
Waukee Police Department
ANNUAL REPORT

2023



WAUKEE POLICE DEPARTMENT

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MESSAGE FROM THE CHIEF

First and foremost, I wish to express my sincere gratitude to the Waukee community, our Elected Officials, the City Administration team, and all of our partners for their unwavering support. The Waukee Police Department is committed to setting the standard in professional, progressive policing and our success is deeply rooted in the overwhelming support received from all stakeholders, both internal and external.

I also want to extend a profound thank you to the dedicated members of the Waukee Police Department. These individuals exhibit unwavering commitment, encountering challenging situations daily with empathy, compassion, professionalism, and dedication. Our remarkable team embodies the values of our department, and I take great pride in each member's contributions.

In 2023, the Waukee Police Department experienced a year of notable achievements and productivity. In addition to answering approximately 17,369 calls for service, our officers adeptly navigated several significant critical incidents. Furthermore, we achieved substantial progress towards obtaining national accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). With final award anticipated in March 2024, CALEA accreditation will position the Waukee Police Department among only twelve other agencies in the State of Iowa holding CALEA accreditation, signifying our commitment to the highest level

of compliance with federal, state, and local laws, and exhibiting independent oversight ensuring alignment with national law enforcement best practices.

Internally, the completion of a comprehensive strategic plan outlines our focus and goals for the next three years, encompassing staffing retention, team wellness, and development initiatives. Prioritizing retention not only ensures cost savings for the Waukee community by reducing significant costs of hiring new officers, but also fosters a team intimately familiar with the dynamics, relationships, and needs of our community.

Emphasizing team wellness, both physically and mentally, remains a primary focus. Our proactive approach, requiring each team member to engage with a mental health clinician annually, serves to maintain mental wellness without stigma or judgment. This initiative contributes to reduced insurance costs to our community, minimized sick leave usage, and enhances team resiliency enabling better decision-making, problem-solving, and empathy during stressful situations.

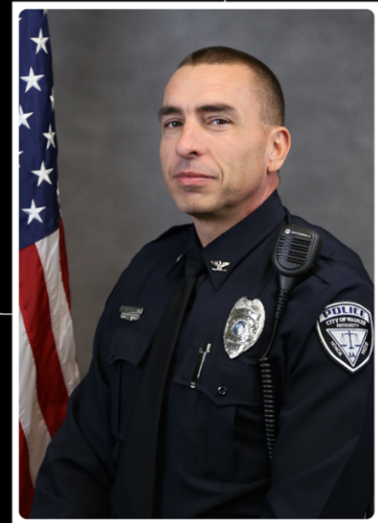
The third focus of our strategic plan is on team growth and opportunity. As the City continues to experience record growth, our team must adapt to evolving needs for training and resource allocation, ensuring our continued position as a top safe city.

Internal reorganization efforts in 2023 aimed at increasing efficiency and effectiveness, coupled with the adoption of a new mission

statement, value statement, and core values, marked significant milestones. The renewed vision of the Waukee Police Department is to be a collaborative partner in building a safer community through integrity, trust, and respect. Our mission is to provide service through integrity, respect, and trust to enhance public safety and the quality of life for our community. Our core values—Trust, Honor, Respect, Integrity, Value, and Excellence (THRIVE)—underscore our commitment to contributing to a community where residents, businesses, visitors, and our team thrive.

We look forward to forging new relationships and doing our part to foster continued growth in 2024. We stand with our community, and we look forward to providing exceptional law enforcement services throughout 2024.

Chad McCluskey
Chief of Police



MISSION, VISION, CORE VALUES

Mission Statement:

The mission of the Waukee Police Department is service through integrity, respect and trust to enhance public safety and the quality of life for our community.

Vision:

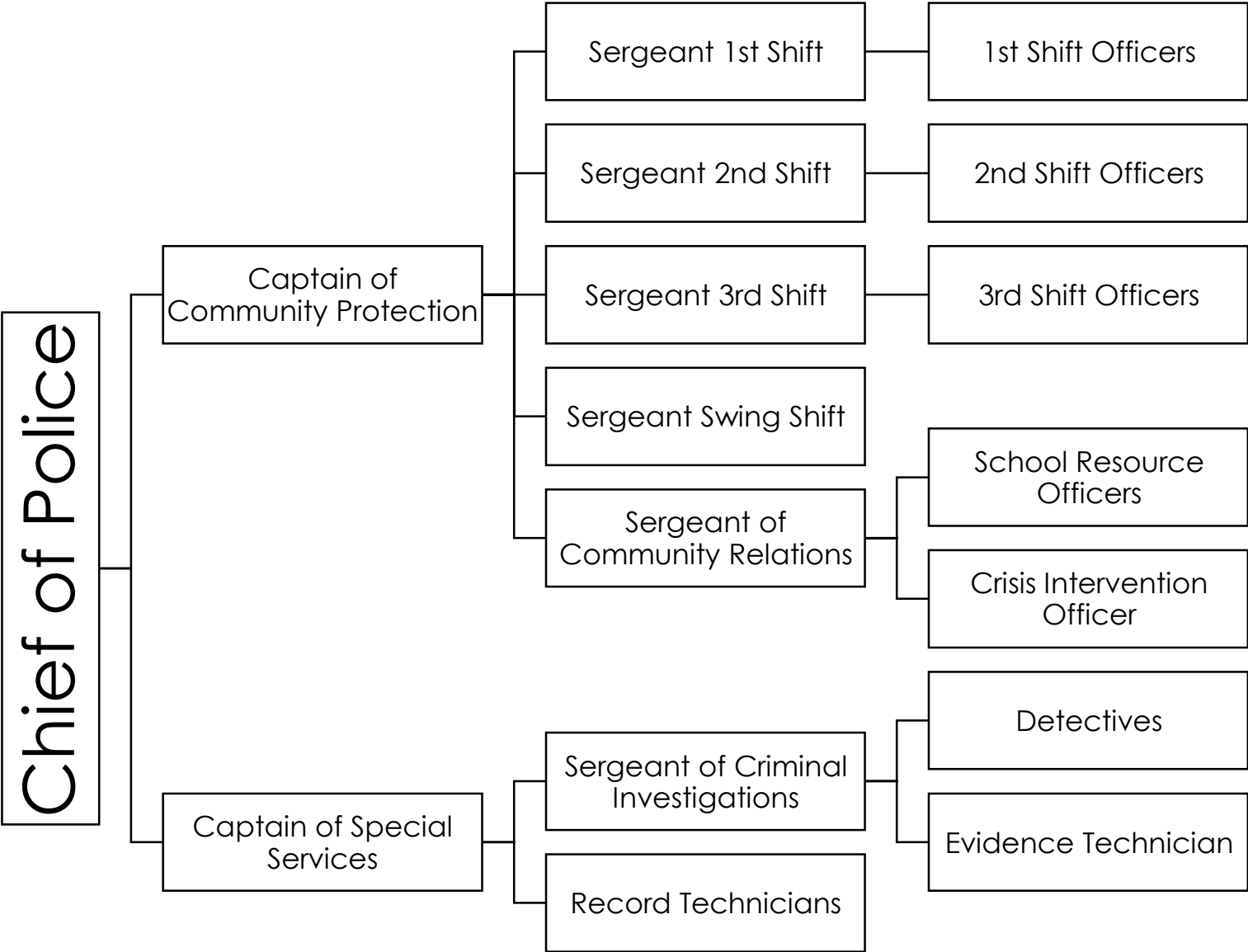
The vision of the Waukee Police Department is to be a collaborative partner building safer community through integrity, trust and respect.

Core Values:

- Trust
- Honor
- Respect
- Integrity
- Value
- Excellence



ORGANIZATIONAL CHART



WAUKEE POLICE DEPARTMENT

COMMAND STAFF

Waukee Police Department administration aims to aid in the operational efficiency and support of officers and staff, while maintaining quality training and procedures.

The Administration for the Waukee Police Department includes the Chief of Police, Captain of Community Protection and Captain of Special Services.



Scott Cunningham
Captain of Community Protection



Chad McCluskey
Chief of Police



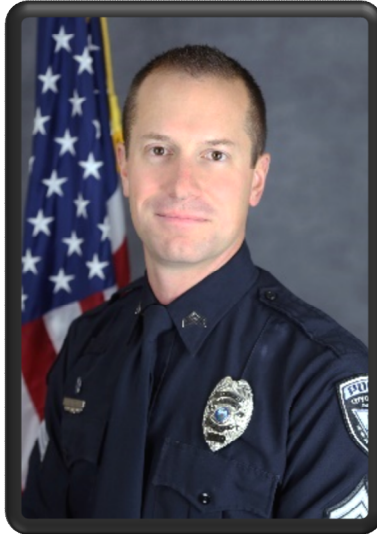
Jeff Mellencamp
Captain of Special Services

WAUKEE POLICE DEPARTMENT

SERGEANTS



Mackenzie Ferrara
Sergeant
Community Outreach



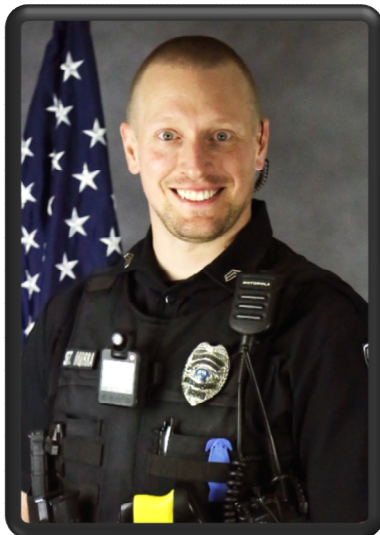
Robert Gitzen
Sergeant
Community Protection



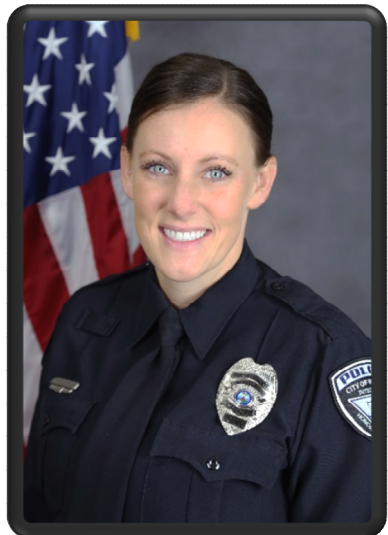
Neil Lemke
Sergeant
Community Protection



Brandon Pettit
Sergeant
Community Protection



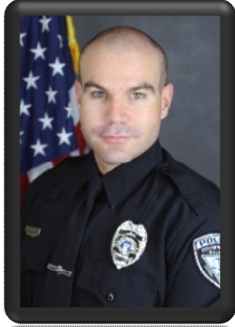
Brian Murra
Sergeant
Community Protection



Kelli Cichoski
Sergeant
Criminal Investigations

WAUKEE POLICE DEPARTMENT

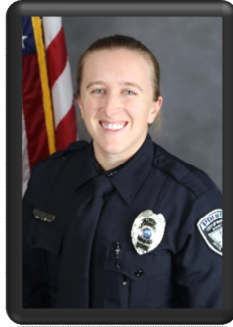
OFFICERS



Josh Minikus



Susan Williams



Kathryn Guess



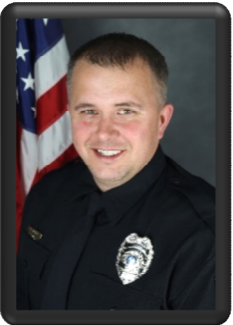
Dace Richardson



Corby Robbins



Chris Kickbush



Nick Gilchrist



Bryan Levsen



McKenna Townsend



Cole Jackson



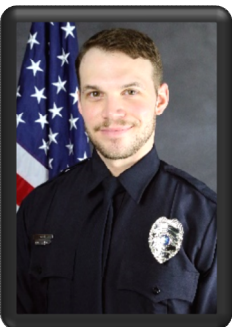
Austin Gibbs



Bryce Meeker



John Young



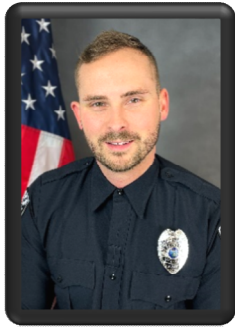
Jeff Schultz



Haley Talamantez

WAUKEE POLICE DEPARTMENT

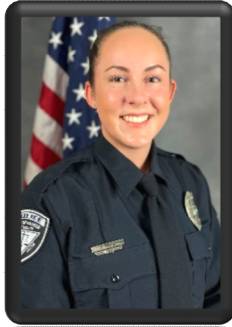
OFFICERS



Wyatt Johnson



Tolidji Hogbonouto



Megan Smolik



Emily Beehler



Mike Hackett



Zach Walker



Kyle Halsey



Maggie Jennett

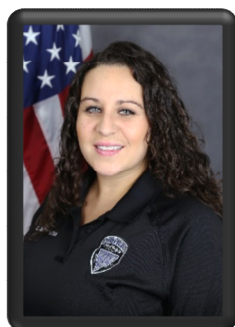


James Avon



Nolan Young

CIVILIAN STAFF AND CHAPLAIN



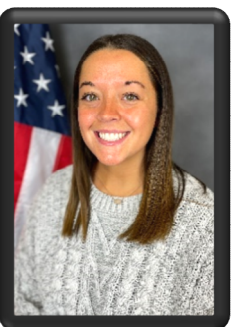
Lea Scaletta Brown



Ashley Morris



Abbey Christensen



Hailey Gehling



Pastor Pat Quaid

GROWING FORCE

ILEA GRADUATION

Officer Megan Smolik completed 16 weeks of training from the Iowa Law Enforcement Academy (ILEA). She graduated from the 308th Basic Level I Training Class in April. After her graduation she continued with our internal Field Training Program before being released from training for solo patrols.



NEW TO THE TEAM

This year we were fortunate to add six new certified officers to our team. These officers either filled a vacancy or were a part of the annual staffing plan to balance growth of the department. For the first time since 2015 the Waukee Police Department was at full staff per City allocations.

PROMOTIONS

MOVING ON UP

In July, Lieutenant Scott Cunningham and Lieutenant Jeff Mellencamp were promoted to the rank of Captain. Captain Cunningham oversees the Community Protection Division which includes Patrol, School Resource Officer program, Crisis Intervention Team and Community Outreach program. Captain Mellencamp is in charge of Special Services which includes the Criminal Investigations Division, Records Division, CALEA and management of the new hire process.



NOTABLE EVENTS

OFFICER OF THE YEAR

Officer Nick Gilchrist was named the 2023 Waukee Police Officer of the Year. This title is voted on by all members of the department. Officer Gilchrist has shown great on-scene leadership during several difficult calls throughout the year. He is level-headed, knowledgeable, approachable on many different subjects and a great asset to the team.



PEER SUPPORT GROUP

This year proved to be a difficult year for officers as we encountered several critical incidents. The Peer Support Group was established within the department to help officers and staff ensure mental wellness once the call is over. This year we were able to fully implement the program, having five officers and our Police Chaplain to lead the initiative.

NOTABLE EVENTS

POLICE CHAPLAIN

Waukee Police Department Chaplain Pat Quaid is a critical component of the department. He responds to critical incidents, deaths and other requests from the department. Pastor Pat helps ensure the wellness of our officers by helping them with various matters (personal and professional) and by participating in



department events, ride-a-longs and more. In 2023, he was given an award recognizing his selfless service to the City of Waukee and the Waukee Police Department.



COMMUNITY PROTECTION DIVISION

OVERVIEW

Our Community Protection Division operates three-shifts to provide 24/7 coverage. The Community Protection Division consists of four sergeants and 18 officers patrolling the streets in a community of over 30,000 residents.

Our patrol officers are the first line of response to your calls. They are the ones seen throughout the City enforcing traffic laws, taking initial reports and providing the City constant law enforcement coverage.



COMMUNITY PROTECTION DIVISON

CALLS FOR SERVICE

Calls for service include every incident the Police Department responds to, both emergency calls and police-initiated events. In 2023, officers responded to approximately 17,369 calls for service. Of these calls, 3,608 were traffic stops and 2,298 were 911 calls.

Of the 17,369 calls for service, 712 calls were dispatched as a level 1-2 priority emergency. Level 3-4 immediate responses made up 9,270 calls and 5,285 calls were level 5-6 non-emergent. The remaining calls were dispatched as information only or backup response.

On a day-to-day basis Mondays had the highest amount of call volume over the year. Saturdays and Sundays came in with the lowest number of calls throughout the year.

Top 10 Calls for Service

- 1 Traffic Stop (3,608)
- 2 911 Call (2,298)
- 3 Phone Call Request (1,246)
- 4 Public Assist (478)
- 5 Motor Vehicle Collision (469)
- 6 Welfare Check (423)
- 7 Suspicious Vehicle/Past (412)
- 8 Parking Complaint (380)
- 9 Burglary/Burglary Alarm/Burglary Past (381)
- 10 Stray/Unwanted Animal (380)

COMMUNITY PROTECTION DIVISION

YEARS IN COMPARISON

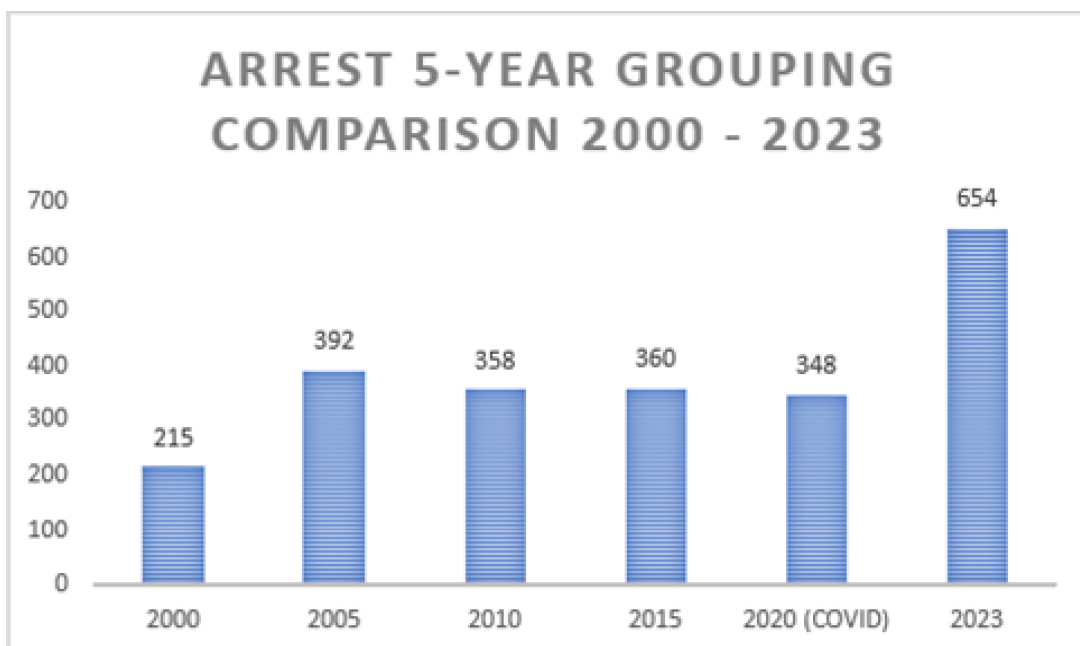
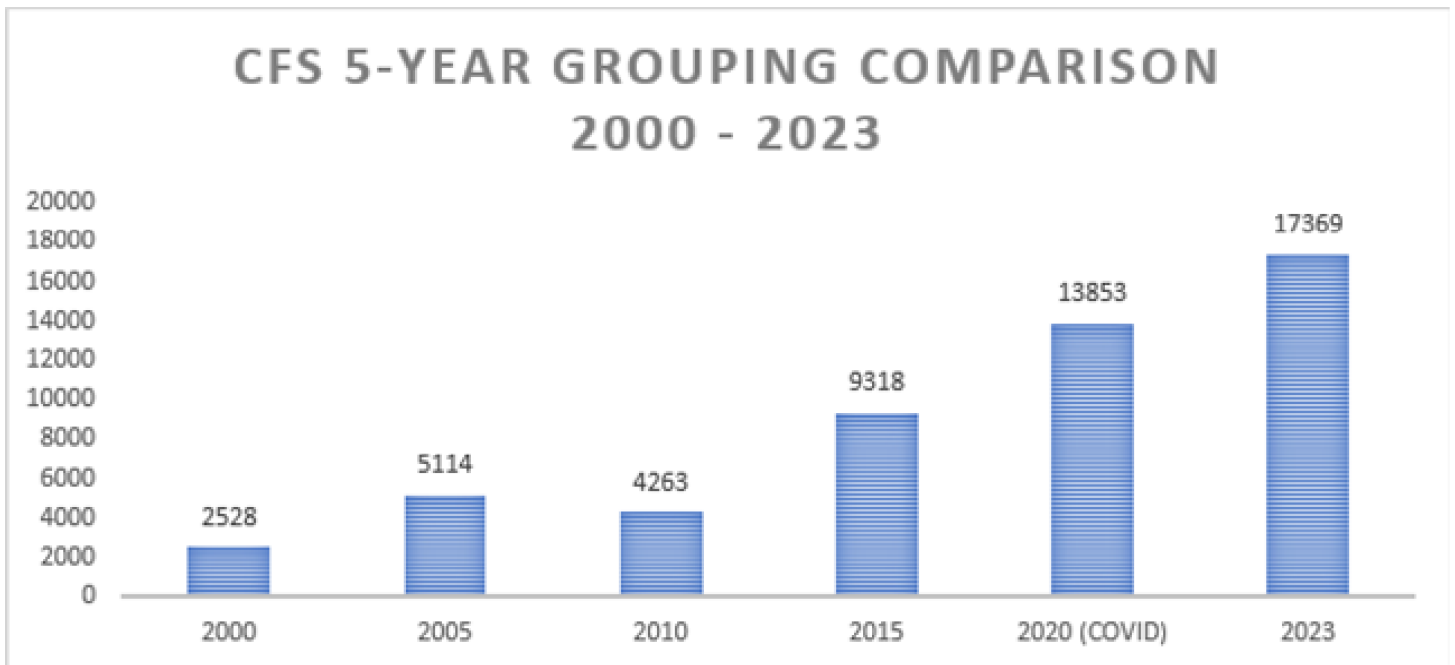
Over the last year we have seen a steady flow in number of calls. With more and more people throughout Waukee everyday we have experienced an increase in traffic stops, which also shows a rise in warnings and citations. Within the Community Protection Division there was a 25.76% increase in number of arrests from the previous year.

	2023	2022	2021	2020
<i>Calls for Service</i>	17,369	17,694	16,479	13,853
<i>Traffic Stops</i>	3,608	3,059	3,249	1,865
<i>Parking Tickets</i>	116	161	104	207
<i>Warnings</i>	1,891	1,728	1,825	1,095
<i>Citations</i>	1,480	1,280	1,263	880
<i>Arrests</i>	654	520	570	348

COMMUNITY PROTECTION DIVISION

LONG-TERM GROWTH

When looking at the long-term growth from 2000 to 2023, a substantial increase in calls for service is noted. Just in the last eight years, our calls for service have increased by over 86% and arrests have increased by over 81%.



COMMUNITY HELP

DRUG DROP BOX

Inside our lobby, we offer a drug drop box available for proper disposal of unwanted, unused or expired medications. We also participate in the DEA's National Prescription Drug Take-Back Day to help combat the epidemic of addiction, overdose and death due to abuse of prescription drugs. This year we collected a total of 77 pounds of prescription drugs to be destroyed.



HOUSE CHECKS

The Community Protection Division also offers random security checks for residents leaving their homes or businesses vacant for an extended amount of time. This year, we kept an extra watch on over 41 individual homes.



COMMUNITY OUTREACH

CONNECTING WITH THE COMMUNITY

Sergeant Mackenzie Ferrara is the Community Outreach Sergeant. She oversees the School Resource Officers and Crisis Intervention Team. Sgt. Ferrara also organizes programs that involve our community-both kids and adults.

EVENTS AROUND TOWN

Throughout 2023, Sgt. Ferrara attended or organized over 100 community outreach events. These programs range from quarterly events with senior citizens, safety talks with kindergarteners, working with our crime-free multi-housing units and tons more.



COMMUNITY OUTREACH PROGRAMS

BIKE WITH COPS

Students in grades 2 through 6 who are experienced bike riders participated in our city bike ride, Bike With Cops. The 17 participating students learned about bike safety this year, enjoyed a two-mile ride with some of our officers and ate lunch at the Police Department.



PUBLIC SAFETY DAY

A partnership between the Waukee Police and Fire Departments, Public Safety Day is a town favorite. This community event is attended by several thousand. At the event, attendees get the chance to enjoy dinner, fire truck rides, impaired goggles simulator, obstacle courses and more.



COMMUNITY OUTREACH PROGRAMS

SAFETY CITY

Each year we host Safety City for students entering kindergarten at the Waukee Community School District. Students learn about safety from officers and volunteers during this week-long course. Topics include safe street-crossing, safety belt usage, bullying, 911, bus rules, fire safety and more. This year we welcomed 244 incoming kindergarteners to Safety City.



COMMUNITY OUTREACH PROGRAMS

CANCER AWARENESS

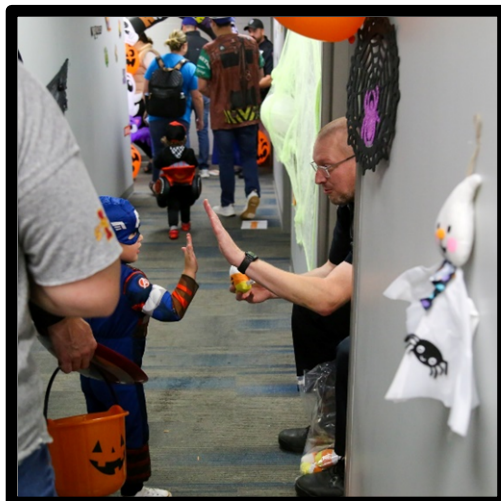
To help raise breast cancer awareness we had one of our squad cars outfitted in pink! For the month of October this vehicle was driven



around town by our patrol officers on duty. We also supported other events including Fighting Through Kinship and the Cancer Crusher.

HALLOWEEN

During our Halloween Open House kids were able to come to the police station and trick or treat. Families and kids in costumes walked the decorated halls and also visited the fire station.



COMMUNITY OUTREACH PROGRAMS

THANKSGIVING BASKETS

We team up with the Waukee Community School District for Thanksgiving to identify several families in need. Officers purchased items with the help of some generous community donations and created a Thanksgiving meal basket for each family. This year, we made 24 baskets to help feed families for Thanksgiving.



SPECIAL OLYMPICS IOWA

Throughout the year we do events to help raise funds for Special Olympics Iowa. These events include Cop on a Rooftop, Law Enforcement Torch Run and ButterBurgers® and Badges.



COMMUNITY OUTREACH PROGRAMS

OPERATION WISH LIST

Operation Wish List is a way to help some families around the holiday time. The Waukee Community School District helps identify families in need. WPD then collects the students' wish lists and purchases the items with the help of community donations. Items are wrapped and delivered to these families. With additional donations from the community we were able to increase our reach and were able to provide presents for 31 kids.



CRISIS INTERVENTION TEAM

MENTAL HEALTH

As mental health related calls for service across the U.S. continue to increase, law enforcement officers are responding to calls needing creative options and resources.

The Crisis Intervention Team (CIT) is a specialized unit designed to respond to situations involving individuals experiencing a mental health crisis. While all officers undergo crisis intervention training, Officer Chris Kickbush is our dedicated Crisis Intervention Officer. He works side by side with a mental health clinician to provide a range of resources allowing us to better serve those in need.

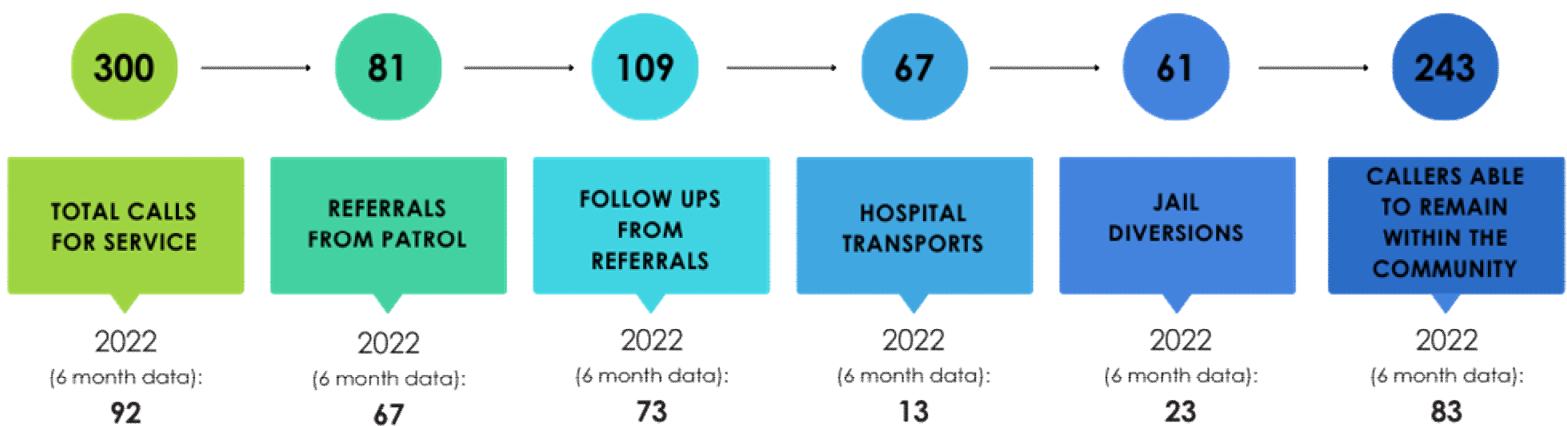
Crisis Intervention Teams in Dallas County are the result of a partnership with The Heart of Iowa Community Services Region and InsideOut Wellness. These teams are an innovative, community-based approach to improving the outcomes of mental health related calls.



CRISIS INTERVENTION TEAM

MENTAL HEALTH RESULTS

While the CIT program has only been in place for 18 months we have seen a significant positive impact on the community and community members. The implementation of CIT programs like ours reflects a broader shift in policing towards more empathetic and community-oriented practices.



There were 300 calls for service where CIT was on scene in 2023. In addition, they received 81 referrals from our patrol teams where they reached out to see if resources could be provided to those community member.

In 2023 our CIT transported 67 people to the hospital. They were also able to divert 61 people from jail and instead facilitated mental health help for the individual in need.

SCHOOL RESOURCE OFFICERS

OUR SRO PROGRAM

The School Resource Officer (SRO) program is a collaboration with the Waukee Community School District to provide Waukee Police Officers within the schools. SROs are certified law enforcement officers and act as educators in safety and law-related issues, which provides resources to the school administration and creates a link between the police department and the student community.

The Waukee Community School District is currently the fifth-largest school district in Iowa serving more than 13,000 students from Clive, Urbandale, Waukee and West Des Moines, as well as open enrolled students from outside the 55 square miles of the district boundaries.

We currently have four officers working with the school district. During the school year one officer works at Waukee High School, one officer works at Northwest High School, one officer works between Timberline and South Middle Schools and one officer works between Prairieview and Waukee Middle Schools.



SCHOOL RESOURCE OFFICERS

OVER THE YEARS

	2023 School Year	2022 School Year	2021 School Year	2020 School Year *Through March
<i>Citations</i>	55	41	64	37
<i>Incidents</i>	557	293	318	422
<i>Arrests</i>	100	104	52	62
<i>Citations</i>	55	41	64	37
<i>Fights</i>	68	29	28	36
<i>Parent Contact</i>	329	225	138	147
<i>Counseling</i>	985	741	210	126
<i>Tobacco/Vaping</i>	93	35	48	43
<i>Drugs/Alcohol</i>	72	27	23	13

SCHOOL RESOURCE OFFICERS

INSIDE THE SCHOOLS

In addition to their duties at the schools, the SROs also support the schools through various events. This year we held a backpack drive and were able to collect new or gently used backpacks to give away at the Back-to-School Family Resource Fair.

Safety, anti-bullying and other classes are taught by our SROs. In 2023, we also teamed with students and faculty to create an anti-bullying awareness video for our social media outlets. In addition, our SROs support elementary schools by developing positive relationships with our younger students. SROs may be seen attending career days, celebrating the 100th day of school or participating in summer safety programs.



TRAINING

UP TO DATE TRAINING

Officers need to stay updated in a variety of training areas. We have department-wide trainings to enhance our skills, stay informed and keep learning new skills. Some of our yearly mandatory training consists of In-Service Training with the County Attorney's office, defensive tactics, firearms, bloodborne pathogens, implicit bias, rifle qualifications and taser training. This year we also completed PepperBall training, X-Factor Mental Wellness, Alert Active Shooter response training and updated CPR certifications to name a few.

DRUG RECOGNITION EXPERT

Officer Young and Officer Beehler completed the intense training to become Drug Recognition Experts (DRE). Training consisted of over 80 hours of classroom instruction and over 50 hours of hands-on instruction. Our DREs are trained to determine if the impairment is caused by alcohol, drugs, a combination of both, or a condition requiring medical attention. Not only is this beneficial to Waukee, but as experts they may also be called out to administer testing for other agencies.



TRAINING

COMMAND SCHOOL

In January, Sergeant Murra graduated from the 533rd Class of the Northwestern Center for Public Safety School of Police Staff and Command (SPSC). SPSC is an intensive leadership and management education program helping prepare experienced law enforcement professionals for success in senior command positions.



TRAINING INSTRUCTORS

We were also able to have several officers trained as instructors in special fields. Officer Gibbs completed training to become a Field Training Officer. With this, his role involves communicating and teaching trainees the policies of the department and applying concepts learned in the classroom to the everyday duties of a police officer.

Officer Richardson added to the list and became a certified Radar/Lidar Instructor. Officer Jackson completed Precision Driving Instructor training. With each of these certifications, the officers will be able to lead in-service trainings within the department.

SPECIAL SERVICES DIVISION

CRIMINAL INVESTIGATIONS SECTION

Under the direction of the Captain over the Special Services Division, the Criminal Investigations Section is comprised of one Sergeant, two Detectives and one Evidence Technician. This section is responsible for following up on initial police reports and criminal complaints, major crimes, conducting ongoing in-depth criminal investigations, search warrants and evidence processing.

BREAKDOWN OF CASES

Our investigations section breaks down cases into Crimes Against Persons, Computer Crimes, Narcotics and Property Crimes. While there is a breakdown of case types, no detective is limited to any specific type of investigation.



CRIMINAL INVESTIGATIONS SECTION

OVER THE YEARS

Within the past few years the number of cases assigned to the Investigations has declined. However, we noted a 76.97% increase in the overall charges filed. This is likely due to multiple charges arising from a single case and the significance of the cases the investigations team is assigned.

	2023	2022	2021	2020
<i>Cases Assigned</i>	233	287	288	274
<i>Charges</i>	246	139	99	78
<i>Search Warrants</i>	36	33	26	44
<i>Subpoenas</i>	74	119	107	74

CRIMINAL INVESTIGATIONS SECTION

EVIDENCE

Evidence Technician Lea Scaletta Brown, documents, collects and processes all digital and physical evidence for the Department.

In 2023, Evidence Tech Scaletta Brown was called out to 28 crime scenes to process the scene and collect evidence. In total, 278 subpoenas were fulfilled, an increase of 25.79% from the previous year. There were 1,009 pieces of evidence collected, entered and processed. Of these items, 53 were sent to the DCI lab for further testing.

	2023
<i>Evidence Intake</i>	1,009
<i>Evidence Sent to the DCI Lab</i>	53
<i>Crime Scenes Processed</i>	28
<i>Property Discharged</i>	248



SPECIAL SERVICES DIVISION

SUPPORT OPERATIONS SECTION

In order to ensure the effectiveness of the Department, the Support Operations Section plays many roles. This includes day-to-day office operations, finance, hiring, CALEA policy and procedures, community outreach and more. This section falls under the Captain of Special Services and includes two full-time Records Technicians and one part time Records Technician.



SPECIAL SERVICES DIVISION

RECORDS SECTION

Our records technicians are responsible for maintaining public records related to crimes, traffic and all other incidents or events. Access to all records information is governed by local, state and federal laws. Public records requests have increased 14.6% in the last year. Civilian fingerprints are also provided by our records technicians. Fingerprints are completed for people needing a background check for a variety of reasons including employment, adoptions or licensing.

	2023	2022	2021	2020
<i>Record Requests</i>	1,261	1,100	1,027	718
<i>Civilian Fingerprints</i>	457	430	481	184

GRANTS

The record technicians may apply for and help maintain Department grants. Our grants this year include matching funding for hand-held radar equipment and traffic enforcement efforts through the Governors Traffic Safety Bureau, including impaired driving enforcement.

CALEA NATIONAL ACCREDITATION

CALEA ACCREDITATION

The Waukeee Police Department continued work towards our multi-year accreditation process with CALEA, the National Commission on Accreditation for Law Enforcement Agencies. CALEA serves as a national board that creates standard best practices for law enforcement agencies across the country. As the Accreditation Manager, Abbey Christensen oversees the process, ensuring the WPD adheres to the 180 CALEA standards promoting the most up-to-date, modern community policing techniques. In 2023, we completed our remote web-based file review and an on-site visit to confirm compliance and ensure policy is being placed into practice. Final official accreditation is anticipated to be awarded in March of 2024.



COMMUNITY SUPPORT

WAUKEE CITIZENS

We want to thank the citizens, visitors, and businesses of Waukee for being an integral part of what makes our community so great. Your belief in our vision fuels our determination to strive for excellence and make a positive difference in the world.



Contact Us



Dial 9-1-1 IN AN EMERGENCY

Non-Emergency Dispatch:
515-222-3321

Police Station: 515-978-7979



police@waukee.org



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