

# WISCONSIN STATE PATROL

## 1994 ANNUAL REPORT



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# THE DIVISION OF STATE PATROL

The background of the page features a large, light gray shield-shaped logo for the Wisconsin State Patrol. The logo contains the text "WISCONSIN STATE PATROL" in a stylized, outlined font. The shield has a white border and a dark gray interior.

WISCONSIN  
STATE  
PATROL

## **OUR VISION**

*People serving people with  
dignity and respect...  
enhancing a quality highway  
safety environment.*

## **OUR MISSION**

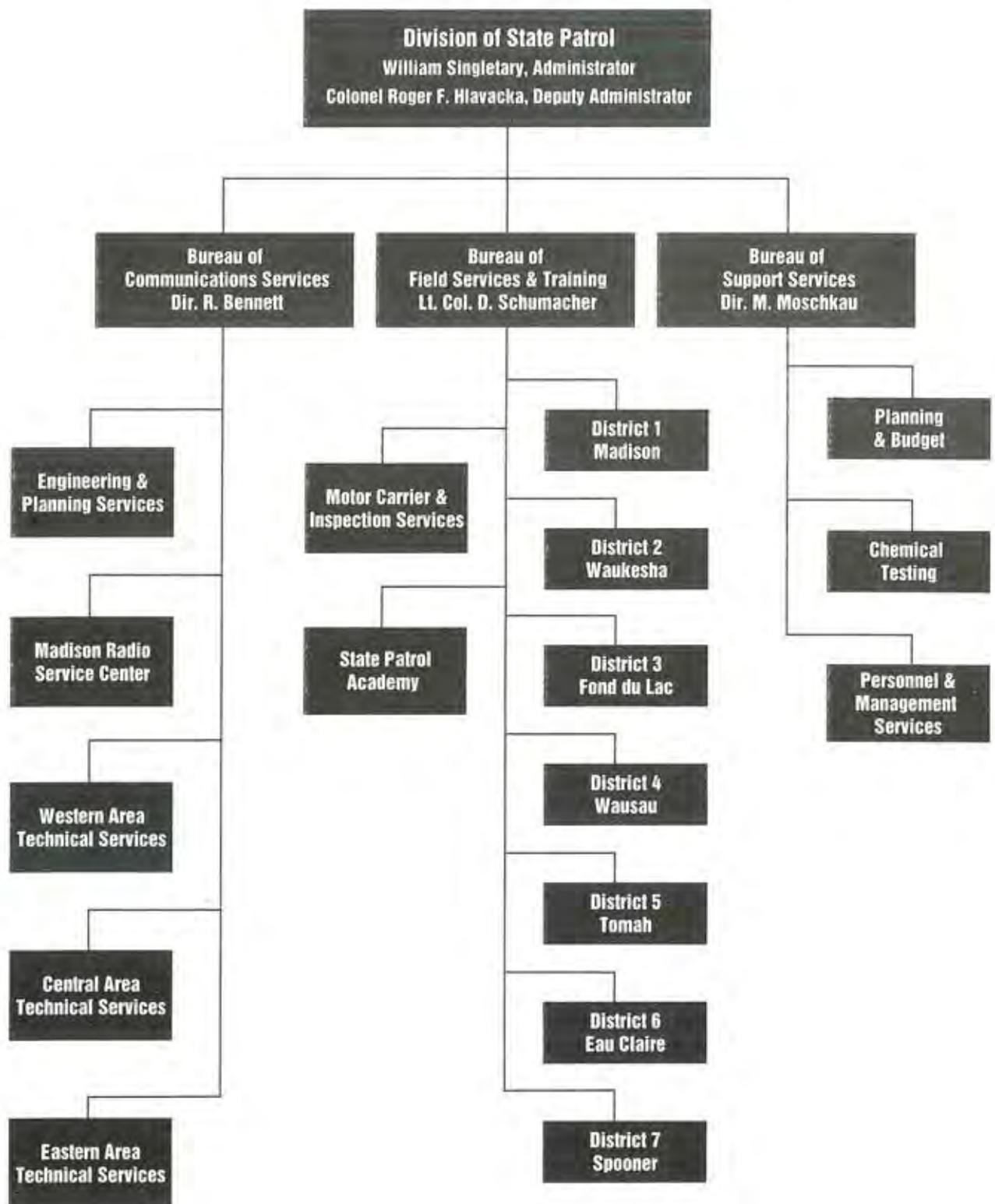
*To promote highway safety and  
enhance the quality of life for  
all Wisconsin citizens and visi-  
tors by providing professional,  
competent and compassionate  
law enforcement services.*

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# ORGANIZATION



# ADMINISTRATOR'S MESSAGE

TO: Charles H. Thompson, Secretary  
Wisconsin Department of Transportation

The Division of State Patrol is pleased to present for your review, the following Annual Report of activities for 1994. This report describes a variety of State Patrol highway safety planning and enforcement services. It also describes the many training and partnership activities that help make the Division a responsive law enforcement organization.

We have dedicated a great deal of time and effort this year to a comprehensive planning effort. This undertaking has been interesting, rewarding, and successful. Accomplishments include formulation of a vision and mission for the Division. In addition, a statement of values, important to our day-to-day operations, has been created. From these efforts, our major goals have emerged. We are in the midst of developing an operating plan that addresses these major goals.

This report reflects our planning and operations on behalf of highway safety. Our service is demonstrated by:

- The timely and courteous assistance to motorists in need of help.
- The fair and reasonable enforcement of traffic laws directed to the reduction of traffic-related deaths.
- The apprehension of criminals using Wisconsin's highways, particularly auto thieves and drug couriers.
- The efficient use of our resources in an effort to reduce costs while maintaining a high level of service.

We are very proud to report that the downward trend continues in our fifteen year fatality rate. In addition, the Wisconsin fatality rate continues to be well below the national average. During this fifteen year period, improvements in our training, as well as technological advancements, have worked together to achieve these safety improvements in our state's highway safety record.

We have been able to record this very significant decrease in highway fatalities by using an integrated approach to highway safety involving the following methods:

- Stringently enforcing Wisconsin laws related to driving while under the influence and improper speed, the common denominators of the majority of Wisconsin's rural traffic fatalities.
- Committing resources to educating the motoring public in such areas as safety belt use and the effects of alcohol and drug use when driving.
- Fostering closer cooperation of the motoring public in reporting highway safety hazards such as drunk drivers and hazardous road conditions.
- Enhancement of the Motor Carrier Safety Assistance Program with the addition of the Compliance Review Program. This program involves a rigorous heavy truck inspection effort linked to a safety education program for the trucking industry.

While I am proud to display the many meaningful efforts which are underway, I will be encouraging the further development of these fine programs so that we may, in the most efficient way, continue to serve our customers, the Wisconsin motoring public.

Sincerely,



William Singletary, Administrator



William Singletary, Administrator

## WISCONSIN AND U.S. MOTOR VEHICLE FATALITY RATES 15 YEAR SUMMARY



# DIVISION OF STATE PATROL: AN OVERVIEW OF 1994 ACCOMPLISHMENTS



*Colonel Roger F. Hlavacka  
Deputy Administrator*

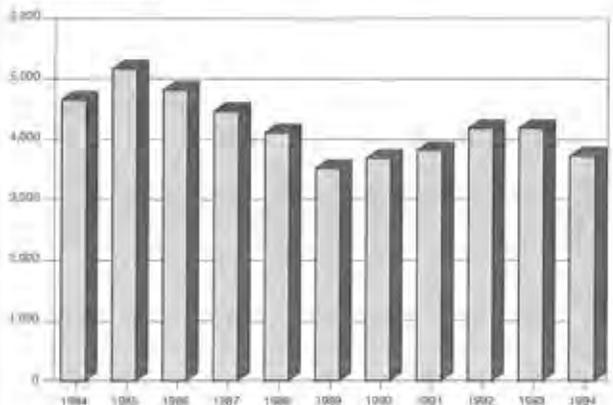
I am very proud of the people of the Wisconsin State Patrol. This report describes several of the larger safety related programs and projects we undertake in Wisconsin. It is, however, the day to day efforts of the individual members of our highway safety family that make motoring safety a reality in Wisconsin. I want to take this opportunity to express my appreciation for these individual and team efforts.

The Wisconsin State Patrol is one of the finest law enforcement agencies in the country. We believe in the importance of our work, in the people we serve and in ourselves as we are committed to continuously improving our service in the interest of a higher quality of life for our citizens.

## IMPROVING HIGHWAY SAFETY IS OUR FIRST PRIORITY

Planning for our highway safety operations in Wisconsin took center stage this year. We have established Major Goals and Operating Plan priorities. We are organizing our Project Action Teams (PAT). These teams will address our planning priorities by developing specific highway safety projects related to our major goals. This planning process draws much of its strength from the fact that all division staff have had an opportunity to identify planning topics. This annual report is filled with details related to our planning efforts and the many other highway safety successes of our organization.

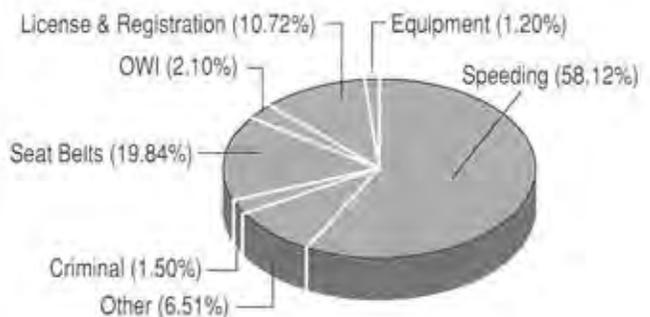
## OWI CITATIONS



The use of the latest speed detection equipment has helped us enforce our speed laws and gain voluntary compliance with our highway safety rules. In addition, we have more than two years experience with the use of mobile videotaping as a drunk driving prosecution tool. Preliminary indications point up the many benefits of this technology in our drunk driving mitigation program and as an evidence gathering tool in other law enforcement work.

The Pen Based Computer Project is another area of enforcement technology we are exploring. This project is initially being aimed at the record keeping needs of the Motor Carrier Safety Assistance, Size Weight and ambulance inspection programs.

## CITATIONS ISSUED IN 1994



We know that traffic crashes are not accidents, but avoidable events caused by a single variable or chain of variables. We are dedicated to reducing traffic fatalities and injuries by addressing the factors that cause them.

This report describes accomplishments in such areas as speed and drunk driving enforcement, drug interdiction, motor carrier enforcement, public education, law enforcement technique, inter-agency cooperation and training and development of a comprehensive planning effort.

## **OPERATING IN A BUSINESS LIKE MANNER**

Expanded enforcement authority and improved facilities and equipment have promoted the businesslike manner of our operations.

This year, the State Patrol completed its first year of operation with expanded police authority pursuant to 1993 Wisconsin Act 25. This change in the state statute granted full police authority to State Troopers and Inspectors.

Several of our district headquarters facilities have been remodeled in order to respond to the traffic law enforcement and education needs of our motoring public. Remodeling improvements have focused on improving communications and technical support facilities.

## **BUILDING AND MAINTAINING A POSITIVE ATTITUDE**

This year we have paid special attention to our need for improved dialogue within our organization. In addition to promoting division-wide participation in our operating plan development and related Project Action Teams, we have enhanced our division news letter. The "Division News" solicits articles from active and retired members of the State Patrol. We are convinced that all of our staff want to be involved and contribute to our mission of promoting highway safety. The "Division News" offers our highway safety family a way to proactively communicate with one another.

## **BUILDING PARTNERSHIPS**

Our trend toward inter-agency cooperation continued and expanded this year. In addition to our tradition of cooperation and service to local law enforcement agencies, we are very active in areas such as training, communications and enforcement technology consulting, public information and legislative planning and analysis services.

A wide variety of law enforcement-related training takes place at our State Patrol Academy. More than 2,000 law enforcement personnel participated in sixty-three training programs this year. These law enforcement students come from local, state and federal agencies.

Our Chemical Testing Section provides on-going technical support and training for the operators of the more than 250 breath alcohol testing devices (intoxylizers) operating throughout the state, at local police offices.

In another area of partnership building, our legislative planning and enforcement staff completed a revision of state rules and standards related to ambulance services (Trans 309). This work was undertaken in a spirit of cooperation and partnership with representatives from fire departments, private and volunteer ambulance services, and the vocational education system.

Another partnership building activity involved working with public and private organizations in order to improve the quality of our services. In 1994, the State Patrol cooperated in several enforcement efforts with local police agencies including:

- Special details related to Farm Progress Days
- Oktoberfest
- Iola Car show
- Highway 51 Drug Interdiction and
- Mobile Data Terminal Project development.

Consistent with this goal, which calls for inter-agency cooperation, several highway safety-related projects are underway that are supported by agencies of the federal government. These include the Federal Property Program and the Mobile Video Pilot Project. They are described later in this report.

In 1994, we continued our resource development activities with several federal agencies resulting in dollar and equipment benefits to enhance our highway safety and drug interdiction efforts. Our resource development pursuits included grant and contract negotiations with the National Highway Traffic Safety Administration to fund equipment purchases and training for our alcohol enforcement programs.

## **PROMOTING EDUCATION, TRAINING AND PERSONAL DEVELOPMENT**

We know that education, training, and personal development are goals that are fundamental to our pursuit of professional, competent, and compassionate law enforcement services. Our programs related to these goals are wide-ranging in scope and holistic in nature.

Basic training entrance requirements for our new officers have been strengthened considerably. Effective this year, with our 44th recruit class, officer candidate applicants must now possess the equivalent of sixty college credits. This higher standard will promote professionalism within our sworn staff.

The State Patrol Academy provides a variety of training in pursuit of these goals. One of these training activities is our specialized officer driving safety program at the Academy known as the Emergency Vehicle Operators Course (EVOC). This course is used to train officers in the proper use of police vehicles, under a variety of weather and road conditions.

This \$591,000 project was completed during the fall in cooperation with the Wisconsin National Guard, 229th Engineering Company at Fort McCoy and the Division of Highways.

Education of the motoring public regarding good highway safety habits is also an important element as we work to achieve our goals.

Our public information efforts improve highway safety through voluntary compliance with Wisconsin Traffic Laws. We feel our heavy emphasis in this area, including increased attention to safety belt use in the state, had a significant positive impact on the record high 64% safety belt usage and the reduction in the highway crash rate.

### **EMPHASIZING COURTESY, COMPASSION AND SERVICE**

State Patrol Troopers and Inspectors assisted a record number of motorists in 1994. These assists included routine calls to vehicle repair stations on behalf of stranded motorists as well as the rescue of persons from life threatening situations. Several thousand persons contacted Patrol facilities in 1994, seeking information, assistance and other services.

Other efforts include networking with several social welfare organizations. These include programs with the Salvation Army and Operation Food Pantry, which are designed to help stranded motorists and others in need. Since 1987, Our work with the Salvation Army, has helped more than 3,200 motorists with meals, bus tickets and other services with a value of over \$47,000. Services provided in this program have increased steadily over the past five years.

### **DEVELOPING LEADERSHIP**

We have developed several management and leadership related training programs at the Academy. These programs are offered to our division personnel and to local law enforcement supervisory staff. One of these, the two week Professional Supervisory Development program, was offered twice this year. Each of these classes was filled to capacity with state and local law enforcement supervisors.

In addition to formal leadership training at the Academy, we regularly participate in and attend extramural leadership training events and conferences with an eye to preparing tomorrow's leaders for their roles.

We are also formalizing our individual career development planning process within the division. This process promotes a proactive response on the part of division staff to the development of their role within the division and related training and development needs.

### **QUALITY IMPROVEMENT**

We recommitted our organization to quality improvement (QI) in 1994. We are accomplishing this through the development of a refined QI policy that calls for reorganization of Division roles and procedures related to this way of doing business. This policy calls for continuous Division-wide training and awareness of QI principles in conjunction with a more concentrated calendar of activities promoting the QI philosophy. Among the activities on this year's calendar are development projects related to New Employee Orientation; Radar Log Revision; Length Of Service Awards; Post Accident Inspection, and a review of First Responder Equipment needs of each officer in the field.

This recommitment to our QI effort is part of a learning process common to an organization which is striving to be proactive in its planning posture. Our customers, the Wisconsin motoring public, can feel confidence in our Division's willingness to examine, in a trustworthy way, the highway safety needs, policies and procedures that determine the way we operate.

### **AWARDS**

A number of Division staff received Meritorious Service Awards and Achievement Certificates for service above and beyond the call of duty. In several cases, Troopers performed life saving acts in life threatening situations. By any measure, the men and women of the Wisconsin State Patrol are heroes in the pursuit of highway safety. Details of their accomplishments and a summary of the 1994 awards appears later in this report.

These are the kinds of services to the motoring public that are making Wisconsin highways some of the safest in the nation. The Wisconsin Interstate Highway System has been the safest in the country for several years. Our challenge for the future is to build on these successes and continue our search for new and better methods to carry out our mission of promoting highway safety and enhancing the quality of life for all Wisconsin citizens and visitors.

## FIELD SERVICES AND TRAINING



*Lt. Colonel David L. Schumacher*  
*Director, Bureau of Field Services and Training*

### **BUREAU OF FIELD SERVICES AND TRAINING LEADERSHIP PHILOSOPHY**

This year will be remembered as a year of change in the leadership and organization of Division operations. With this change, a new era of principle-centered leadership was inaugurated. One of my primary leadership goals is to inspire Division staff, at all levels, to be proactive, as they strive, in their daily highway safety operations, to bridge the gap between the theoretical and the practical. Philosophically, this idea recognizes the mundane, day-to-day operations of our highway safety effort, while it puts before us the highest ideals of service to the public.

These ideals are embodied in our Strategic Plan. This Plan incorporates eight major goals for Division operations. These goals form the framework for the Division's six year Operating Plan.

### **NATIONAL RECOGNITION OF SAFETY EFFORTS**

The Wisconsin State Patrol won the 1993 National Chief's Safety Challenge. This program is sponsored by the International Association of Chiefs of Police and seeks to recognize those agencies that make highway safety a major priority. The Wisconsin State Patrol placed first in the State Police/Highway Patrol category for agencies that were of the same approximate size. As a first time entrant, the State Patrol was also named "Rookie of the Year."

The State Patrol was found to have excellent training programs for its officers relating to various areas of highway safety. Our public information and education efforts were also commended. These include our safety talks at schools, especially the "Little Convincer" program. This program encourages young children to wear their seat belts through games and songs. A

program aimed at first and second-graders was also presented at schools throughout Wisconsin. It involved the crash test dummies, Vince and Larry, and a rap song.

Enforcement is a very important element of the State Patrol's highway safety campaign. We are working towards the "75% by '95" goal, established by the National Highway Safety Administration, for seat belt usage. Combining public information and strict enforcement of restraint laws, the State Patrol was declared the best agency in the nation for our size in promoting highway safety.

### **TAKING A LEADERSHIP ROLE IN DEVELOPING NEW TECHNOLOGIES**

The Wisconsin State Patrol was awarded a grant by the Federal Highway Administration (FHWA) to test a project involving Intelligent Transportation Systems (ITS). Nearly 100 groups submitted bids to take part in the test projects, and the State Patrol was one of 17 that was approved by FHWA.

State Patrol personnel developed a plan that would team Wisconsin with Minnesota in order to keep unsafe vehicles and drivers off of the roads. The test calls for the purchase of three license plate scanners. These would be placed at weigh stations along the westbound side of I90/94 in Wisconsin. A vehicle coming in to the weigh station would have its license plate read by the scanner. A database would then be searched, and if the vehicle or driver had been previously placed out of service, a Wisconsin State Patrol Inspector would be notified so that he or she could give that vehicle a more thorough inspection.

The program would also link Minnesota's computer system to Wisconsin's. The State Patrol has developed a communications system that provides a real-time link between every inspection site/weigh station in the state. If a vehicle or driver is placed out-of-service (OOS) because of equipment violations or driver problems, all the Inspectors in the state have access to that information. The Wisconsin State Patrol is the only inspection agency in the nation to have such a system. We will add Minnesota's 24-hour weigh station at St. Croix, just across the Mississippi River from Wisconsin, to the communication system as a part of this project.

Any vehicle or driver operating after being placed OOS in Wisconsin will have a greater chance of being apprehended after the license plate scanners are in place, as these provide instant access to records. The communications link with Minnesota will enable Minnesota Inspectors to stop those who leave Wisconsin sites after they are closed.

The Wisconsin State Patrol will be the project leader for this effort. We have received \$250,000 from the National Highway Traffic Safety Administration to fund the purchase of the license plate scanners, and to develop the computer link with Minnesota. The State Patrol is taking a leading role in developing and implementing 21st century technologies today.

## NEW GAS MASKS ACQUIRED

The State Patrol found itself with a problem two years ago. Our gas masks were approximately 25 years old. Many were in disrepair and replacement parts were no longer available. State Patrol personnel discovered that the Department of Defense had surplus gas masks, but they were routinely destroyed because of existing regulations. Representatives from the State Patrol, over the course of 18 months, developed regular contacts with representatives of the Department of Defense, the United States Attorney's office, and our Wisconsin congressional delegation, to acquire these surplus masks.

After a great deal of negotiation the gas masks and filters were acquired. The cost of these items, had we purchased them, would have been in excess of \$100,000. Our actual costs, for shipping, were approximately \$500. Through the persistence of State Patrol personnel, we received first-rate equipment at little cost to the taxpayers of Wisconsin.

## STATE PATROL PERSONNEL RECEIVE IMPROVED WEAPONS

Beginning in 1987, the State Patrol made the transition from the traditional law enforcement weapon, the service revolver, to the semi-automatic pistol. The P-85 pistol was acquired for Division personnel from Ruger. During the ensuing years, the weapons were improved and modified. As a result, the State Patrol had different versions of the pistol in the field. The lack of uniformity created problems in providing repair parts.

An arrangement was made to exchange the Division's Ruger P-85 pistols for the improved P-89 model. These pistols offered the very latest in technology and are made of stainless steel, which increases the durability and life expectancy of the weapon. All State Patrol personnel now have the new pistol.

## EMERGENCY VEHICLE OPERATORS COURSE CONSTRUCTED

The Wisconsin State Patrol Academy, located at Fort McCoy, recently leased an additional 35.7 acres adjacent to the Academy for the construction of an Emergency Vehicle Operators Course (EVOC). The site development began in 1993 with the clearing of trees, stump removal and grade work by the Wisconsin Army National Guard's 229th Engineer Company. In 1994, the Army Guard hauled more than 12,000 cubic yards of crushed rock for the course.

The EVOC will expand the capability of the Academy to provide comprehensive basic and advanced training programs that are offered to both State Patrol personnel and representatives from other law enforcement agencies. The EVOC allows training in defensive driving techniques, pursuit strategies and other areas of vehicle operation that are an important element of the State Patrol's enforcement duties. The course will also allow the Academy to provide operator training for non-emergency vehicles, including the Motorcycle Safety Foundation's "Safe Rider" program.

## POLICE COMMUNICATIONS OPERATORS

Our Police Communications Operators (PCO) continue to respond to the information and communications needs of our Troopers and Inspectors on the road, the motoring public at district headquarters, and the local and national law enforcement agencies on the teletype system.

Our PCO staff have experienced a considerable increase in the volume of services that they provide. Over the past six years, with no increase in staff, we have increased our mobile communications traffic by 34%, our teletype traffic by 12%, and our warrant/want traffic by 51%.

Our driver and registration history file capabilities continue to be a significant tool for local agencies. We continue to assist local police agencies with the identification and apprehension of suspects.

These are but a few examples of the "behind the scenes" services provided by the Police Communications Operators of the Wisconsin State Patrol in support of our Troopers, Inspectors, and police agencies throughout the nation.



*State Patrol Communications Operators provide 24-hour communications services using the latest technology.*

## MOTOR CARRIER INSPECTION SERVICES



*Captain Robert B. Young  
Chief, Motor Carrier Inspection Services*

### PORTABLE WEIGH-IN-MOTION SYSTEM (PWIM)

From the on-line motor carrier enforcement computer system to the upcoming pen-based notebook project and Mobile Data terminals in the cruisers, the Division's Motor Carrier Enforcement program has been using new technology to become more efficient. This efficiency has reduced the down time for motor carriers stopped at inspection facilities and on the road. The computer, mobile data terminals, and other technology have become very useful tools in the motor carrier enforcement field.

The Portable Weigh-In-Motion system (PWIM) is another enforcement tool acquired by the Division as the result of technology. Currently Districts Five and One have the Division's two new systems. The PWIM system, which is based on the theory of capacitance—measuring the difference in frequency caused when a truck crosses the load sensors—enables enforcement personnel to screen a large volume of trucks more efficiently. The PWIM system helps State Patrol Inspectors determine which trucks may be in violation of Wisconsin weight limitations. When a violation is detected on the PWIM, the unit is pulled off to the side and weighed statically on the portable wheel weighers. This method saves both the motor carrier industry and enforcement personnel time and reduces the number of trucks having to be weighed on the PAT wheel weighers by targeting units that have been screened as possible overloads on the PWIM system.

### MCSAP INSPECTIONS 1994



The mission of the Motor Carrier and Inspection Services Section is to preserve our state highways and to promote a safe transportation environment. The Motor Carrier Inspection Program is comprised of two related but distinct programs. These are the Size-Weight and the Motor Carrier Safety Assistance programs (MCSAP).

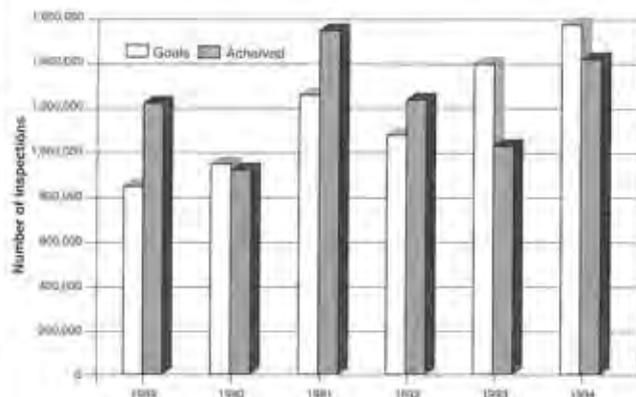
In the Size-Weight Program, State Patrol Inspectors provided more than 51,500 hours of truck size and weight regulation enforcement in 1994. This is a decrease of 7,658 hours dedicated to this program over the previous year.



*In 1994 the State Patrol conducted 1,001 ambulance inspections.*

In 1994, State Patrol Inspectors weighed more than 1.3 million trucks and issued more than 28,000 Motor Carrier Incident Reports for size, weight, registration and driver license violations. In addition, over 25,000 Motor Carrier Inspection Reports were written for noncompliance with state and federal motor carrier safety regulations. Inspectors issued nearly 15,000 citations for truck size and weight violations. They also ordered over 9,000 vehicles and drivers out of service for noncompliance with safety regulations.

### COMPARISON OF ANNUAL SIZE WEIGHT INSPECTIONS



## 1994 MCSAP ACCOMPLISHMENTS INSPECTION DATA

MCSAP (Motor Carrier Safety Assistance Program), in its 10th year of implementation, is a federally funded, national program that addresses highway safety by inspecting commercial motor vehicles (CMV), conducting driver interviews, and taking enforcement actions on detected violations. It also promotes commercial motor vehicle/highway safety education and safety initiatives that work to reduce highway accidents involving commercial vehicles.

With the Division's Strategic Plan as a foundation, MCSAP works on building partnerships by fostering positive relationships with public and private entities to improve the quality of its service. Taking a proactive approach to commercial motor vehicle safety, MCSAP is improving highway safety by encouraging voluntary compliance through education, enforcement, and service.

MCSAP accomplishments include:

### ■ TRAFFIC ENFORCEMENT PROGRAM

Selected Troopers and Inspectors conduct MCSAP walk-around and driver inspections. The purpose is to enforce CMV safety by identifying fatigue, drug, or alcohol-impaired drivers who have been stopped following moving violations. Seven laser devices are used in this enforcement program.

### ■ POST-ACCIDENT INSPECTION PROGRAM

At the request of officers investigating accidents, Wisconsin State Patrol Inspectors conduct thorough driver and vehicle inspections on commercial vehicles involved in accidents.

Generally, these accidents are ones involving fatalities, serious injuries, or hazardous materials spills. Post-accident inspections aid in determining accident cause.

### ■ REINSPECTION ACTIVITIES

The Commercial Motor Vehicle Alliance and the Federal Highway Administration suggest that states conduct reinspection on a minimum of 15% of all inspected vehicles placed out-of-service. Reinspection has been an emphasis area for Wisconsin. Through intra-division awareness training, we conducted reinspection on more than 25% of out-of-service inspections in 1994.

### ■ EDUCATION

Encouraging voluntary compliance of CMV safety regulations is an important part of the MCSAP Program. Public education is provided throughout the year and ranges from presentations directed towards particular industry concerns, to general CMV safety issues, to technical classroom training and telephone conferences. The Division sees education as the cornerstone of the MCSAP.

### ■ COMPLIANCE REVIEW PROGRAM

We have incorporated the Compliance Review Program into the MCSAP program. Conducting Compliance Reviews gives MCSAP inspectors an opportunity to get into motor carrier offices where they can examine records and conduct interviews to assure that the carrier understands the regulations and adheres to them. It is also an opportunity to provide education and build a basis for trust and respect for the law.



*Modern truck scale and inspection facilities aid our highway safety and preservation efforts.*



*In 1994 we saw the completion of 23,000 truck inspections.*

### ■ CMV ACCIDENT DATA COLLECTION

Using data collection criteria established by the National Governors Association, we collect data on CMVs involved in accidents. This data is transferred to FHWA in Washington, D.C. where it is compiled with similar data on CMV accidents from other states. FHWA studies this data to determine accident causation so that new strategies can be developed to promote CMV highway safety.

With accomplishments of dedicated Inspectors and a program that continuously expands and moves forward, the Wisconsin MCSAP has evolved into a very complex program. In 1994, we saw the completion of 23,000 basic inspections (of those about 1,200 were conducted on vehicles transporting hazardous materials), 1,500 portable MCSAP inspection/size-weight contacts, and 1,500 traffic enforcement inspections.

## WISCONSIN STATE PATROL ACADEMY

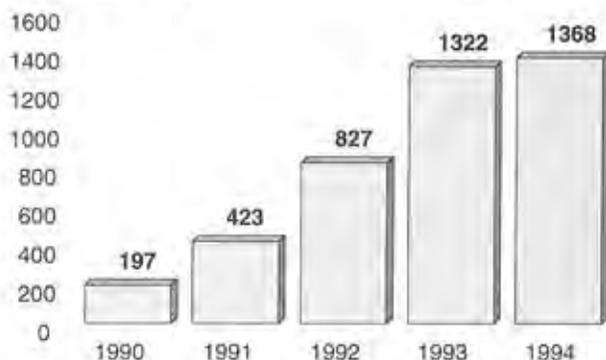


*Major Michael Moore  
Director of Training*

The Wisconsin State Patrol Academy is proud to announce the completion of a successful 1994 training year. The success of the Academy is the result of meaningful, contemporary training by competent and dedicated instructors and staff. This competence and dedication makes the "Training For Excellence" concept a reality.

Over 2,200 students received training in 63 programs conducted at the State Patrol Academy. A broad selection of programs were offered on a wide range of topics such as management, instructor development, traffic law, motor carrier enforcement, traffic crash investigation, speed enforcement, firearms, defense and arrest tactics, and communications skill such as verbal judo. The Academy provided training to Division personnel, County and Municipal law enforcement officers, police communications officers, and military personnel. Even 4 H groups were given instruction on hunting and general safety rules.

### DRUG INTERDICTION



A portion of this training is presented in partnership with other law enforcement agencies. During 1994, the Wisconsin State Patrol Academy coordinated the efforts of the Illinois State Police and the Wisconsin Department of Justice in order to present training for Drug Abuse Resistance Education or what is known as the (D.A.R.E.) Officer Training course. This instruction assists police officers in providing guidance and education to school age children and the community, creating an awareness of the dangers of controlled substance abuse.

In addition to our specialized training programs and our annual inservice training for division personnel, the Academy also conducted basic training for members of the 44th Recruit Class. On July 11th, the Academy began its training program for the largest recruit class in the history of the Wisconsin State Patrol. Forty eight candidates were offered employment for the comprehensive 22 week training program which concluded on December 9th. The cadets received education on General Police Subjects, General Law, Traffic Law, Traffic Crash Investigation, RADAR and speed enforcement, and First Responder training.

# WISCONSIN STATE PATROL DISTRICT REPORTS

## DISTRICT 1

4845 E. Washington Avenue  
Madison, WI 53704  
(608) 246-3220



**CAPTAIN  
ALVIN L. BISHOP**



|                           |                |
|---------------------------|----------------|
| <b>TROOPERS</b> .....     | <b>64</b>      |
| <b>INSPECTORS</b> .....   | <b>24</b>      |
| <b>TRUCK SCALES</b> ..... | <b>5</b>       |
| <b>POPULATION</b> .....   | <b>714,487</b> |

This report focuses on several accomplishments related to the Division's Strategic and Operating Plan. From both plans we have derived a measure of hope in 1994. We have shared in some happiness with the retirement of friends, the birth of children, and the marriage of daughters and sons. We have also had our share of sadness with the death of friends and co-workers. It is with this thought in mind that I dedicate this portion of the Annual Report to Trooper John Horak and Inspector Johnny Jackson.

District One personnel have built partnerships with both State and Federal agencies. Our personnel, through their enforcement action, have attracted the attention of the TV series, "Real Stories of the Highway Patrol." We have participated in a variety of highway safety education programs including the Little Convincer Program (an elementary school safety belt education program) and information booths at our State and county fairs. Untold numbers of special detail hours have gone into putting the customer first, whether they be kindergartners or Governor Thompson.

Through our efforts with the Little Convincer Program, we have received requests for additional presentations of this program from all over southwestern Wisconsin, northern Illinois, and now from the Dane County Head Start office. During the summer, Trooper Paul Greiner and Sergeant Heinle presented the Little Convincer Program to Department of Transportation Secretary Charles Thompson and his administrative council. Numerous Little Convincer programs were given to kindergartners in our eight county area.

Our Police Communications Operators (PCOs) and office staff are taking care of the Department of Natural Resources (DNR) Hotline (a special telephone number for the public to use to report

DNR related violations). The PCOs handle numerous calls for us including the Division of Emergency Government's calls during an emergency (tornadoes, flash floods, spills, etc.). During construction they take care of the Division of Highway's changeable message signs.

At District One, we owe much of our success to our office staff. They have pulled together and prioritized their workload to benefit the whole District.

## DISTRICT 2

21115 Highway 18  
Waukesha, WI 53186-2985  
(414) 785-4700



**CAPTAIN  
DONALD R. HOLT**



|                           |                  |
|---------------------------|------------------|
| <b>TROOPERS</b> .....     | <b>51</b>        |
| <b>INSPECTORS</b> .....   | <b>24</b>        |
| <b>TRUCK SCALES</b> ..... | <b>2</b>         |
| <b>POPULATION</b> .....   | <b>1,709,988</b> |

We pursue our partnership-building goals through training, education and enforcement at all levels, within our agency and in efforts involving other law enforcement agencies.

Training is an issue at the forefront of law enforcement today. As society becomes more technology based, professionals are faced with the need for recurring training. In 1994, three members of our management staff attended advanced training at the FBI Academy in Quantico, VA and at the IACP Training Seminars held in Wisconsin. This advanced training sharpened skills in leadership, resource allocation, critical incident management, constitutional law, instructor development and media relations. Other members of the district capitalized on training opportunities presented around Wisconsin such as: Milwaukee County Sheriff Richard Artison's "Attitude is Everything", Dr. George Thompson's "Verbal Judo" and NHTSA's Press Information Officer Instructor course, to name a few.

Information sharing sessions were held at district headquarters, sheriff's departments, and at remote locations for 'hands on' learning. Over twenty law enforcement agencies and members of district and defense attorneys offices attended our information program on Operating a Motor Vehicle While Intoxicated, Operating After Suspension, and Operating After Revocation violations. "Hands On" sessions were held at various police departments around the district.

Educational programs play a major role in District Two. Our troopers and inspectors gave presentations on seatbelt enforcement, impaired driving, drug interdiction, and safe driving techniques at schools, local businesses and the Wisconsin State Fair. We also provided public awareness programs entitled the



■ One of our most successful partnerships is the Anti-Vehicle Crime Association of Wisconsin. This is a non-profit organization made up of representatives from law enforcement, insurance and other interested parties. District officers were instrumental in organizing the association and serve on the board of directors.

In today's complex society, government agencies are learning to cooperate for mutual benefit. We have found a wealth of answers to management and law enforcement problems through the partnership process.

## DISTRICT 5

Route 3, Box 604  
(190, Tomah Exit, Hwy. 131)  
Tomah, WI 54660-0604  
(608) 372-5998



**CAPTAIN  
MICHAEL A. MOORE**



|                    |         |
|--------------------|---------|
| TROOPERS .....     | 46      |
| INSPECTORS .....   | 11      |
| TRUCK SCALES ..... | 3       |
| POPULATION .....   | 231,853 |

During 1994, District 5 participated in three substantial extraordinary highway construction enforcement projects. The construction projects occurred in Juneau, Monroe, and LaCrosse counties on I-90 and I-94. The Juneau County and Monroe County mitigation projects resulted in utilizing all of the District 5 troopers, with the largest project occurring in Juneau County. With funding provided through a federal grant, we provided traffic monitoring and special enforcement efforts in the construction zone on I-90/94 in Juneau County.

Prior to commencement of highway construction activities, plans were made by personnel from District Four Highways and District Five State Patrol to address several concerns related to this special enforcement effort. It was agreed that:

1. Division of State Patrol personnel would be utilized to provide on-scene traffic control and traffic enforcement services within the construction zone and at each of the approaches to the construction zone.
2. Division of State Patrol personnel would be utilized to provide traffic control and traffic enforcement services on the established by-pass route during high volume traffic periods when lengthy back-ups were likely or when the by-pass route was activated.

3. The District Five Communications Center would provide service through the coordination and control of electronic message signs located at each of the approaches to the construction zone.

This year we hosted the annual meeting between the Division of Highways and Division of State Patrol District staff personnel, in which mutual concerns were identified and discussed. Our spirit of mutual cooperation and interest in traffic safety has served to maintain our communications with the Division of Highways. We look forward to successful construction zone enforcement projects in years to come, as we maintain highway safety as our first priority.

## DISTRICT 6

5505 Hwy. 53 South  
(Hwy. 53 South at I 94)  
Eau Claire, WI 54701-5005  
(715) 839-3800



**CAPTAIN  
MARSHA M. WILEY**



|                    |         |
|--------------------|---------|
| TROOPERS .....     | 49      |
| INSPECTORS .....   | 15      |
| TRUCK SCALES ..... | 2       |
| POPULATION .....   | 352,970 |

Marijuana...Cocaine...“Crack Cocaine”...LSD...Psilocybin Mushrooms...Heroin...Methamphetamine. All of these illegal drugs were found and seized by District 6 troopers and inspectors during 1994. Some were found more often than others. Many arrests led to seizures and forfeitures of large quantities of U.S. currency and vehicles that the drug traffickers used to transport their illegal and dangerous product.

In 1994, enforcement personnel from the Eau Claire District distinguished themselves by their activities in “Operation Badger,” the Division’s Highway Drug Interdiction Program. By using regular and up-to-date training provided by our supervisors and the experience gleaned from many prior arrests, seizures and forfeitures, the officers from District 6 continued to remove drugs, weapons and drugged drivers from our highways.

Making our streets and highways safe for all who use them, and decreasing the violence associated with the drug trade, requires a team effort. During 1994, District 6 continued to build and maintain existing partnerships with other districts and local agencies, as well as, state and federal drug enforcement agencies. These included the West Central Drug Task Force, St. Croix Valley Drug Task Force, Wisconsin Department of Justice (DOJ) - Division of Narcotics Enforcement (DNE), Federal Bureau of

Investigation (FBI), Drug Enforcement Administration (DEA), and the U.S. Attorney's Office - Western District.

Working in conjunction with DOJ-DNE (Eau Claire), we facilitated the creation of the Major Seizure Alert Sheet, which documents all cases of the Wisconsin State Patrol and DNE. This document and updated seizure/arrest data is provided to all District sworn personnel on a routine basis.

Through the use of proven interdiction tactics and techniques, District 6 Troopers and Inspectors were able to locate and take enforcement action for many other criminal violations, including illegal and concealed weapons, stolen vehicles and property, and various felony and non-felony warrant clearances.

During calendar year 1994, marijuana continued to be the drug found most during our interdiction efforts. This was closely followed by arrests for possession of drug paraphernalia. We continued to find large quantities of cocaine base or "crack" cocaine. This is partly attributed to the fact that the Interstate system runs through the heart of District 6. This highway network connects major distribution cities such as Detroit and Chicago with the Minneapolis/St. Paul area. Cocaine, LSD, hallucinogenic mushrooms, heroin and methamphetamine were found in lesser quantities during 1994.

## DISTRICT 7

P.O.Box 80  
 (Junction Hwys. 253 & 63)  
 Spooner, WI 54801-0080  
 (715) 635-2141



**CAPTAIN  
 RICHARD C.  
 FANKHAUSER**

|                    |         |
|--------------------|---------|
| TROOPERS .....     | 30      |
| INSPECTORS .....   | 8       |
| TRUCK SCALES ..... | 1       |
| POPULATION .....   | 225,462 |

One of the Division of State Patrol's major goals of the Strategic Plan is "Building Partnerships." This is defined as "Fostering positive relationships with public and private entities and the community at large to improve the quality of our service".

A strong emphasis has been placed on establishing coordination of work efforts with bordering police agencies of Minnesota and Michigan. Departments of different states come together to discuss ways of better servicing the users of our respective highways and communities. The guest list for the first meeting

involved representatives from northwestern Wisconsin and Minnesota Sheriff's Departments, the Minnesota State Patrol, Superior and Duluth Police Departments and Wisconsin DOT personnel.

Special requests have been made throughout the year from local departments for assistance from District Seven:

- The acquisition of radar units and training was a goal of the Douglas County Sheriff. With the assistance of District Seven personnel, the sheriff received outstanding support in his endeavor to obtain radar equipment and training.
- The assistance of the District's accident reconstructionist has been used by many departments to more thoroughly and professionally complete their accident investigations.
- Various special details have been coordinated with several police and sheriff's departments. Several aircraft and OWI details were scheduled with other local agencies.

Building partnerships with State agencies involved the Department of Natural Resources and Department of Transportation-Highways. District Seven personnel agreed to provide assistance to the DNR for a snowmobile detail on three different days. Two supervisory staff members presented a winter maintenance workshop to area County Highway Commissioners and maintenance personnel. These efforts represent our ongoing efforts to better serve the public and work in a more partnership-oriented way with organizations which share our public safety mission.

## MOTOR CARRIER

P.O. Box 7912  
 4802 Sheboygan Avenue  
 Hill Farms State Trans. Bldg., Rm. 551  
 Madison, WI 53707-7912  
 (608) 267-9522



**CAPTAIN  
 ROBERT B. YOUNG  
 ASSISTANT DIRECTOR  
 BUREAU OF DISTRICT OPERATIONS**



**STATEWIDE MOTOR CARRIER  
 ENFORCEMENT PROGRAM**

# COMMUNICATIONS



*Robert L. Bennett, Director,  
Bureau of Communications Services (BOCS)*

Welcome to the Bureau of Communications Services portion of this Annual Report. We extend a cordial invitation to spend a few moments with us while we share our experiences and accomplishments of the past year. We trust that you will enjoy receiving new information about our program. If you are a colleague or associate, I hope that you will enjoy the memories and progress we have made together.

One of the areas of progress we have made is the incorporation of Quality Improvement principles into our operating philosophy. Service to our customers: Police communications officers, troopers and inspectors, is our primary concern.

## ENGINEERING AND PLANNING SERVICES



*Richard J. Shulak  
Deputy Bureau Director  
Engineering and Planning Services*

Engineering and Planning, headed by Deputy Director, R.J. Shulak is responsible for engineering work for the State Communications System. This includes software for computations and calculations necessary for system analysis and design work for

system improvements. Mr. Shulak coordinates system planning. He also supervises the three field technical service sections and the Madison Radio Service Center. All supervisory activities are undertaken using appropriate quality improvement principles.

1994 Quality Improvement highlights for the Bureau of Communications Services included:

- New tower sites at Spooner, Shell Lake, Eau Claire, Oxford, and Bennett.
- Mobile Data Terminal pilot projects.
- Police Communication Operator training at the Academy.
- Annual equipment replacement program.
- Statewide Radio Plan.
- New designs of systems and equipment.
- Radio replacement project.

We were very busy maintaining the current system, installing new equipment and designing new products and processes to improve our operations and planning for future technology changes. In this regard we are in the midst of a comprehensive planning and implementation process related to mobile data communication system to service Division communications needs and the needs of local law enforcement agencies state wide. We tried very hard to be responsive and sensitive to the needs of the state-wide communications network by incorporating Quality Improvement principles into our daily operations.

All bureau employees received Quality Improvement training. We look to the new year with renewed vigor and enthusiasm. We trust that you have been pleased with our products and services as much as we have enjoyed bringing them to you. We intend that our relationship will continue to be productive and satisfying.

### WINTER WEATHER WARNING SYSTEM

This past year the BOCS made an effort to complete the Winter Weather Warning System (WWWS) pilot project. This project allows highway sensors, that had data acquisitions made via phone lines, to now have them made via VHF radio and the Statewide Microwave Network. The four pilot sites are in Iowa, Columbia, Dane and Jefferson counties. The sensors are imbedded in highways I-51, I-90, and I-94.

This pilot did not come to bear fruit without some problems. It was difficult to find a data only frequency that would work well and when we did it was adjacent to a frequency used by several power companies throughout the state. We were fortunate to come to an agreement with the Wisconsin Power and Light Company that allows us to operate on the frequency we wanted throughout a large portion of Wisconsin. We may encounter some more adjacent frequency problems as we implement the system statewide, but are confident we will overcome these also.

The pilot has proven the radio linked WWWS system to be very reliable and have a much faster data acquisition time than the phone line system.

## **WESTERN AREA TECHNICAL SERVICES (WATS)**



*Brian Hudson, Chief*

### **NEW TOWERS/BUILDINGS**

New equipment buildings and communications towers were constructed this year at the Bennett and Shell Lake sites.

These consisted of the construction of new, well insulated equipment buildings with efficient heating and cooling, lightning protection, and cable supports. The new towers are constructed to meet the DILHR stress loading code.

At the Bennett site, construction was undertaken to replace an old building in poor condition. The tower was replaced because it was overstressed and no longer met the DILHR code. At Shell Lake, a completely new tower site was developed. It was built to provide better coverage and allow replacement of the overstressed tower at the District 7 headquarters. This was accomplished with a smaller self-supporting tower.

### **NEW REPAIR FACILITY CONSTRUCTION**

Construction has begun on new communications repair facilities at the District 5 and District 7 HQs. This construction will provide the Wisconsin State Patrol with new state-of-the-art facilities for the maintenance and repair of the communications system.

As part of the project at District 7 a new 100' tower was constructed and operation moved onto it. This allowed the old overstressed tower to be removed. The old tower, besides being overstressed, was a safety concern, with guy anchors very close to two main highways. The new tower meets the current stress code and is of a self support design which does not use guy cables.

### **MICROWAVE UP-DATE**

Work continues on the replacement of analog microwave equipment with new digital microwave equipment in the Statewide Microwave Network. The replacement of this

equipment is a major project for the bureau. Work also continues on the maintenance and improvement of the Statewide Communications Network. These system improvements provided better service for all users. Federal users benefitted with stabilization of their digital voice privacy system.

### **REACHING FOR HIGH-TECH**

New communications services were introduced. These include: The Division of Highways Winter Weather Warning Service system; cellular telephones for key DSP users and the Mobile Data Terminal (MDT) project. The first phase of the MDT project was installed by early 1995.

### **NEW TOWERS AND BUILDINGS**

The buildings and towers were replaced at several WATS locations this year. The old towers were stressed beyond the current National Standards and the buildings were old and difficult to maintain and heat. The new towers and buildings are state-of-the-art for communications facilities and provide adequate housing for sensitive and expensive equipment. The buildings are very well insulated with automatic climate control. They are equipped with the latest in grounding and lightning protection and have excellent cable support systems. They also have new emergency power generators that are propane fueled to eliminate soil contamination.

## **SOUTHERN AREA TECHNICAL SERVICES**



*Geoffrey Snyder, Chief*

### **WINTER WEATHER WARNING SYSTEM**

The Southern Area Technical Services section has completed phase one of the Wisconsin Winter Weather Warning System radio installations. This project involves using radio links to connect the weather stations on the side of Wisconsin's highways to the computer at Hill Farms in Madison. These weather stations monitor road conditions, wind speed and temperature and have been in service for a few years. The data from the towers is sent to the district headquarters. At this point four of the remote weather stations are operating through our tower sites. The completion of this project is projected for early 1995.

## DIGITAL MICROWAVE

The replacement of the analog microwave continues with the replacement of the equipment from Hill Farms to District 4 headquarters. The next replacement of analog microwave will be from Hill Farms to the District Two Headquarters in early 1995.

## NEW TOWER SITES

A radio site was added for the District Two area in downtown Milwaukee. The site is located on the roof of a 14-story office building near the Milwaukee County court office. The District Four Oxford tower was also added to the District One site. This tower covers the Wisconsin Dells area.

## DIGITAL LOGGING RECORDER.

District Two received a new logging recorder that stores the audio from radio and phone communications digitally on a small 8mm tape. Each radio or phone conversation is stamped with the starting and ending time.

## NORTHEASTERN AREA TECHNICAL SERVICES (NATS)



*James F. Lohff, Chief*

A new tower site near Oxford, in Adams county was put into operation during the summer of 1994. Radio base stations for District One, District Four, and District Five operate from the site, providing coverage along the heavily traveled I90-94, Hwy 13, and Hwy 78-51 corridors. The facility consists of a 300 foot microwave tower, and a energy efficient building to house the electronic equipment. Extensive lightning and AC power surge protection systems were installed to safeguard the sophisticated electronics equipment at the site.

The facility will replace a Department of Natural Resources (DNR) owned site near Necedah, consisting of an old lookout tower and uninsulated concrete hut.

Digital microwave equipment was installed this summer on the 4 microwave spans between Madison and the Cary Mound site near Marshfield. This is part of an ongoing project to upgrade the statewide microwave to digital equipment.

A base station was installed at the District Three DePere site to provide District Four radio coverage in the Green Bay, southern Oconto and eastern Shawano county areas. Coverage from existing District Four towers did not provide adequate service into these areas. The new base station has solved those coverage problems.

At the District Three headquarters, an electronic status board was designed and constructed. This allows police communications officers to enter the status of the each staff member as they come and go. An indicator panel in the main office area displays the individual's status. The office personnel know if a person is in the building, on the road, or off duty, saving considerable time otherwise lost in paging, call transfers, messages, etc..

## MADISON RADIO SERVICE CENTER - (MRSC)



*Michael T. Moe, Chief*

## NEW CAR EQUIPMENT INSTALLATION PROGRAM

MRSC processed 148 police vehicles in 1994. This included cruisers in various forms such as fully marked, clean top (similar to fully marked except without attached roof lights), unmarked, vans for the motor carrier inspection program and two large mobilizer vans for the Chemical Test Section.

The installation service consisted of installing, wiring and testing for special emergency lighting, radios, radar/VASCAR speed enforcement equipment, cellular telephones, video cameras and mobile data terminals. These services were provided to the Capitol Police and the Bureau of Alcohol and Tobacco, in addition to the State Patrol. We also provide technical assistance, parts and supplies for district technicians. In addition, research on various emergency lighting equipment for visibility, illumination, cost and ease of installation was performed for a variety of police vehicles. This resulted in improved illumination for emergency use.

The radio console has also been redesigned to take into account the passenger side air bag in the 1994 model vehicles. This included safe mounting for the video camera, the MDT and speed computer equipment (radar or VASCAR) as well as the various radio controls. This was a real challenge because of the small amount of space available for all of the equipment.

## ADMINISTRATIVE SUPPORT SERVICES



*Michael C. Moschkau,  
Director, Bureau of Support Services*

The Bureau of Support Services performs a variety of management and technical services in support of the State Patrol's highway safety programs. These activities include personnel services such as recruitment, payroll, affirmative action and retirement services; planning and budget; and administration of the statewide chemical testing program. We strive to carry out these activities in a businesslike manner, drawing on technology to make data-based decisions that maximize our resources.

The changes continued, this year, with the development of our Strategic and Operating Plans. These plans will guide us into the next century. The Bureau of Support Services will play a major role in achieving the goals of the Strategic Plan by creatively diversifying the workforce, planning with the end in mind, and improving efficiency through technology.

These efforts are described in more detail, in the Section reports that follow. They are bound together by a common operational philosophy, of providing the most cost efficient management of those programs that address the goals identified in our Strategic Plan. I am pleased to present here, a description of the many services performed in support of our highway safety mission.

## CHEMICAL TESTING



*Thomas E. Geske, Section Chief*

The Chemical Test Section continued to carry out its responsibility to administer the statewide breath alcohol testing program. The areas of responsibility include:

- Evaluation and approval of instruments for evidentiary and preliminary breath testing
- Training law enforcement personnel to operate breath test equipment
- Supporting the breath test program in court
- Coordinating use of the Mobilizers

In 1994, the Chemical Test Section moved forward in these four areas. In the area of evaluating breath testing instruments, we began an evaluation of new evidentiary instruments with a goal of replacing all of the existing Intoxilyzer 5000s. Most of the Intoxilyzer 5000s have been in use since the mid 1980s. In the spring of 1994, we received five models of instruments from four different manufacturers. The instruments include Intoximeter's EC/IR, a fuel cell-infra red hybrid analyzer; U.S. Alcohol's Alco Analyzer 2100, a gas chromatograph analyzer; National Patent's Datamaster, an infrared analyzer; and CMI's Intoxilyzers 5000 and 1400, both five filter infra red analyzers. In addition to evaluating their ability to accurately analyze breath samples we are looking at the software capabilities, serviceability, and ease of operation.

We are also conducting an evaluation of disposable preliminary breath alcohol analyzers. These devices are used as preliminary breath testers to help an officer decide whether to arrest a subject for an alcohol violation.

Training breath test instrument operators is an ongoing process in the Chemical Test Section. This year we developed a new training program for the Department of Natural Resources. This program will be presented to conservation wardens who will operate the DNR's Intoxilyzer 1400. We also trained 420 new Intoxilyzer 5000 operators and recertified one half of the more than 5600 existing operators. A committee of chemical test

coordinators developed a new recertification process for the next two year cycle, which begins in 1995. Our training of Intoxilyzer operators is conducted throughout the state.

Supporting the breath test program in court is an important responsibility in our goal of improving highway safety. The Chemical Test Section supports the alcohol breath test program in court. We do so in several ways:

- We provide expert testimony on the breath testing instruments and issues related to alcohol and the human body, including breath and pepper spray effect on breath alcohol testing.
- In January and November we gave presentations to prosecutors at their winter conference in Madison.
- We provided the latest information on the instrumentation, testing procedures and current court challenges, including monitoring the ignition interlock program.
- We revised the OWI Prosecutor's Manual and distributed these to prosecutors and other interested parties. This involved experts from the DOT, local law enforcement as well as the scientific and legal communities.

In all of these efforts we have applied the concepts of quality improvement. By examining the processes used to achieve various tasks we identify the areas where we will improve. In so doing, we will ultimately improve the quality of the service we provide to law enforcement agencies.

## PERSONNEL AND MANAGEMENT SERVICES



*Lieutenant Douglas L. Van Buren  
Section Chief*

The Division's Personnel and Management Services Section coordinated continuous recruitment for the future using the 60 hour college credit education requirement. As a result of this recruitment effort, 53 qualified Enforcement Cadets reported to the Academy in July.

Focused recruitment efforts in the Division of State Patrol have been so successful that they have resulted in some of the highest ever percentages of females and minorities in our sworn ranks.

Consequently, the Division no longer has a need to utilize expanded registers in our hiring and promotional process for most positions. Expanded registers are used when a classification's makeup does not reflect qualified and interested candidates available in the labor market on the basis of gender and ethnicity.

The Personnel and Management Services Section also played a key role in coordinating Division efforts to obtain and support a state law enforcement officer salary survey. Currently, this survey is on schedule and expected to be implemented in the first part of 1995. The Personnel Section has identified a wide variety of compensation related issues.

During 1994, the Personnel and Management Services Section processed more than 2,700 complex personnel transactions in order to assure proper hires, transfers, retirements, promotions, pay increases, etc. for all of the Division's 663 employees.

In May of 1994, many positions within the Division of State Patrol were frozen. Exempted positions included sworn officers and Police Communications Operators. Throughout 1994, all positions were required to be properly justified and approved by the DOT Freeze Committee prior to filling.

### 1994 PROMOTIONS

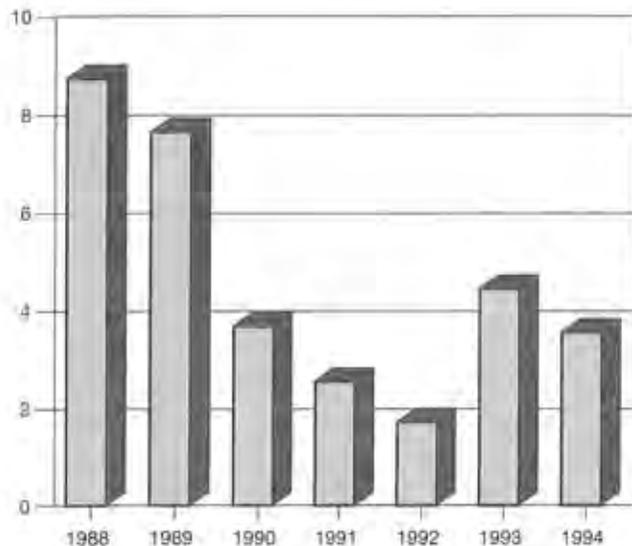
Captain Michael Moore \_\_\_\_\_ Major, State Patrol Academy  
 Lieutenant Douglas Van Buren \_\_\_\_\_ Captain, District 5  
 Sergeant Benjamin Mendez Jr \_\_\_\_\_ Lieutenant, Chief of  
 Personnel & Management Services

### 1994 RETIREMENTS

Trooper Gary Krumnow \_\_\_\_\_ 27 1/2 Years  
 Inspector William Muschinski \_\_\_\_\_ 29 Years  
 Trooper James Grover \_\_\_\_\_ 30 Years  
 John Hendrickson \_\_\_\_\_ 31 1/2 Years  
 Thomas Patrie \_\_\_\_\_ 29 1/2 Years  
 James Lamphier III \_\_\_\_\_ 30 Years  
 Trooper Richard Kort \_\_\_\_\_ 25 1/2 Years  
 Trooper Robert Roehl \_\_\_\_\_ 28 Years  
 Trooper Leo Zipperer \_\_\_\_\_ 30 1/2 Years  
 Thomas Geske \_\_\_\_\_ 38 Years  
 Trooper Stewart Vande Zande \_\_\_\_\_ 22 Years  
 Trooper Joseph Gustafson \_\_\_\_\_ 22 Years  
 Robert Bennett \_\_\_\_\_ 18 1/2 Years  
 Sergeant Douglas Cox \_\_\_\_\_ 32 Years  
 Inspector Supervisor John J. Smith \_\_\_\_\_ 30 Years  
 Trooper Richard Hoffman \_\_\_\_\_ 28 Years

## FACTS & FIGURES

Uniform Personnel Attrition Losses to Other Agencies as of August 1, 1994



## PLANNING AND BUDGET

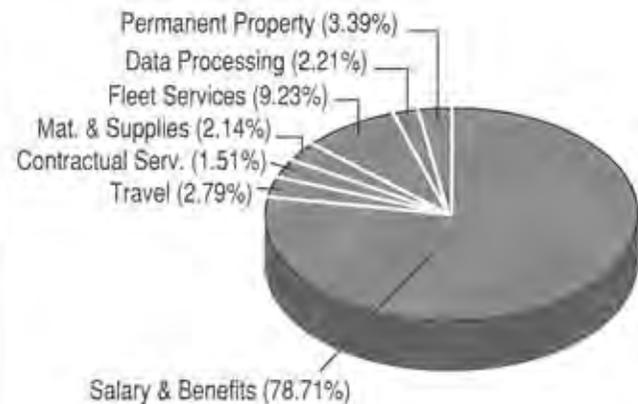


*Daniel K. McGuire, Section Chief*

The Planning & Budget Section provides professional staff support services to the Division of State Patrol. Section staff are responsible for strategic planning, the evaluation of existing programs, and the analysis of issues that may affect State Patrol operations. In the past year, the Planning & Budget Section has assumed primary responsibility for the review and analysis of relevant state and federal legislation. In addition, Section staff are responsible for the management of the Divisional data processing program. The involvement of Section staff in the development of the Division Operating Plan has also been significant.

The Planning & Budget Section is responsible for the development of the biennial budget, the annual operating budget, and the capital budget. Section activities in CY 1994 included the development of the 1995-97 biennial budget. The Planning & Budget Section also shares responsibility for purchasing and other ongoing fiscal services. In FY 1994, actual SEG expenditures amounted to \$ 36,579,700.

### 1993-94 OPERATING BUDGET \$37,767,900



During 1994, the Division of State Patrol has experienced several advances in the area of information technology. A significant advance came in the installation of Local Area Networks (LAN) at the State Headquarters and the Academy. The implementation of these LAN's allowed for the ability to share applications and exchange documents and data among the LAN users. Work also was begun in 1994 to implement the LAN technology in the District offices with District 4 in Wausau being the pilot project.

LAN technology in the district offices will also allow for the sharing and exchange of applications, documents, and data, and additionally will provide the ability to communicate with field personnel through the Mobile Data Terminal (MDT) system.

# AWARDS

The Division of State Patrol publicly honors those employees who have demonstrated outstanding service or performance. All of them have been recommended by fellow employees for performing actions deserving of special recognition. They are chosen by the Special Award Board; a five member committee comprised of a captain, sergeant or inspector supervisor, trooper, motor vehicle inspector, and one nonsworn employee of the Division of State Patrol. The Special Award Board reviews all commendation nominations from bureau directors and then recommends these to the administrator for special recognition. The Division administrator makes the final award determination.

## TYPE OF AWARDS

### Medal of Valor:

Recognizes actions taken by an employee of the Division who has demonstrated valor, courage, or bravery to a high degree beyond the normal expectations. The medal of valor award consists of a certificate, medal, bar and ribbon.

### Purple Heart:

Recognizes a Division employee who was seriously injured or wounded, or who lost his/her life while in the performance of duty. The purple heart award consists of a certificate, medal, bar, and ribbon.

### Meritorious Service:

Recognizes a Division employee who performs a meritorious act while on duty. Examples would be the successful saving of a life or a noteworthy rescue effort. The meritorious service award consists of a certificate and bar.

### Achievement Certificate:

Recognizes accomplishments that contribute to the efficiency and effectiveness of the Division and enhances our professional image. Examples include top performance, program organization, community service, and Division wide efficiency.

## 1994 ACHIEVEMENT AWARD RECIPIENTS



### TROOPER MALCOLM KAUTZ

On June 15, 1993, Trooper Kautz was working on Hwy. 151 near Fond du Lac when he was flagged down by a distraught father who could not locate his son. The eight-year old boy had last been seen swimming in a nearby lake. A short time later, Trooper Kautz spotted the boy floating face down in the water. Trooper Kautz immediately pulled him from the lake and began to administer CPR after detecting no pulse. Trooper Kautz, with a bystander, performed two-person CPR on the boy until paramedics arrived and took over. Unfortunately, the victim did not survive. Trooper Kautz gave an outstanding effort in locating the boy, administering CPR, and later, comforting the family.



### TROOPER DAVID VERBRUGGEN

On August, 27, 1993, Trooper David VerBruggen was off duty at his home when he was approached by an elderly man asking for assistance. The man appeared to be confused. After a brief conversation, the man collapsed. Trooper VerBruggen called to his wife to phone for emergency medical services and then returned to the man. He determined that his victim did not have a pulse. Trooper VerBruggen began CPR and continued his effort until, moments later, rescue personnel arrived on the scene and took over. The man survived. Trooper VerBruggen's actions were instrumental in saving the victim's life.



### **TROOPER GEORGE WRIGHT**

On March 15, 1993, Trooper George Wright was travelling on I-43 in Sheboygan County when he responded to an accident involving a semi-trailer that had jackknifed. Trooper Wright found the driver unconscious. Trooper Wright gained access to the cab via the passenger door and found the driver had a pulse, but could not determine if he was breathing. Trooper Wright opened the victim's airway, which allowed him to begin breathing. Trooper Wright radioed for the "jaws of life" to be brought to the scene to extricate the victim. He stabilized the victim's neck and head, thereby keeping the airway open until rescue personnel were able to take over. Trooper Wright's actions prevented the situation from becoming life threatening to the driver.



### **TROOPER RAYMOND T. CHARLES**

In December, 1993, Trooper Raymond T. Charles performed a routine motorcycle inspection. Trooper Charles' suspicions were aroused and he undertook an investigation that would eventually last more than two months. Trooper Charles, working in cooperation with other Wisconsin State Patrol salvage inspectors and representatives from the Division of Motor Vehicles and other law enforcement agencies, eventually uncovered a stolen motorcycle and other stolen parts. This in turn led to the investigation of a Sheboygan business where a number of stolen motorcycles and parts were discovered. Trooper Charles' persistent and skillful investigation resulted in the discovery of a major motorcycle theft ring.



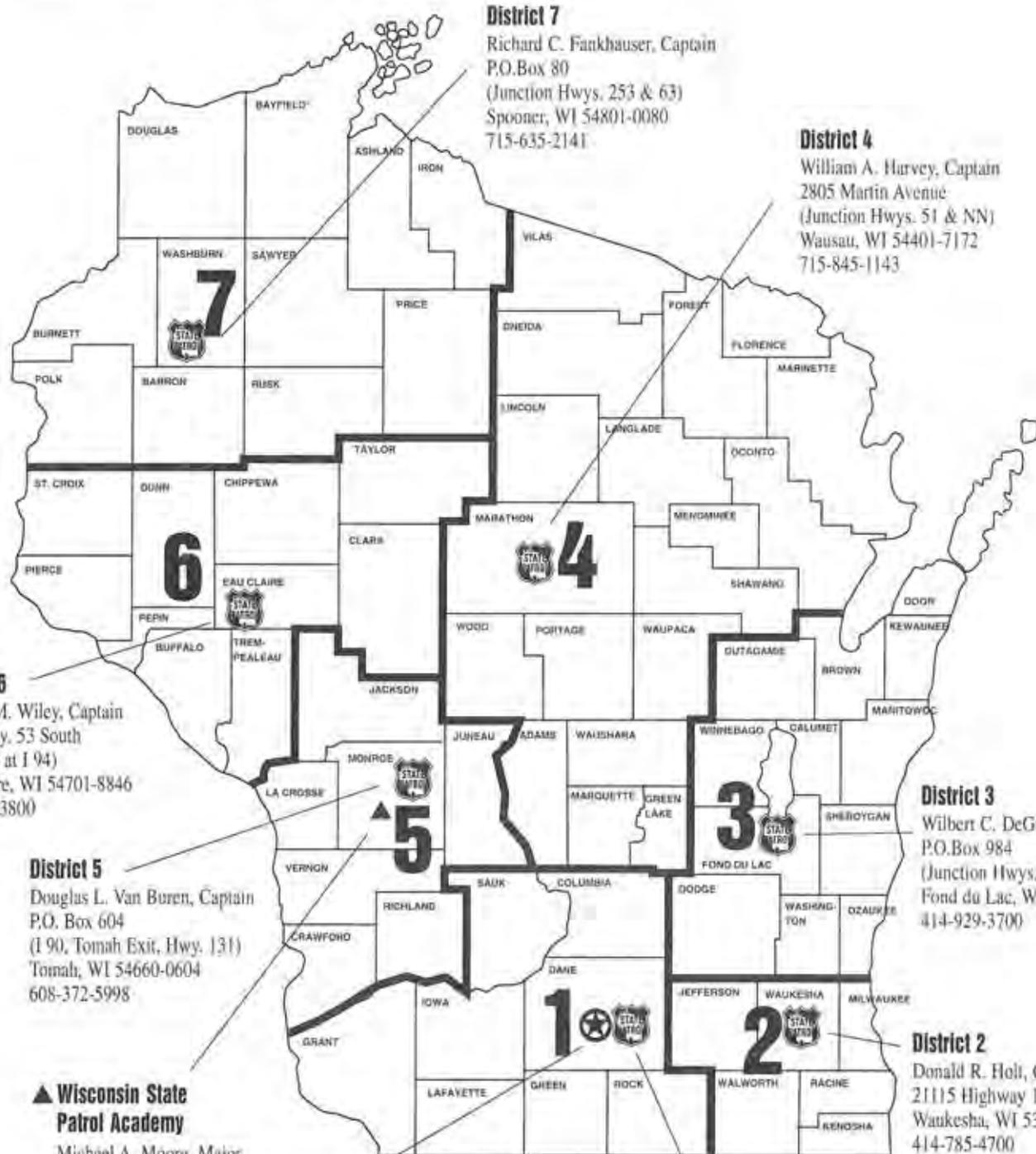
### **TROOPER STEVEN C. DETIENNE**



### **TROOPER MARK E. LEWIS**

On October 26, 1993, Troopers Detienne and Lewis were dispatched to a Columbia County rest area where a man had suffered a heart attack. Troopers Detienne and Lewis found the man not breathing and without a pulse. The Troopers immediately began CPR and continued this for 15 minutes, until Poynette EMT's arrived. Shock treatment was administered and the victim's heart began beating. Unfortunately, the victim later died. Troopers Detienne and Lewis gave outstanding performance of CPR and assistance in reviving the victim for a time.

# WISCONSIN DIVISION OF STATE PATROL DISTRICT MAP



**District 7**  
Richard C. Fankhauser, Captain  
P.O. Box 80  
(Junction Hwys. 253 & 63)  
Spooner, WI 54801-0080  
715-635-2141

**District 4**  
William A. Harvey, Captain  
2805 Martin Avenue  
(Junction Hwys. 51 & NN)  
Wausau, WI 54401-7172  
715-845-1143

**District 6**  
Marsha M. Wiley, Captain  
5005 Hwy. 53 South  
(Hwy. 53 at I 94)  
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