>Lear, William</i>	<i>Captain</i>	<i>12-17-05</i>
<i>Kiel, John</i>	<i>Lieutenant (Traffic)</i>	<i>09-06-99</i>
<i>Nowicki, John A.</i>	<i>Sergeant</i>	<i>10-25-92</i>
<i>Kirchoff, Christopher R.</i>	<i>Sergeant</i>	<i>03-09-96</i>
<i>Hughes, Derrick G.</i>	<i>Sergeant (Investigations)</i>	<i>07-22-88</i>
<i>Poskozim, Adam</i>	<i>Sergeant</i>	<i>03-25-00</i>
<i>Trone, Thor</i>	<i>Sergeant</i>	<i>05-06-01</i>
<i>Winterscheidt, Paul</i>	<i>Sergeant</i>	<i>10-18-05</i>
<i>Curphy, Jack</i>	<i>Sergeant</i>	<i>5-13-91</i>

Support Staff

<i>Wagner, Christine</i>	<i>Community Service Officer</i>	<i>08-22-05</i>
<i>Hammer, Mandy</i>	<i>Community Service Officer</i>	<i>09-02-15</i>
<i>Swanson, Donna</i>	<i>Administrative Assistant</i>	<i>09-14-93</i>
<i>Billings, Connie</i>	<i>Senior Records Clerk</i>	<i>08-12-91</i>
<i>Berthiaume, Cynthia</i>	<i>Senior Records Clerk</i>	<i>05-12-08</i>
<i>Larochelle, Marla</i>	<i>Records Clerk</i>	<i>09-08-14</i>
<i>Eckert, Theresa</i>	<i>Records Clerk</i>	<i>11-04-14</i>

SUPERIOR POLICE DEPARTMENT – SWORN OFFICERS**December 31, 2015**

<u>Name/Employee#</u>	<u>Rank</u>	<u>Date of Hire</u>
3243 ALEXANDER, Nicholas F.	Chief	08-23-98
2438 MARKON, Matthew M.	Assistant Chief	01-11-91
2207 CHAMPAIGNE, Thomas D.	Captain	04-08-91
3757 LEAR, William A.	Captain	12-17-05
3338 KIEL, John P., Jr.	Lieutenant	09-06-99
2742 NOWICKI, John A.	Sergeant	10-25-92
2904 MCGILLIS, Mark G.	Sergeant (Traffic)	09-04-94
3005 KIRCHOFF, Christoper R.	Sergeant	03-09-96
2038 HUGHES, Derrick G.	Sergeant (Investigations)	07-22-88
3363 POSKOZIM, Adam R.	Sergeant	03-25-00
3462 TRONE, Thor D.	Sergeant	05-06-01
3754 WINTERSCHIEDT, Paul F.	Sergeant	10-18-05
2469 CURPHY, Jack P.	Sergeant	05-13-91
1775 KRIEG, Joseph A.	Master Detective	01-10-83
2640 BRAMAN, William S. III	Master Detective	11-30-91
2743 HILL, Kirk A.	Master Detective	10-26-92
2919 JASZCZAK, Michael J.	Master Detective	01-09-95
2647 MOE, Christopher M.	Master Detective	01-18-92
3598 LEAR, Michelle M.	Detective	08-17-02
2205 JOHNSON, Thomas E. (SA)	Master Officer	05-19-89
2337 DALBEC, Lori A.	Master Officer	07-17-89
2453 HEINEN, John T. (SA)	Master Officer	08-25-90
2451 FLOOD, Erick A.	Master Officer	08-27-90
2449 GOTHNER, Gary A.	Master Officer	04-20-91
2520 BABIC, Kirk M.	Master Officer	08-25-91
2662 MCKINNON, Jon M. (SA)	Master Officer	04-26-92
2755 FELTON, Jeffery	Master Officer	03-27-93
2773 HANSON, Cory L.	Master Officer	05-16-93
2831 MAAS, Todd R. (SA)	Master Officer	10-09-93
2897 AYERS, Todd W.	Master Officer	09-03-94
2916 CARLSON, Todd A.	Master Officer	01-06-95
2918 ESLER, Bradley D.	Master Officer	01-08-95
3064 MAGNUSON, Ross W.	Master Officer	08-24-96
3065 RISTAU, Lynn E.	Master Officer	08-25-96
3179 BESTE, Bonita J.	Police Officer	03-22-98
3181 HOLSCLOW, Verner D. II	Police Officer	03-22-98
3202 GOTHNER, George C. Jr.	Police Officer	05-09-98
3419 MARKON, Joel R.	Police Officer	08-20-00
3420 BOURQUE, Paul B.	Police Officer	08-20-00
3461 HARRIMAN, Jeffrey T. (SA)	Police Officer	05-06-01
3646 DARST, Jeffrey L.	Police Officer	05-11-03
3647 MONTE, Timothy R. (SA)	Police Officer	05-11-03
3771 KENDALL, Michael A.	Police Officer	05-13-06
3808 SWANSON, Gregory M.	Police Officer	01-07-07
3859 EASTMAN, Nicholas S.	Police Officer (K-9)	01-06-08
3906 DAVIS, Brian P.	Police Officer	01-05-09
3950 WOOLERY, Christopher J.	Police Officer	01-11-10
3992 HOLMGREN, Sean T.	Police Officer	01-10-11
4017 JOHNSON, Adam D.	Police Officer	08-22-11
4023 LETENDRE, Marc A.	Police Officer	01-16-12
4079 LERETTE, Mikala M.	Police Officer	04-29-13
4080 COFFMAN, Griffith S.	Police Officer	04-29-13
4084 BROWN, Matthew	Police Officer	05-20-13
4117 KNEISL, Gary M.	Police Officer	05-19-14
4141 DWYER, Jeffrey J.	Probationary Officer	08-11-14
4155 RUDE, Tyler B.	Probationary Officer	01-12-15
4163 COLLIER, Casandra N.	Probationary Officer	05-26-15
4174 JAGO, Bradley C.	Probationary Officer	05-26-15

(SA) denotes 'Special Assignment

Training Hours 2015

Administrative Assistant	8.00
Child Protection/Child Safety	199.00
Community Policing	40.00
Computer Forensics	64.00
Computer I.T.	1.00
Crime Scene Processing	120.00
Computerized Voice Stress Analyzer	24.00
Death Investigations	80.00
Defense and Arrest Tactics	216.00
Domestic Violence	16.00
Drones	4.00
ERT	1368.00
Evidence Processing	133.00
Fire Investigations	6.00
Firearms	415.00
FTO	40.00
Instructors	52.00
Juveniles	126.00
Intoximeter	72.00
Child Abuse Investigations	16.00
Child Fatality Investigations	15.00
Homicide Investigations	48.00
K-9	204.00
Leadership	48.00
Management	350.00
Mental Health	40.00
Miscellaneous	.50
Motor Officer	120.00
Narcotics	200.00
NCIC/CIB	10.00
Officer Safety	32.00
RADAR	96.00
Records	1.00
Rescue Task Force	200.00
School Resource Officer	54.00
Suicide Prevention	4.00
VICE	21.00
Supervisor	160.00
Use of Force	90.00
Victims Services	1.00

Total Training hours: 4694.50

Collateral Assignments & Other Community Programs

For a department of our size to provide the number of diverse services we do within our community, it requires additional work, expertise and responsibilities within our department.

While many of these additional responsibilities are detailed in different areas of this report, we have also included in these following pages a list of our department members' collateral assignments over the last year.

We are proud of the knowledge, skills, and excellence demonstrated by our officers as they serve our department and community. In addition to the collateral assignments listed here, last year members of our department also spoke to various groups and made presentations throughout the community.

Superior Police Department Collateral Assignments 2015	
Accident Investigation	Lieutenant John Kiel, Officer Nicholas Eastman
Adult Crossing Guards	Lt. John Kiel: Coordinator
Alcohol License Enforcement	Lt. John Kiel, Officer Gary Gothner, Officer Vern Holsclaw Officer Lynn Ristau, Officer Joel Markon, Officer Jeff Darst
Annual Report	Chief Nicholas Alexander, Administrative Assistant Donna Swanson
Armorer	Capt. William Lear, Sgt. Thor Trone
Fire Investigation	Officer Michelle Lear, Officer Christopher Woolery
Auxiliary Police	Sgt. Adam Poskozim, Officer Bonnie Beste
Background Investigations	Detective Kirk Hill, Officer Jon McKinnon
Bicycle Inventory	CSO Chris Wagner, CSO Mandy Hammer
Bike Patrol	Sgt. Chris Kirchoff: Coordinator, Officer Todd Carlson Officer Bonnie Beste, Officer Cory Hanson Officer Michael Kendall, Officer Adam Johnson
Chaplaincy Program	Chief Nicholas Alexander, Administrative Assistant Donna Swanson
Child First Interview	Detective Joe Krieg, Detective William Braman Detective Kirk Hill, Detective Mike Jaszczak
Child Safety Seat Technicians	Officer Joel Markon, Officer Griffith Coffman
Citizens' Academy	Chief Nick Alexander, Assistant Chief Matt Markon Administrative Assistant Donna Swanson
Computer Voice Stress Analysis (CVSA)	Detective Joe Krieg, Detective Chris Moe
State CLAN Lab Team	Capt. Tom Champaigne
Community Policing Officer	Officer Bonnie Beste
Convenience Store Liaisons	Detective William Braman, Officer Bonnie Beste
CRT (Crisis Response Team)	Officer Michael Kendall, Officer Vern Holsclaw
D.A.A.T. Instructors	Sgt. Paul Winterscheidt, Officer Brian Davis, Detective Mike Jaszczak
D.A.R.T. (Domestic Abuse Reduction Team)	Sgt. Derrick Hughes, Officer Michelle Lear Officer Jeff Darst, Officer Greg Swanson, Officer Joel Markon

Douglas County/Superior Narcotics Drug Court	Sgt. Rick Hughes
ERT (Emergency Response Team)	Capt. Tom Champaigne, Capt. William Lear, Sgt. Chris Kirchoff Sgt. Adam Poskozim, Sgt. Thor Trone, Sgt. Paul Winterscheidt Officer Gary Gothner: Driver, Officer Jeff Felton Investigator Jeff Harriman, Officer Todd Carlson Investigator Sean Holmgren, Officer Brian Davis Officer Marc Letendre, Officer Chris Woolery, Officer Adam Johnson
Evidence Technicians	Capt. Tom Champaigne and Sgt. Rick Hughes: Coordinators Officer Mike Kendall, Officer Brian Davis, Officer Chris Woolery Officer Jeffrey Darst, Officer Greg Swanson, Officer Griffith Coffman Officer Mikayla LeRette, Officer Matt Brown
EVOC Instructors (Emergency Vehicle Operators Course)	Lt. John Kiel, Sgt. Thor Trone
Fingerprint Examiners	Detective Kirk Hill, Detective William Braman
Firearms Instructors	Capt. William Lear, Sgt. Thor Trone Sgt. Paul Winterscheidt, Officer Brian Davis, Detective Mike Jaszczak
Forensic Computer Analysis	Capt. Tom Champaigne, Investigator Jeff Harriman
FTO (Field Training Officers)	Capt. William Lear: Coordinator, Officer Todd Carlson Officer Chris Woolery, Officer Nicholas Eastman, Officer Marc Letendre, Officer Greg Swanson
Gang Officers	Detective Joe Krieg, Officer Ross Magnuson, Officer George Gothner
GLBT Community Liaison Officer	Investigator Todd Maas
Grants	Chief Nick Alexander, Coordinator
Homeland Security	Sgt. Chris Kirchoff
Honor Guard	Capt. William Lear, Sgt. Adam Poskozim, Officer Gary Gothner Investigator Jeffrey Harriman, Officer Jeffery Felton Officer Todd Carlson, Officer Chris Woolery, Officer Marc Letendre, Officer Mikayla LeRette
Hotel/Motel Liaison Officer	Officer Bonnie Beste
Internship program	Sgt. Rick Hughes
K-9 Program	Assistant Chief Matt Markon and Sgt. Thor Trone: Coordinators Officer Nick Eastman: K-9 Handler, K9 Marik
Legal Updates	Sgt. Rick Hughes
Motorcycle Unit	Sgt. Chris Kirchoff: Supervisor, Officer Jon McKinnon Officer Gary Gothner, Officer Todd Carlson Officer Brad Esler, Officer Gary Kneisl
NCIC/CIB Validations	Assistant Chief Matt Markon, Officer Paul Bourque
Nuisance Abatement Team	Sgt. Adam Poskozim, Officer Jeffery Darst, Officer Bonnie Beste
Payroll	Lt. John Kiel, Administrative Assistant Donna Swanson
PBT Calibrator	Sgt. Thor Trone
Port Security Liaison	Sgt. Chris Kirchoff
Property Officers	Officer Gary Gothner, Officer Vern Holsclaw, CSO Christine Wagner
Purchasing/Procurement	Chief Nick Alexander, Asst. Chief Matt Markon Administrative Assistant Donna Swanson
School Liaison	Officer Tom Johnson, Officer Jon McKinnon, Officer John Heinen

School Safety Patrol	Officer Jon McKinnon
Scrap Metal Enforcement Team	Sgt. Rick Hughes, Detective Kirk Hill
Spillman Coordinators	Asst. Chief Markon, Captain Lear
Superior Housing Authority Community Policing Officer	Officer Joel Markon
Taser Instructor	Sgt. Paul Winterscheidt, Detective Mike Jaszczak, Officer Brian Davis
Training Coordinator	Lt. John Kiel
Vehicle Contacts Instructor	Detective Mike Jaszczak

Grants

In striving to provide to improve the quality of life for the citizens of the City of Superior through reducing crime and disorder, the Superior Police Department actively pursues funding through available grant programs.

In 2015, the Superior Police Department was successful in attaining funding, and support for future funding, through a variety of grant programs. These grants have allowed the department to increase the level of problem oriented policing, and funded the purchase and installation of equipment and technology that helps us in attaining an increased level of community safety.

Grants attained or managed in 2015		
Grant Program	Funding Received	Purpose of Funds
State of Wisconsin 2015 COPS Office Anti- Heroin Task Force Program Grant	\$41,800	Funding to augment the combined narcotics unit of Superior PD and Douglas County Sheriff's Office. Specifically, opiate and heroin abuse has devastated our community in recent years and this grant will reimburse overtime and other investigative expenses.
ALERT Equipment 2015	\$15,000	Funds awarded to augment the response capabilities of the joint Superior-Douglas County SWAT Team. Funding used to purchase communication equipment, tactical vests, breaching training, and to equip and train a Tactical EMS position.
State of Wisconsin	\$3,000	Speed enforcement
U.S. Department of Justice Bullet Proof Vest grant program	\$6942	Reimburses 50% of the cost of a new vest for new officers and for replacement of vests that have or will be expiring for existing officers.

Grant Program	Funding Received	Purpose of Funds
2015 Radio Reprogram/Upgrade Grant	\$7,260	Funding to reprogram all handheld portable radios and squad car radios for compatibility with WISCOM and encrypted communications.
2015 Mutual Aid Radio Purchase/Upgrade	\$10,094	Funding to cover 50% of the cost of 8 new handheld portable radios.
2014 Port Security Grant	\$25,000	Funding to augment the ability of the Superior Police Department Joint Dive Team to provide response to events that represent a threat to the Port of Duluth-Superior. Funds are allocated for underwater camera systems and dive suits.

Uniform Crime Reporting (UCR) 2015 Data Comparison Report

Agency: Superior Police Department

Completed Months of 2015 Data: 12

Offenses

	2011	2012	2013	2014	2011-14 avg	2015
Murder	0	1	1	1	1	0
Rape	7	9	12	9	9	9
Robbery	27	22	22	23	24	10
Aggravated Assault	20	51	47	41	40	36
Simple Assault	118	154	274	291	209	234
Burglary	274	221	279	246	255	184
Theft	1,095	1,016	1,243	1,358	1,178	1,141
Motor Vehicle Theft	50	72	100	135	89	68
Arson	17	21	5	4	12	2

Clearances

	2011	2012	2013	2014	2011-14 avg	2015
Murder		0%	100%	100%	67%	67%
Rape	57%	33%	42%	100%	57%	67%
Robbery	30%	50%	41%	26%	36%	50%
Aggravated Assault	55%	67%	66%	73%	67%	42%
Simple Assault	64%	62%	60%	52%	58%	57%
Burglary	9%	8%	12%	11%	10%	13%
Theft	24%	26%	23%	20%	23%	23%
Motor Vehicle Theft	22%	25%	23%	13%	19%	21%
Arson	12%	10%	20%	25%	13%	0%

Patrol Division



The Patrol Division is the larger of the two divisions of the Superior Police Department. The Division Commander is Captain William Lear. The Patrol Division is comprised of six sergeants, twenty-nine officers, one K-9 team, one Community Policing Officer, one officer assigned to the Superior Housing Authority and two non-sworn Community Service Officers.

The activities of the Patrol Division are the most recognizable aspects of the police department. A uniformed officer in a squad car is almost always the first to arrive at any incident. These incidents encompass the full range of severity. Officers handle calls as unremarkable as parking complaints to as serious as homicide. It is often the actions of the first patrol officers on the scene that determine the success of an investigation. The minutes immediately after any incident yield the freshest evidence, the most valuable witnesses and the possibility that the suspect is still in the vicinity. In 2015 officers responded to over 23,000 incidents .

The Patrol Division operates a fleet of sixteen marked police vehicles, two motorcycles, one specially-designed right-side-drive Jeep for parking enforcement, a pick-up truck for animal control and six police mountain bikes. Mobile computers with Spillman Records Management software allow officers in the field to see the calls that all officers are dispatched to and the call history of the locations that officers are dispatched. Silent dispatching with the Computer Aided Dispatch system (CAD) allows for sensitive call dispatching, car-to-car and car-to-Comm Center messaging without the information being heard by anyone over scanners. The CAD system gives officers the ability to change their status, write reports and clear incidents from the squad car. The marked units are equipped WatchGuard Video Recording systems. These systems allow for

the capture of crucial video and audio evidence. This evidence has been very useful in the prosecution of offenders and in documenting the interaction between officers and citizens.

TraCS (Traffic and Criminal Software), is software for the mobile computer and a thermal printer mounted in the cab of the car. Officers are able to issue traffic and ordinance citations and complete traffic crash reports on the Mobile Data Computer. The violator receives a computer printed citation. The printout is clean and easy to read. This system is designed to be a time saving mechanism for the officers, the county Clerk of Courts and the other agencies that receive information after the contact between the officer and citizen. The information for citations and crash reports is saved electronically and transmitted to the Wisconsin Department of Transportation without the need for paper copies to be delivered.

Specially trained officers of the Patrol Division operate two marked and fully equipped Harley Davidson Police Motorcycles. The motorcycles have proven themselves to be a valuable law enforcement tool. They allow for increased access to areas where squad cars cannot operate, such as the Osaugie or Millennium Trails or narrow sidewalks. The motorcycles have been valuable tools in the area of traffic enforcement. Additionally, the motorcycles have increased the interaction between the officers and the public. By removing the "walls" created by being inside a car, the officer on a motorcycle is easier to approach and strike up a conversation. Officers operating the police motorcycles must pass a strenuous training program to assure proficiency and maximize safety.

Another mode of transportation used by the Patrol Division is the department's mountain bikes. Officers selected to utilize the bikes are trained in the skills needed to maximize the effectiveness of a mountain bike as a police vehicle. An officer on a bike is able to see and hear more than an officer patrolling in a squad car. They are able to approach offenders silently and without immediately being recognized as a police officer. An officer on a bike is able to easily talk with citizens. The Mountain Bike Unit is an important component of our continuing efforts to increase our level of communication with the public and proactively address the needs of the community. The police mountain bike unit and the motorcycle unit regularly participate in the city's 4th of July parade, the Head of the Lakes Fair, the Dragon Boat Festival, and give demonstrations at the annual Citizen's Academy.

We are proud of the work being done by the officers of the Patrol Division. Our officers are working hard to improve the quality of life for all by providing a safe environment.

Traffic Bureau



Lt. John Kiel supervises the Traffic Bureau of the Superior Police Department. The Traffic Bureau handles all traffic related issues, problems and concerns. The Traffic Lieutenant supervises the school crossing guards, two Community Service Officers; CSO Mandy Hammer assigned to parking enforcement, and CSO Christine Wagner assigned to animal control, and our Community Police Officer, Officer Bonnie Beste

Almost all of the traffic citations and parking citations as well as all of the crash reports are sent to their respective destinations electronically. The city of Superior's parking citations are processed by a company in Milwaukee. Previously, our staff had to submit parking citations and license plate suspensions by hand.

Our traffic citations and crash reports are transmitted to the Wisconsin Department of Transportation using computer software called TraCS, which stand for Traffic and Criminal Software. All of our squad cars are equipped with laptop computers and printers. Officers can write and issue citations directly from their squads. Those documents are then transferred electronically into the department.

The total number of traffic crashes decreased significantly in 2015, over 14%. In 135 crashes, one or more people involved sustained some sort of an injury.

	2010	2011	2012	2013	2014	2015
Total Crashes	645	627	606	711	748	640
Injuries	157	196	166	103	84	135
Fatalities	0	1	1	0	1	0

The Superior Police Department issued 2823 traffic citations in 2015. These include all traffic violations.

Parking Enforcement

Mandy Hammer is the Community Service Officer assigned to parking enforcement for the City of Superior. Her primary duties include issuing parking citations and placarding and towing junked, abandoned and unregistered automobiles and assisting with Public Works with removing vehicles for snow removal or street maintenance. The Superior Police Department issued approximately 4008 parking tickets in 2015.



SPD K-9 Unit

The Police Department has one canine team that is trained dual purpose in patrol work and narcotics detection. Officer Nicholas Eastman is teamed with his canine partner, Marik. K-9 Marik is used primarily for his exceptional scenting ability that allows him to locate narcotics or hidden criminal suspects that would otherwise go unnoticed by the human officer.

K-9 Marik is a black, short-haired German Shepherd imported from Slovakia. K-9 Marik completed his first full year as a full service police dog in 2015. He is now three years old and fully grown. K-9 Marik is showing maturity as the canine unit spends numerous hours training. K-9 Marik is trained in tactical obedience, tracking, criminal apprehension, area/building searches, evidence searches, and handler protection. K-9 Marik is cross-trained as a narcotics detector dog. K-9 Marik is currently trained in detecting methamphetamine, crack cocaine, powder cocaine, heroin, mushrooms, marijuana, and ecstasy.

Officer Eastman and K-9 Marik received their patrol and narcotics training at the St. Paul Canine Training Center. The team is certified annually by the United States Police Canine Association as a Patrol Dog Team and Narcotics Detector Team.

The K-9 Unit deployed on 104 calls for service in 2015. Drug detection was the primary duty. K-9 Marik is responsible for taking 323.57 grams of methamphetamine and 115.18 grams of marijuana/THC off of the streets in Superior. The K-9 Unit was deployed on 60 drug searches, 14 tracks/ area searches, 8 building searches, 3 evidence searches, 6 alarms/ perimeter security, and 13 public demonstrations. The K-9 Unit has been credited for 23 arrests where the dog has located narcotics, evidence, or flushed suspects from a hiding spot.

The K-9 Unit continues its close working relationship with neighboring agencies that are without a canine team. K-9 Marik was used 25 times during the year to assist other agencies.

The K-9 Unit would like to thank Amsoil for the Northland Canine Foundations continuous support, Dan's Feed Bin for donating K-9 Marik's dog food to the city, and Dr. Robert "Bob" McClellan at the Superior Animal Hospital for providing K-9 Marik with his veterinary services at no cost to the city. The K-9 Unit would also like to thank all the other businesses and residents that have financially helped make our program successful.

These are a few of the K-9 Unit achievements in 2015:

K-9 Marik was deployed to search a residential area for a man that pulled a knife on the bartender at the Palace Bar. The suspect fled on foot and was eventually flushed from his hiding spot. The suspect quickly started walking down the alley and was confronted by K-9 Marik. The suspect threw the knife into a neighboring yard; then complied with the orders to get on the ground. K-9 Marik was used as a bark and hold tool until other officers arrived to take the suspect into custody for Endangering Safety

by the Use of a Dangerous Weapon. It turns out the suspect had two felony warrants from two Minnesota counties.

K-9 Marik was deployed to do a free air sniff around the exterior of a vehicle during a traffic stop. K-9 Marik alerted on the presence of drugs inside of the vehicle. Inside of the vehicle, K-9 Marik alerted on a purse that contained **16.62 grams of methamphetamine** and **4.32 grams of marijuana/ THC** with numerous items of drug paraphernalia.

K-9 Marik was deployed to do a free air sniff around the exterior of a vehicle during a traffic stop. K-9 Marik alerted on the lower portion of the front driver side door. K-9 Marik alerted inside of the vehicle on the passenger side of the vehicle near the center console/ dashboard area. There was a plastic baggie inside of the glovebox that contained **24.66 grams of marijuana/ THC**.

K-9 Marik was deployed to do a free air sniff around the exterior of a vehicle during a traffic stop. K-9 Marik alerted on the presence of drugs inside of the vehicle. Inside of the vehicle, K-9 Marik placed his nose partially under the front passenger seat and alerted. There was a plastic baggie found underneath the seat containing **33.30 grams of marijuana/ THC**.

K-9 Marik was deployed to assist the SPD/ DCSO narcotics unit and U.S. Marshal's Office with apprehending a man wanted for killing a 7-year-old boy in Chicago, IL. The man surrendered peacefully during the third and final canine announcement from outside of the apartment. He was taken into custody without incident and extradited back to Illinois.

K-9 Marik was deployed to assist with locating a suicidal subject that fled from a residence after a domestic incident. The subject cut himself with a knife prior to leaving the residence and fled into some nearby woods. The subject had a felony warrant out of Florida and was wanted for DA/DC, DA/ Criminal Damage to Property, DA/Robbery, and Obstructing. Officers setup a perimeter and K-9 Marik started tracking where the subject was last observed running into the woods. K-9 Marik continued tracking on the railroad tracks, through several yards, and down the alley. The subject was eventually pushed towards an officer on the perimeter and taken into custody in the 1200 block of E. 7th St.

K-9 Marik was deployed to do a free air sniff around the exterior of a vehicle for the SPD/ DCSO narcotics unit. The narcotics unit had information that the vehicle possibly had drugs inside. K9 Marik started sniffing the passenger side door seams and alerted on the vehicle by going into a sit. There were three plastic baggies inside of the vehicle underneath the back seat containing **299.39 grams of Methamphetamine**. The Methamphetamine had an estimated street value of \$15,000.00.

K-9 Marik was deployed to do a free air sniff around the exterior of a vehicle during a traffic stop. K-9 Marik alerted on the presence of drugs inside of the vehicle. K-9 Marik placed his head inside of the vehicle through an open front driver door window and eventually jumped through the window. Inside of the vehicle, K-9 Marik alerted on a backpack that contained numerous items of drug paraphernalia. There was a multi-colored glass pipe containing a burnt residue that tested positive for THC. There was a Butt Bucket Ashtray underneath the backpack that contained a burnt blunt "roach" that tested positive for THC. While searching the vehicle, a loaded Glock 26 9MM handgun was located in the truck that came back stolen out of St. Louis County, MN.

Superior Housing Authority

Community Officer Joel Markon

The Superior Housing Authority (SHA) manages about 600 apartments throughout the City of Superior, including federally subsidized units, and privately owned complexes, as well as managing the Federal Section 8 program in Superior and Douglas County. Beginning in 1995 the SHA contracted with the Superior Police Department to obtain a full-time police officer. This partnership has been successful and beneficial to both entities since its inception.



Officer Joel Markon

The relationship between SHA residents and the housing officer is invaluable. This is a true community policing position. The Housing Officer meets with every resident at their move in appointment. At that time residents are made aware of what is expected of them in regard to their lease and asked to take ownership in the community they are about to join. They are made aware there is a police officer they can turn to in their neighborhood that is interested in their quality of life during their stay at SHA. Having a Housing Officer available to deal with issues arising on SHA property frees up other patrol officers for the rest of the city.

Another part of the housing officer's responsibilities is to provide the housing authority with documentation and information on each and every applicant. This type of information is disseminated far more expediently and much more in depth by having access to a full time police officer.

At present the SHA is at full capacity, with waiting periods of more than a year for most available apartments. Many SHA apartments are undergoing detailed renovations in order to better serve individuals with physical handicaps. The New York and Washington apartments are privately owned upscale units available to those 55 and older and managed by SHA, as well as the new privately owned Grand Central Plaza which is also managed by SHA. Ground breaking on another new privately owned family site is to begin spring of 2016, adding more affordable housing to the city that will be under the management of Superior Housing Authority.

Crime rates continue to remain low even though SHA apartments are at full capacity. This is a direct result of how well the partnership between the SHA and SPD has worked.

Through their partnership, both the Superior Housing Authority and the Superior Police Department strive to provide safe, affordable housing in the City Of Superior.

Investigations Division



The Superior Police Department's Investigation Division includes the Detective Bureau, Vice/Narcotics Bureau (to include participation on the Lake Superior Drug and Violent Crime Task Force housed at the Duluth Police Department), Police School Liaison Program, the Lake Superior Forensic Technology & Internet Crimes Against Children Task Force (LSFT&ICAC) and a Fire Investigator. The Investigations Division is supervised by an Investigations Sergeant and managed by the Captain of the Investigations Division.

The Investigations Division continues to oversee several collateral units with assignments that are performed by members of the Patrol Division. These collateral assignments include the Evidence Technician Program, Police Fire (Arson) Investigator, Child First Program, and our ever-expanding computer crimes investigation abilities. In 2015, the Investigations Division investigated a variety of crimes ranging from homicide and other death investigations, armed robberies, arsons, domestics, sexual assaults, embezzlements and burglaries to name a few.

In 2015 the Detective Bureau continued to experience a busy year. It consistently averages between 300 and 400 assigned cases per year with a typical overall clearance rate of over 60 %. Clearances occur many different ways and include arrests, cleared by other means, and unfounded statuses. Since the year 2000 the Bureau has investigated over 7000 cases, divided amongst the assigned detectives.

The case load is assigned out to one of six Detectives. Each Detective has areas of specialty, such as financial crimes, violence against women, sexual assaults, property crimes, and so on and case assignment is paired accordingly whenever possible. However, the entire bureau has a wide range of experience in all aspects of criminal activity and investigating those incidents. One detective is on call 24/7, ready to respond to any crime scene.

The Detective Bureau continues to be very busy as many of the assigned cases become involved and complex and often occupy a detective (or several detectives) for extended periods of time. From these cases, dozens of search warrants are drafted by our detectives and executed in the search for criminal/corroborating evidence.

The Department continues to be inundated with financial crimes (i.e. forgeries, credit card fraud, identity theft and embezzlements), narcotics violations, domestic and sexual assaults and property crimes.

The area of financial crimes continues to often times have the highest arrest rates because there is usually a paper trail and in many instances surveillance footage of the suspect(s). We continue to

see a direct correlation between the people committing these crimes and the people involved in illegal drug activity and/or gambling addictions. Therefore, these types of investigations have frequently involved cooperation with our Narcotics/Vice Bureau investigators. Additionally, many of these crimes have ties to technology or the use of computers and cell phones and therefore the LSFT&ICAC task force oftentimes assists in these investigations. (See the individual reports on the Narcotics/Vice Bureau and the LSFT&ICAC task force for more specific details on those operations). We have also experienced a huge heroin problem over the past year and continue to try and combat those issues.

Child First: Our Department has continued its work in the area of Child First Interviews. The Superior Police Department began its use of the Child First Program in 1993. The Child First Program is an investigative tool used in all reported cases involving alleged child sexual abuse between the ages of 4 years old and under 12 years of age. Our Department currently has five members trained as Child First Investigators. The Child First Program is a joint investigative technique involving a multi-jurisdiction team including members from the Douglas County Sheriff's Department, Douglas County Human Services, and the Douglas County District Attorney's Office. This interview technique allows for one interview to be conducted of a suspected Child sexual assault or child abuse victim to be interviewed, with the interview being monitored by all of the agencies involved that may otherwise need to separately interview the child, which can be traumatizing itself. In 2015 this multi-jurisdictional team conducted a total of 23 Child First interviews and monitored 60, for a total of 83. In the past 23 years, this team has conducted over 950 of these types of interviews.

We continue to assess our investigations capabilities and expand upon them. It is one of the investigation division's goal to establish more pro-active programs in the community. By assisting and working alongside patrol and the community, we hope to concentrate on problem areas or issues before they become a major community problem.

We look forward to serving the community and accept the challenges 2016 will bring.

Vice & Narcotics Bureau

The Superior Police Department's Vice and Narcotics Bureau's primary task is to identify those involved in the manufacture and or distribution of controlled substances and conduct investigations that lead to the arrest and conviction of those individuals and groups. To accomplish this task, the investigators rely on information from a variety of sources. These sources include, but are not limited to, citizens reporting suspicious behavior, information revealed through other investigations, tips from citizens, the use of confidential informants and undercover operations.

Since 2014 the Superior Police Department has been formally combined with narcotics investigators from the Douglas County Sheriff's Office. The Superior Police Department has two full time investigators assigned to the unit while the Douglas County Sheriff's Office provides one full time investigator, one part time investigator and a Sergeant to supervise the unit. Both of these agencies also maintain their member status in the Northwest Area Crime Unit which is a larger, decentralized narcotics task force which includes 14 agencies in Northwest Wisconsin. This affiliation provides Federal and State grant money for the reimbursement of overtime expenses and confidential buy funds for the narcotics unit and gives the investigators jurisdiction throughout northwest Wisconsin.

The Superior Police Department also provides one full time investigator assigned to the Lake Superior Drug & Gang Task Force which operates out of the Duluth Police Department. The Superior Police Department has had an investigator assigned to that Task Force since 2005. Like the Northwest Area Crime Unit affiliation, the inclusion of the Lake Superior Drug & Gang Task Force allows for greater cooperation between agencies, increased resources and funding and also provides expanded jurisdiction of its investigators.

The Superior Police Department's proactive participation in these task forces is beneficial to the community as well as the Department. The Department receives financial reimbursement through grant monies, has increased resources through other agencies in the form of manpower and equipment, expanded jurisdiction allows investigators to investigate narcotics trafficking offenses that often span several city, county and state borders.

Due to the nature of our "Twin Ports" community, when it comes to crime, we are essentially one big community. Criminals and drug dealers in particular don't recognize city, county or state borders.

During 2015, the Douglas County Sheriff's Office/Superior Police Department initiated 72 separate investigations which led to the arrest of 94 persons with 101 felony charges and 44 misdemeanor charges. The unit seized controlled substances with a street value in excess of \$350,000.00 in 2015. Several cases involved firearms being seized from drug dealers. More than 40 firearms were seized in 2015. The unit also made several presentations to community members, groups and organizations throughout the year.

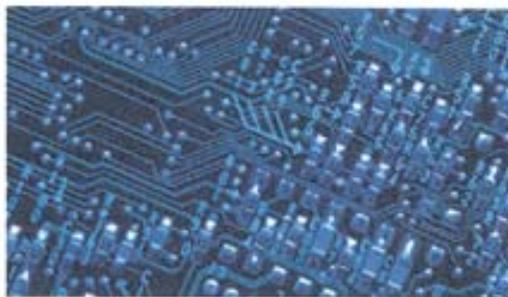
The Superior Police Department recognizes the far reaching impact that illicit drugs continue to have on the quality of life in our community. The distribution and use of illicit drugs causes corresponding increases in violent crimes and property crimes. The Superior Police Department will continue to make the investigation of narcotics related offenses a priority in 2016.

Lake Superior Forensic Technology and Internet Crimes Against Children Task Force

Background

The Superior Police Department has been actively involved in computer forensics and the seizure, collection and acquisition of digital evidence for over a decade. The agency has been an affiliate of the WI DOJ Internet Crimes Against Children (ICAC) task force for over seven years. Initially one patrol Sergeant, with specialized training, provided these services as a collateral assignment. Over time the demand for computer forensic services increased dramatically and state and federal resources became overburdened with requests to process digital evidence for local law enforcement. As a result the Superior Police Department was being asked to help process digital evidence for other agencies at an increasing rate. This digital evidence existed on cybercrimes, child pornography and ICAC crimes, as well as a whole host of traditional criminal activity.

The Superior Police Department, as well as the greater twin ports area, also experienced a similar increase in demand. The Superior Police Department gradually transitioned the position from a collateral assignment to a full time position for one Sergeant. The demand for service continued to increase and a Superior Police Department Detective was also trained and assigned to work on these cases on a part time basis. By 2008 the Superior Police Department was regularly being asked for mutual aid to provide assistance on digital evidence for dozens of agencies across northern WI and MN. The demand became too great for the existing staff and the idea of a regional computer forensic task force was proposed. Funding was the primary obstacle to the formation of such a task force so grants and other funding sources were actively pursued. In mid-2010 the Superior Police Department was awarded a Federal Appropriation from Congressman Obey's office in the amount of \$550,000. These funds were earmarked to allow for the creation and staffing of a regional computer forensic task force based out of the Superior Police Department. The appropriation allowed for the initial task force formation, equipment purchases, and funding to staff the task force with one full time investigator from the Superior Police Department and one full time investigator from the Douglas County Sheriff's Office for three years. In addition, the Superior Police Department dedicated one Detective, at a near full time basis, to the task force.



In late 2010 the Duluth Police Department and St. Louis County Sheriff's Office were approached and asked to join our newly formed regional computer forensics laboratory. Both agencies committed to joining the task force in 2011 as they recognized the need to participate and the value it would bring to their organizations. As a result the Lake Superior Forensic Technology & Internet Crimes Against Children Task Force (LSFT&ICAC TF) was born.

Additional funding sources were aggressively pursued and in mid-2011 the Superior Police Department was awarded the COPS Child Sexual Predator Program (CSPP) grant. This was a highly competitive national grant. Applicants had to first be nominated by their local United States Attorney's (USA's) Office to be eligible to participate. The Superior Police Department had a positive relationship with the USA's office over the past decade on a variety of cases, to include several ICAC related investigations, and received a nomination from the WI Western District USA's Office. When the 2011 awards were announced the Superior Police Department received one of only 20 awards granted nationally. The award provided just under \$500,000 which will help offset salaries, training, and equipment for the task force for the next two years.

In 2013, as part of the CSPP grant, the LSFT & ICAC TF purchased and integrated a new server to store digital evidence within the TF office. The TF currently has over 150 TB of data storage for current and upcoming cases.

2015 Statistics

Overall the LSFT&ICAC task force was involved in processing evidence and providing investigative services on 221 cases in 2015. A total of 476 items of digital evidence were processed for those cases. Digital evidence can exist in the form of a computer, digital camera, iPod, cellular phone, CD/DVD, thumb drive, GPS, gaming system and so on. Digital evidence was processed and analyzed for 14 other agencies in the northern WI and MN area. A total of 118 search warrants or subpoenas were drafted for those cases. Although ICAC cases have garnered a lot of public attention, and is the primary focus of the task force, the task force does provide services to a much larger spectrum of criminal activity. Child Pornography comprised the highest percentage of cases worked. The cases that the task force worked on include:

Child Pornography	Shooting Investigations	Found Property
Human Trafficking	Homicides	Arson
Death Investigations	Kidnapping	Theft
Vehicle Thefts	Traffic violations	Stalking
Stalking	Robbery	Cyberbullying
Sexual Assault	Threats/Harassment	Sexting
Narcotics violations	Domestic Abuse	Extortion
Child Sexual Assault	Fraud/ID Theft	Vehicle crash/vehicular homicide
Indecent Exposure	Missing Persons	DL/ID Forgery
Burglary	Attempted Homicide	Restraining Order Violations
Vehicle Prowling	Child Enticement	

Community Awareness

The LSFT&ICAC actively participates in community awareness and education on topics to include Internet Safety, cybercrimes, cyberbullying and sexting. The task force staff conducts regular presentations to community groups, schools, and other organizations on those topics. The audience includes school age children from kindergarten through high school as well as adult presentations for professional staff, law enforcement, teachers, parents and other concerned adults. In 2015 the task force conducted 19 presentations to an audience of over 3025 persons within the task force's geographic boundaries.

Police School Liaison Program



The Superior Police Department has maintained a Police School Liaison Officer program, in cooperation with the School District of Superior since 1972. The School District continues to fund a large part of all three-liaison positions. Without this funding, it is highly unlikely that the Police Department could provide three full time positions in the schools.

With that in mind, in 2015, the department once again had three officers assigned as Police School Liaison Officers. The three officers are assigned to the high school, middle school, and elementary schools. Due to the promotion to Patrol Sergeant of the elementary Liaison Officer, a new officer was selected to work in the elementary schools. That was accomplished through an application and interview process involving two Elementary School Principals and two Police Department Command Staff.

The position of Liaison Officer is a challenging and rewarding assignment. Our city's schools strive to maintain a healthy and safe environment, which is conducive to learning. The Liaison Officers work in cooperation with the School District and the staff of each school, to insure that they succeed in doing so.

The Liaison Officers of the Superior Police Department provide protective and preventative patrol in and around our schools. They become familiar with the students and staff, and the students come to know and trust them, and for many students this may be the only opportunity they have to interact with a police officer in a positive light. The Liaison Officers utilize their rapport with the students in preventing small problems from escalating into larger ones. Much of their work goes on behind the scenes and is never recognized for what it is really worth.

Liaison Officers also conduct investigations into criminal incidents, which occur in and around the schools. Incidents of theft, harassment and physical assault are common examples of criminal offenses that occur on our campuses. Other incidents include things like social networking harassment and/or cyber bullying (ex. Face Book, etc...). The Liaison Officers are frequently made aware of incidents of physical and sexual abuse, which occur away from the school settings. The rapport that is established between the officers and students allows the students to be comfortable in reporting these incidents to the Liaison Officers.

The Liaison Officers work with the schools, to formulate emergency response plans in the unfortunate event there is an emergency or critical incident at the schools. The Liaison Officers aggressively investigate rumors of plans or threats to initiate a violent act on school grounds. The practice of taking seriously any threat of a violent act has made a strong statement to our students and community. The officers are also involved in safety measures such as updated security surveillance systems and other electronic capabilities.

Special focus is placed on truancy issues. The Police Liaisons pro-actively intervene when truancy is first detected. They work with school officials, parents, and the students to help find ways to resolve the problem. Home visits, warnings, and in some cases ordinance citations are utilized to help correct the problem.

The Police School Liaison Officer Program is a strong example of a community partnership, which is the basis of our Departments' commitment to the Community Policing Philosophy.

SPD Records Bureau

Our Records Bureau is staffed by two full time employees, Connie Billings and Cynthia Berthiaume, and two part time employees, Marla Laroche and Theresa Eckert. They provide a strong and positive work effort in the daily handling of our data collection, quality control, data entry, and information needs.

Records Bureau staff process and maintain tens of thousands of documents every year. These documents, which are generated through the police process, include: incident reports, arrest reports, traffic citations, crash reports, photographs, and the numerous pieces of correspondence and requests that arrive every day. In addition to the computer entry, filing, documentation, and storage of all reports, staff members prepare a number of other statistical projects as requested by both the public and SPD officers. They also provide reception duties for both the Superior Police Department and the Douglas County Sheriff's Department.

The Records Bureau provides information and the necessary paperwork required by the various courts for all adult and juvenile criminal and ordinance charges that are filed. The staff also handles open records requests. This process involves the retrieval of police records and local background checks for the public and other law enforcement agencies along with informational reports for civil processes.

Our department is very proud of the quality and efficiency of our Records Bureau. We receive compliments from our many customers, including other law enforcement agencies, who are amazed by the speed in which we process our records responsibilities, considering the large volume of documents we handle each year. This is a direct reflection on the positive work ethic of our Records Bureau employees.

Field Training Program



Swearing in Officer Casandra Collier

The Superior Police Department Field Training Officers are Todd Carlson, Nick Eastman, Jeff Felton, Chris Woolery, Greg Swanson, and Marc Letendre. Captain William Lear and Sergeant Paul Winterscheidt, both former Field Training Officers, are the program coordinators.

After the selection of a new officer is complete, the first step in the law enforcement career is to be sworn in by the City Clerk before going to recruit school. The Chief of Police uses this ceremony to introduce the new officer to the community and make that occasion a special memory for the officer's family.

New officers attend state certification classes if he or she isn't certified as a police officer in the state of Wisconsin. The Wisconsin Basic Recruit School consists of 17 weeks of training.

After recruit school, the new officer returns to Superior and begins the field-training program. The probationary period for new officers is broken down into five phases: Three four-week phases of training and one two-week phase that compose the 14 weeks of field training. After successfully completing the field-training program, the officer begins Phase Five and functions as a solo officer but remains on probation for one year from the time he or she completed recruit school. This period is also considered a portion of the selection process. During this last phase, the officer is evaluated monthly by his or her shift supervisor.

During the 14 week FTO Program, the probationary officer is rotated to the day, afternoon, power and night shifts. The Field Training Officer completes a daily observation report that evaluates the new officer in the various areas of police training. The daily observation report acts as a guide to evaluate the new officer's daily performance compared to a known minimum acceptable level. The report includes information on the most acceptable and least acceptable performance of the day, any remedial training that was done and any other comments that need to be noted for that day's performance by the new officer.

As the probationary officer progresses through the phases, gaining knowledge and experience, he or she is given more and more responsibility by his or her training officer until the ultimate goal of the training program is achieved; the probationary officer is able to function as a solo police officer.

The police department hired three new police officers in 2015. Officers Tyler Rude, Cassandra Collier and Brad Jago.

The Superior Police Department's Field Training Program is now in its 23rd year. Department administrators realize the significant impact trainers have on the development of new officers and they rely on the trainers' input while evaluating officers during the probationary period.

Field Evidence Technician Program

Field Evidence Technicians serve a critical role in our department and to our community. Their responsibility is the identification, collection and preservation of physical evidence. Evidence Technicians are the “Evidence Experts” of the department, specially trained in advanced identification, collection, and processing techniques for evidence. They often work independently, but on a major case may work under the direction of the Case Detective, Sergeant of Investigations, Sergeant Hughes or the Investigations Division Commander, Captain Champaigne. Since they are the subject matter experts they often provide input and advice to investigators on cases as well.

In 2015, the Superior Police Department had eight active Evidence Technicians to include Officers Michael Kendall, Brian Davis, Christopher Woolery, Jeff Darst, Greg Swanson, Mikayla LeRette, Griffith Coffman and Matthew Brown. We are always recruiting for new members of the team. The active evidence technicians perform their duties on a collateral basis, in addition to their regular duties as patrol officers. One evidence technician is on-call 24/7, ready to respond to any crime scene at all hours of the day and night, and in all weather conditions. Our Evidence Technicians process many crime scenes each year. These cases include large-scale thefts, burglaries, sexual assaults, substantial and aggravated batteries, robberies, and homicides. Our department also has two trained fire investigators. Both have been trained as evidence technicians as well.



Photo above is a muffler that had explosives placed into it.



This is a photo of a shoeprint left at the scene of a burglary.

Our program attempts to stay at the forefront of the technological advances in crime scene processing, as we try to provide the best equipment, supplies, and training available to our evidence technicians. Our group of evidence technicians began training on a monthly basis in 2011. This training has been scaled back to bi-monthly training so the material trained does not become overly repetitive. As new technicians are added, the training may be increased as needed.

All of our technicians are members of the Wisconsin Association of Identification. This association hosts a conference each year and provides valuable training.

Our technicians participate in several crime scene processing demonstrations during the course of the year. Most of these are to students at local schools or here at the department for leadership groups.



This is the scene of an armed robbery that happened at a coin shop in Superior in November of 2015.

Emergency Response Team Crisis Response Team



SPD ERT participating in a joint training exercise on Madeline Island

The Superior Police Department's Emergency Response Team and Crisis Response Team are comprised of officers selected and trained for the purpose of effectively dealing with those calls that are known to represent an elevated risk to the public and responding officers.

In 2015 the Emergency Response Team (ERT) received and conducted training in the following skills that enhance its ability to successfully resolve dangerous incidents:

- Explosive Breaching
- Mechanical Breaching
- Building Entry / Room Clearing
- Hostage Rescue
- Active Shooter / Mass Casualty Scenario
- Less Lethal Munitions
- Chemical Agents and Distractive Munitions
- Firearms
- Tactical Combat Casualty Care
- Defensive and Arrest Tactics
- Officer / Citizen Down Recovery
- Basic Marine Interdiction
- Maritime Sniper
- Linear Assaults (trains)
- Armored Vehicle Deployment
- Land Navigation and GPS
- Mobile Field Force / Civil Disturbance

The Superior ERT is designated as a component of the Aligned Law Enforcement Response Team (ALERT). The ERT provides a pre-positioned and well equipped tactical team that can be deployed in incidents of national significance. This program is funded through the United States Department of Homeland Security. As a Regional ALERT team Superior ERT is also available through mutual aid to respond to calls in northwestern Wisconsin to assist our law enforcement partners in high risk or protracted call-outs which may be beyond the ability of a single agency.

Because the Superior ERT is designated as a Regional ALERT team it receives funding for specialized training. In 2015 one entry team leader received training in Maritime SWAT in Florida. This allowed the team to vet and update the tactics and procedures that have been in place for several years. In the fall of 2015 the team traveled to Ft. McCoy to utilize state of the art training facilities such as a live shoot-house a simulated urban house complex. Also in the fall of 2015 two members also attended Swat Commander II from the NTOA, this class was also funded through ALERT



Team members making a tactical approach to the engine during joint training with Burlington Northern

In addition to these training topics, the ERT and the Crisis Response Team (CRT) participated in two scenario exercises designed to realistically test the skills of both teams.

One of the exercises was a joint training exercise conducted on the campus of the University of Wisconsin Superior. Participating agencies included Superior ERT/CRT and patrol, the Douglas County Sheriff's Department, Superior Fire Department, Gold Cross Ambulance, UWS staff and campus safety, Douglas County Emergency Management and tactical medics from Sawyer County.



Participants of the joint training exercise at UWS

Members of the sniper element competed in the SPD ERT Sniper Shoot and the St. Louis County Sheriff's Department Sniper Competition.

Operations: In 2015 the ERT conducted numerous narcotics search warrants which led to the seizure of heroin, methamphetamine, marijuana, bath salts, synthetic marijuana, cash and weapons. It also served a domestic abuse related arrest warrant on known violent and armed suspect.

The Emergency Response Team was activated nine times during 2015 for incidents ranging from narcotics search warrants to a hostage situation. Noteworthy operations included:

July 5th – Responded to a mutual aid request from the Wisconsin Department of Criminal Investigations to assist with a search warrant near Hurley, WI. The suspect of the warrant had allegedly detonated two large Improvised Explosive Devices and was considered armed and dangerous.

November 17 – Patrol requested assistance taking an armed felon into custody. The suspect was in an apartment in Superior and had made comments that he was not going back to prison and he would shoot the police if they entered the apartment. The team utilized an armored vehicle, explosive breach and the tactical robot to resolve the incident and take the suspect into custody without any injuries to the public, suspect or the officers.

November 7th – The police department received information that an abducted person and suspect were staying at a motel in Superior. Patrol requested ERT assistance. A perimeter was established. An operations plan was developed. The armored vehicle was used to make contact with the suspect. The situation was safely resolved with no injury to anyone.

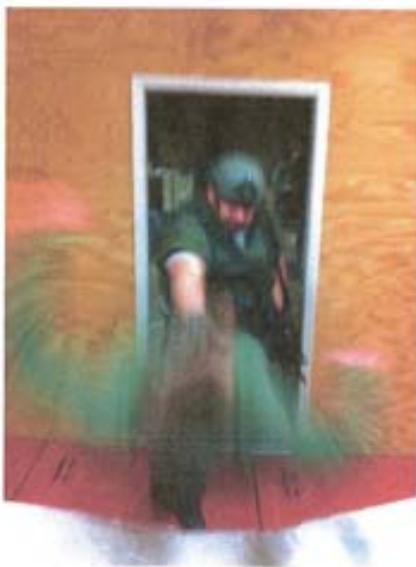
The CRT is the department's trained crisis negotiations element. These officers are trained and equipped to establish communication and build rapport with people who are in a state of crisis. Through the building of rapport and providing rational alternatives to the actions being threatened by the suspect the CRT has been very successful in ending tense situations by having the subject turn themselves over to the custody of law enforcement officers. The Superior Police Department CRT works closely with the Douglas County Sheriff's Department negotiation team and often works together as one unit.

Members of the ERT in 2015 were:

Sgt. Chris Kirchoff – Team Commander
Capt. Tom Champaigne - Team Leader
Sgt. Thor Trone - Sniper Element Leader
Sgt. Adam Poskozim
Capt. Bill Lear
Sgt. Paul Winterscheidt
Inv. Jeff Harriman – Assistant Team Leader
Officer Jeff Felton
Officer Todd Carlson
Officer Brian Davis
Officer Sean Holmgren
Officer Chris Woolery
Officer Adam Johnson
Officer Gary Gothner – armored vehicle operator
Officer Marc Letendre – team medic
Officer Gregory Swanson – Robot Operator

Members of the CRT in 2015 were:

Officer Vern Holsclaw
Officer Mike Kendall



Clearing a doorway during DAAT Training

Honor Guard

The Superior Police Honor Guard was formed in May of 2002. The Superior Police Honor Guard's primary function is to pay respect to fallen officers, to assist in lying to rest retired Superior Police Officers, and to support the family left behind. The Honor Guard is also asked to assist in official department functions or civic functions.

Members of our team have received formal training from the very distinguished Metropolitan Police Department of Washington D.C. Our formal dress uniforms are the dress coat, polished leather duty belt with a shoulder strap, stripped slacks and polished shoes.



Guard at the State Law Enforcement Memorial

In 2015, 133 officers lost their lives in the line of duty nationwide.

In 2015 the Superior Honor Guard attended the funeral service for 3 Officers killed in the line of duty in our region, representing the Superior Police Department.

- Officers from the Superior Police Honor Guard attended the funeral in Kiel WI for Trooper Trevor Casper of the Wisconsin State Patrol, who was shot in the line of duty.
- Officers from the Superior Police Honor Guard attended the funeral for Officer Ryan Copeland of the McFarland Police Department who was killed in a vehicle crash.
- Officers from the Superior Police Honor Guard attended the funeral for Deputy Steven Sandberg of the Aitkin Co Sheriff Dept MN who was shot in the line of duty.

The Superior Honor Guard also assisted in the funeral of USMC Holmquist in Burnett Co WI.

Each year we participate in the Law Enforcement Memorial Service that we share locally with the Duluth Police Department. The service is attended by local agencies, state agencies and the Thunder Bay Canada Police Department Honor Guard. The Honor Guard unit also attended the Memorial Service held each May at our Capital Building in Madison to represent the Superior Police Department and pay respect to our own officers who have died in the line of duty.

In addition to attending funerals, The Honor Guard will also perform color guard duties for special Law Enforcement events. These events include our annual awards ceremony, the annual Superior WI Cancer Walk and the Law Enforcement Supervisor's seminar hosted by our department.

The members that volunteer their time and serve with pride are: Sergeant. Adam Poskozim, Captain William Lear, Master Officer Gary Gothner, Master Officer Jeff Felton, Master Officer Todd Carlson, Investigator Jeff Harriman, Officer Mikala LeRette, Officer Christopher Woolery and Officer Marc Letendre.



Officers Gary Gothner, Todd Carlson & Bradley Esler at the State Law Enforcement Memorial in Madison

Dive Team

In 2004 the Superior Police Department partnered with the Superior Fire Department and the Douglas County Sheriff's Department to form a joint dive team. The team's equipment and training were funded through Regional Dive Team Grants in 2004, 2005, 2008 and 2009. Eight divers and two tenders received Public Safety Dive Training through Dive Rescue International and are certified as Public Safety Divers and Tenders. Additionally the team has received dry suit training, ice diving certification, underwater explosive device detection certification, light salvage / recover, underwater crime scene processing and surface supplied air training. The Dive Team conducts in-house training once a month in addition to formal training conducted by outside agencies.

The Superior/Douglas Dive Team is equipped with advanced dive gear such as diving helmets, dry-suits, full-faced masks/regulators, a surfaced supplied air system, an underwater communication system, underwater cameras and video equipment, an underwater remote operated vehicle, and an air bag lift system. In addition, the team has access to two boats from the police department and one from the sheriff's department. These range in size from 19 to 26 feet and give the team the ability to operate on Lake Superior, the Duluth/Superior Bay, and on inland lakes and rivers. During the ice free months the police boat is birthed on the bay to give the team the ability to quickly respond to a rescue or recovery operation.



The Superior/Douglas County Dive Team has a broad mission and is capable of carrying out many tasks. These include water rescue, evidence recovery, body recovery, light salvage / vehicle recovery, and ship hull searches. The team has conducted operations on Lake Superior, Duluth/Superior Bay, St. Louis River, as well as on inland lakes and rivers in Douglas County, St. Louis County, and other counties in Wisconsin. The team is capable of conducting operations year round, 24 hours a day, in zero visibility water.

In 2015, the Superior Dive team was called out to a car through the ice. The car had been involved in a number of burglaries and had stolen property in it when it sank. The vehicle was recovered and property was recovered. Additionally the dive team, in conjunction with the St. Louis County Rescue Squad, located and recovered a stolen Porsche in one of the harbor slips. The Porsche was recovered 20 years after it had been reported stolen. In 2015, the Superior/ Douglas County Dive Team assisted in the development of a Underwater Hazardous Device

Countermeasures course. This course was developed to be a national training program and was developed and being taught in conjunction with the FBI, DHS as well as major metropolitan police agencies. The very first course was taught in the twin ports harbor.



The Superior/Douglas County Dive Team continually trains to maintain a high proficiency in quick response for rescue and recovery situations. The Dive Team has established a close working connection with the St. Louis County Sheriff's Department and the Coast Guard Station Duluth and conducts most of the public safety diving in the Western Lake Superior region.



The Superior/Douglas Joint Dive Team currently has 7 members:

Police

SGT Chris Kirchoff
SGT Tom Champaigne
OFC Mike Kendall

Fire

FF Tom LeSage
FF Lane Halverson

Sheriff

SGT Tyler Edwards
DEP Ed Gallagher

Superior Police Auxiliary Unit

The Superior Police Auxiliary is a unit that was formed in 1957. The members of this unit volunteer their time assisting the police department with traffic control, crime and fire scene containment and much more. There are about 30 yearly functions at which the auxiliary members participate.

The Auxiliary Unit is coordinated by Sergeant Adam Poskozim and supervised by Community Policing Officer Bonnie Beste. At full staffing there are 20 members of the auxiliary unit. These men and women volunteer



approximately 1500 hours each year, and come from a wide range of backgrounds to include retired citizens, working parents and college students.

The members of this unit work in positions that would otherwise need to be filled by sworn officers of this organization. By taking these positions, taxpayer dollars are saved and the community benefits. In 2015 members also volunteered at many community events including Toys for Tots, Mighty Machines and the Dragon Boat Festival. The Superior Police Department is grateful to those that choose to volunteer their time on the Superior Police Auxiliary.



Superior Police Department & Wisconsin Law Enforcement Memorials

In 1962, President Kennedy proclaimed May 15 as National Peace Officers Memorial Day and the calendar week in which May 15 falls, as National Police Week. Established by a joint resolution of Congress in 1962, National Police Week pays special recognition to those law enforcement officers who have lost their lives in the line of duty for the safety and protection of others.

Every year during National Police Memorial week in May, hundreds of Wisconsin Police Officers, Sheriff Deputies and State Troopers, pay tribute to fallen officers at the State Law Enforcement Memorial in Madison. This memorial dedicated in 1998 is inscribed with the names of Wisconsin Officers that have died in the line of duty. Unfortunately, the Memorial will never be totally completed, as we know that additional officers will pay the ultimate sacrifice of giving their lives to protect and serve their communities in our State. Our department has always supported this important event at the State Capital.

Our City and Department has its own Police Memorial which is in the atrium of the Government Center. Our memorial is inscribed with the following: 'In Honor of Those Who Have Died And Dedicated To Those Who Live And Serve'. It is also engraved with the names of fallen Superior Police Officers: Officer Roy Willard Jackson, Officer Finlay Beaton, Sergeant Arthur Zimmerman, Constable A.G. (Adolf) Jacobson, Sergeant Robert John Fulton, and Officer Edward B. Retzer. Their names are also on the state memorial in Madison, and the National Law Enforcement Memorial in Washington, D.C.

We will never forget the sacrifices of our fallen comrades, and we are proud of our memorial and the state memorial in Madison.



Finlay Beaton, one of SPD officers who died in the line of duty.

Law Enforcement Chaplaincy Program

In 1998, a partnership was formed between the Superior Police Department and the Superior/Douglas County Ministerial Association (an association of local clergy from a diverse mix of denominational churches in our area). The growth of that partnership resulted in a volunteer Law Enforcement Chaplaincy Program beginning in the fall of 1998.

Our Chaplains serve in an on call rotational system for two weeks at a time throughout the year. They also are welcome to complete ride-along's with our officers as their schedules allow. Our Department is very fortunate and grateful to be involved with such a committed group of local clergy, who desire to serve our community through our Chaplaincy program.

Our Chaplains have been a wonderful resource to us as they assist us during times of crisis and in emergencies, meeting with families and providing support and care to our citizens and others when officers are overwhelmed and busy with other law enforcement responsibilities. Our Chaplains also assist us during a variety of special ceremonies in our community, including the Law Enforcement Memorial ceremony, and Awards ceremonies. We are very pleased that our Chaplaincy Program continues to successfully serve our community and our Department.

Citizens' Police Academy

In the fall of 2002 our department held its first Citizens' Police Academy. The program is held one evening each week, and runs for nine sessions over a period of eight weeks. Police Officers, Evidence Technicians, supervisors and detectives become teachers to give the community a better understanding of the true nature of police work. Participants are exposed to all aspects of our day to day operations.

The ultimate goal of the Citizens' Police Academy is to improve the relationship and rapport between the Superior Police Department and the citizens of the City of Superior. This program will give the citizens the opportunity to express their concerns and ask questions, as well as to gather a working knowledge of the day to day operations of the Police Department.

Our first academy was very successful, and we now conduct an academy annually. There are now over three hundred citizens who have graduated from our academy.