

Annual REPORT

Waukeee Police Department
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Waukeee.org/Police

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From the Chief

The Waukeee Police Department had another outstanding year in 2024, and we extend our heartfelt thanks to our residents, businesses, and visitors for their unwavering support. We are truly privileged to serve this incredible community.

2024: By the Numbers

This past year, our officers responded to 18,988 calls for service, a 9.32% increase from 2023. We also began tracking a critical new metric: average response time, which stood at an impressive 3.53 minutes from dispatch to arrival.

Other key accomplishments included:

- **School Resource Officers:** Activity increased by 24%, a special thanks to our Waukeee Community School District for their strong partnership.
- **Criminal Investigations:** A 10% increase in assigned cases, demonstrating our commitment to case resolutions, investigations and justice.
- **Community Growth:** Waukeee's population grew by nearly 8,000 residents over the past four years, and we remain dedicated to keeping our city safe, welcoming, and thriving.

2024: Major Achievements

- **National Accreditation:** We earned the prestigious CALEA accreditation, a testament to our commitment to excellence.
- **Advanced Training:** Conducted full-scale active threat exercises with the Waukeee Fire Department and regional law enforcement partners to ensure preparedness for any situation.
- **Strategic Growth:** Completed a forward-looking staffing analysis to plan for the city's evolving needs.
- **Federal Grants:** Secured two U.S. Department of Justice COPS grants, funding 75% of the salaries for two new officers over three years—an incredible investment in public safety and a significant savings to our tax payers.

Looking Ahead to 2025

The future of the Waukee Police Department is brighter than ever. Key initiatives include:

- **A New Public Safety Facility:** In mid-2025, we'll move into our state-of-the-art headquarters at 815 NW 20th Street, providing our team with the resources to serve a growing city.
- **Expanding School Safety:** We're adding a fifth School Resource Officer to further strengthen relationships with students and staff.
- **Innovation & Efficiency:** We're implementing new policies, technology, and processes to enhance public safety and efficiency.
- **Mental Health & Wellness:** Prioritizing well-being within our department and in our community, setting the standard for mental health support in law enforcement.

At the Waukee Police Department, we don't just meet expectations—we set them. Our mission of service through integrity, respect, and trust drives us daily, and we remain committed to building a safer, stronger Waukee. We are proud to serve. We are proud of our city. Thank you for an incredible 2024—here's to an even greater 2025!

Chad McCluskey
Chief of Police
Waukee Police Department



“At the Waukee Police Department, we don't just meet expectations—we set them.”

Our Mission

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

Our Vision

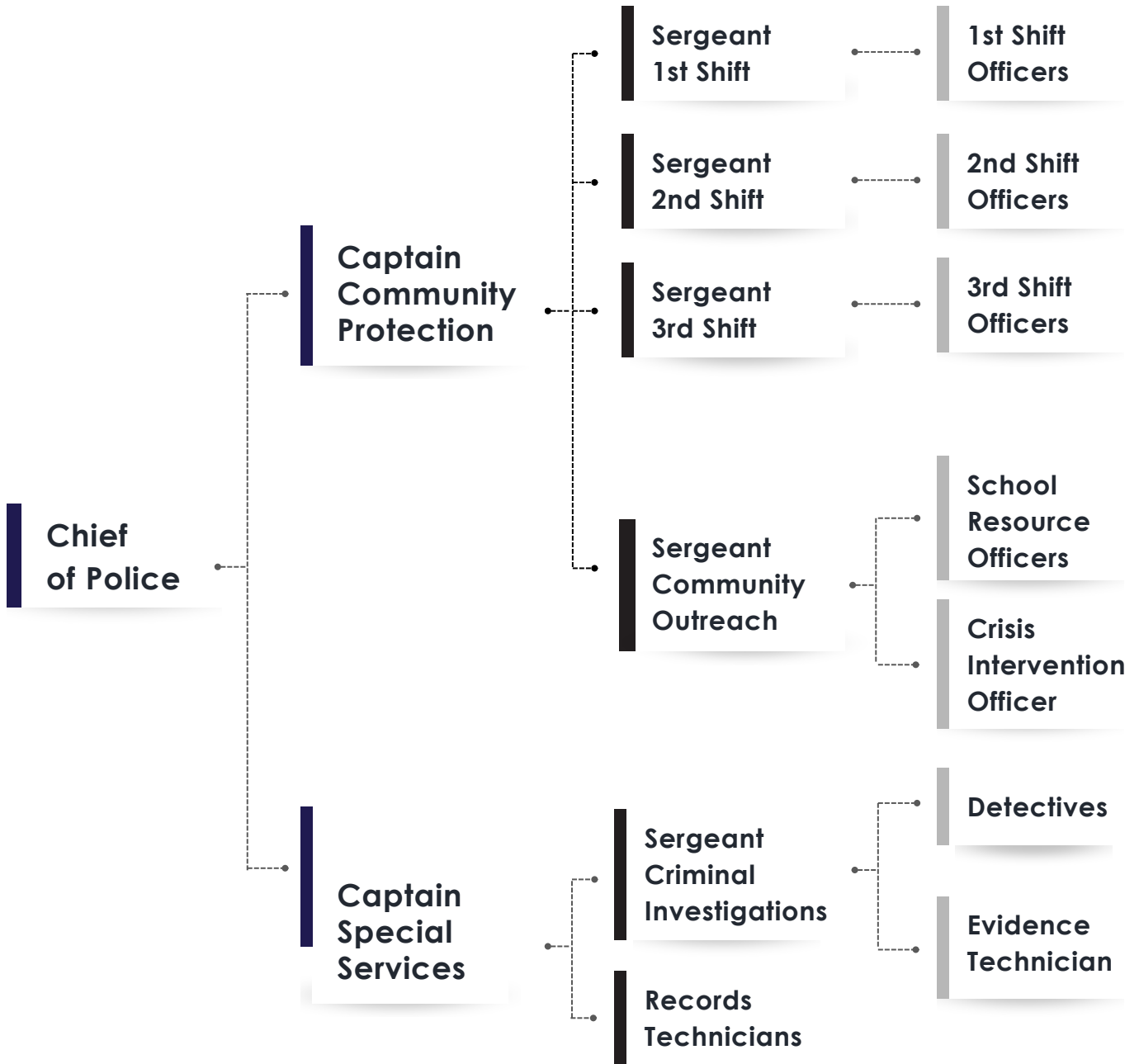
The vision of the Waukeee Police Department is to be a collaborative partner building safer community through integrity, trust and respect.



Core Values

- 1 TRUST
- 2 HONOR
- 3 RESPECT
- 4 INTEGRITY
- 5 VALUE
- 6 EXCELLENCE

Organization



Command Staff

Waukeee 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 Waukeee Police Department includes the Chief of Police, Captain of Community Protection and Captain of Special Services.



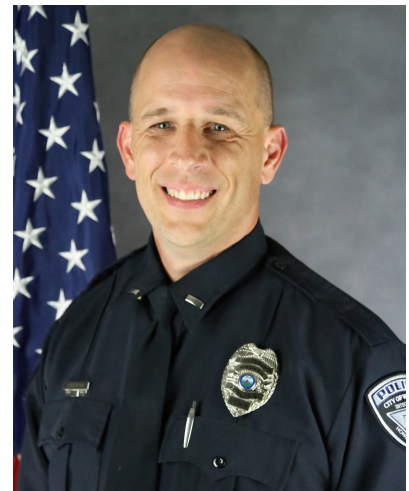
**Chad
McCluskey**

Chief of Police



**Scott
Cunningham**

Captain
Community Protection



**Jeff
Mellencamp**

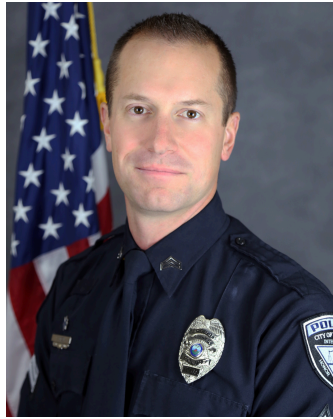
Captain
Special Services

Sergeants



Mackenzie Ferrara

Sergeant
Community Outreach



Robert Gitzen

Sergeant
Community Protection



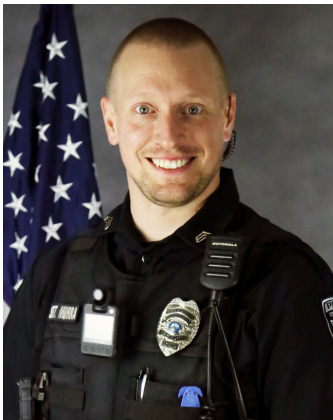
Neil Lemke

Sergeant
Community Protection



Brandon Pettit

Sergeant
Community Protection



Brian Murra

Sergeant
Community Protection



Kelli Cichoski

Sergeant
Criminal Investigations



Bryan Levsen

Sergeant
Community Protection



Zach Walker

Sergeant
Community Protection

Officers



Joshua Minikus



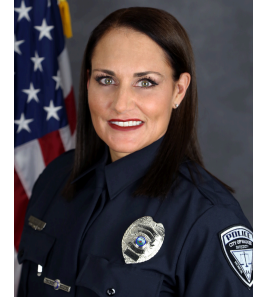
Susan Williams



Kathryn Guess



Dace Richardson



Corby Robbins



Chris Kickbush



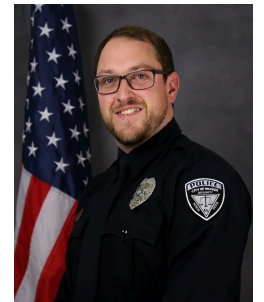
Nick Gilchrist



McKenna Townsend



Cole Jackson



Austin Gibbs



Bryce Meeker



Johnathan Young



Jeff Schultz



Haley Talamantez



Wyatt Johnson



Tolidji Hogbonouto



Megan Smolik



Emily Beehler



Mike Hackett



Kyle Halsey

Officers



Maggie Jennett



James Avon



Nolan Young



Becky Vandermark



Farhoud Golafshan



Isaiah McNamee



Ethan Reaman



Melvin Herrera

Civilian Staff & Chaplain



Lea Scaletta Brown



Ashley Morris



Abbey Christensen



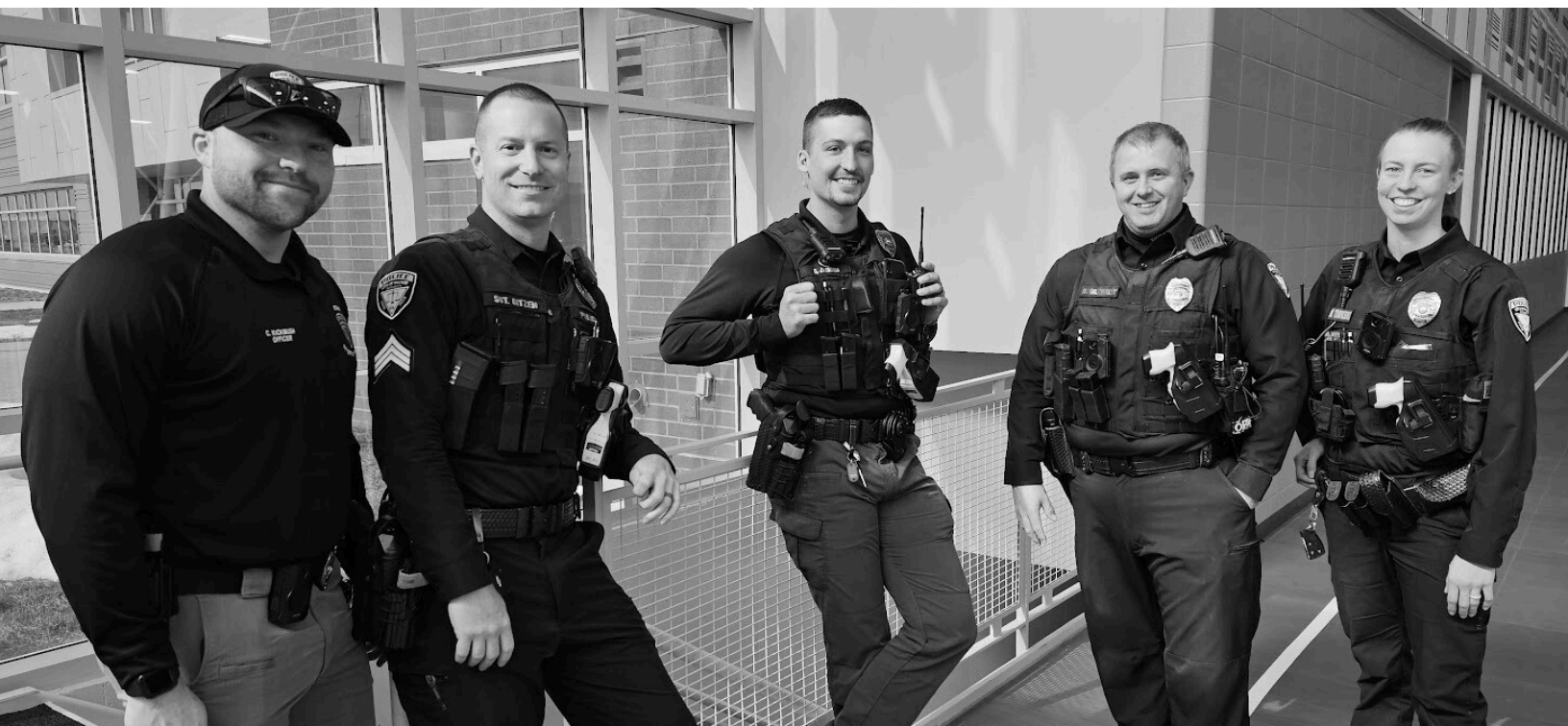
Hailey Gehling



Pat Quaid

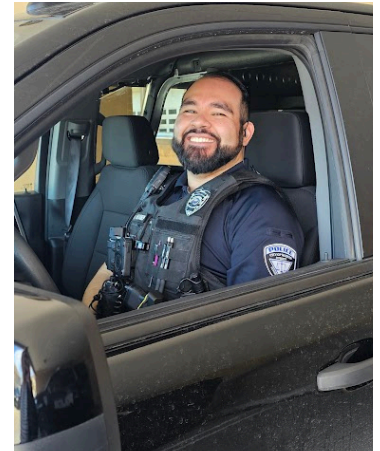


Advancements



Growing Force

As the City of Waukee grows our department will need to grow. We gained several certified officers to either add to the team or fill a vacant position. Joining us in 2024 were Officers Becky Vandermark, Farhoud Golafshan, Isaiah McNamee and Melvin Herrera.



ILEA Graduation

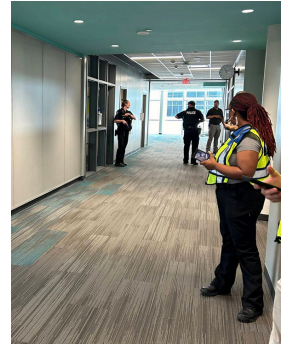
Officer Ethan Reaman graduated with the 318th Basic Academy Class from the Iowa Law Enforcement Academy. He also received the 300 Point Club award for his excellence in the physical training program. The criteria for this require the officer to run the one and a half mile in nine minutes or less, 80 or more sit-ups in two minutes and 20 or more pull-ups.



Training

The Waukee Police Department places high value on training and diversified training of our team. While the state of Iowa requires officers to have 12 training hours per year, the WPD averages 50 hours per officer of regular department training. This includes physical trainings such as firearms, defensive tactics, pepper ball projectile, precision driving, taser, CPR & first aid and active threats. This year we also held trainings on legal updates, peer support, implicit bias, ethics, de-escalation techniques and roll call trainings to keep current on various call scenarios.

In collaboration with the Waukee Fire Department, Dallas County Sheriff's Office, Westcom Emergency Communications, Dallas County Emergency Management Agency and the Waukee Community School District we were also able to help facilitate a critical incident training. Held over three days we were able to have a full-scale active threat training to prepare our first responders in today's world.



Training

The Department places an emphasis on our officers' training within crisis and mental health. Every officer is sent to an initial 40-hour Crisis Intervention Training and a 16-hour Xfactor Mental Wellness Training. This training equips officers with the necessary tools to respond effectively to individuals in crisis and to manage their own mental wellness in high-stress situations.

Officers Gibbs and Halsey completed training to become Precision Driving Instructors. With this they will have the ability to certify officers and lead in-service trainings to keep our entire department proficient.

In June, Sergeants Lemke and Cichoski graduated from the Northwestern Center for Public Safety School of Police Staff and Command (SPSC). SPSC curriculum focuses on critical command-level content that helps prepare experienced law enforcement professionals for success in leadership and management positions.



Upgrades

Progress on Public Safety Building

The City of Waukee is building a new Public Safety Building to house our growing Police and Fire departments. Work on this project began on April 1, 2024 and is slated for completion in July of 2025. The building will be 90,216 square feet on a 29-acre site. Key features of this building include distinct but connected spaces for Police, Fire and EMS to enhance coordination and efficiency in emergency response efforts, expanded space for critical investigations and evidence storage, training facilities and flexibility for future growth.



New Equipment

The department upgraded our outdated model tasers to the new Taser 10 energy weapon. The new models offer a greater range of distance for probe deployment and delivers a lower voltage upon impact making this a safer, less-lethal weapon for all involved. The WPD team trained for six hours including online and hands-on, scenario-based exercises.





Achievements



Promotions

In March, Officer Zach Walker and Detective Bryan Levsen were promoted to the rank of Sergeant. Their dedication, commitment and exceptional service has shown them to be outstanding members of our police department. They both lead the night shift teams for the Community Protection Division.



Honors

Our 2024 Waukee Police Department Officer of the Year award went to Officer Emily Beehler. She is proactive, engaged and leads by example with her strong work ethics. She embraces challenging calls and her knowledge as a Drug Recognition Expert has made a positive impact on our community.



Honors

Officer Gibbs was presented with the Department's Life Saving Award in February. When Officer Gibbs arrived on scene of a motor vehicle accident, he found a female unresponsive in the locked vehicle. He immediately broke the driver's side rear window to unlock the driver's door and extract them from the vehicle. He began CPR until Waukee Fire Department personnel took over. Officer Gibbs' efficiency and effort related to this incident, including his quick recognition of the need to access the patient and start CPR, led to a successful outcome in this incident.

In April, Officer Townsend and Sergeant Levsen were also presented with a Department Life Saving Award for their efforts in relation to a cardiac arrest call. Sergeant Levsen and Officer Townsend arrived within two minutes of the call being dispatched and found a male that was not breathing and had no pulse. They immediately assisted another patron with initiating resuscitation efforts, including compressions and rescue breathing. Officers maintained efforts until medics with the Waukee Fire Department arrived and took over patient care. As a result of their quick CPR efforts and the care provided, the male survived the encounter and was later able to be released from the hospital.



Honors

Sergeant Gitzen, Officer Minikus, Officer Meeker and Officer Young were awarded the Department Commendation Award for their efforts in relation to a suicide threat. When the officers arrived on scene, they found a vehicle running inside a garage. Officer Young was able to gain entry through the front door of the residence and found a female laying in the backseat of the running vehicle. The officers removed the victim from the vehicle, and the victim was then treated by Waukee Fire Department medics. The officers quick thinking and lack of hesitation to act in this situation ensured help was provided to the resident in crisis.



In April, Officer Hogbonouto was presented with the Department's Distinguished Service Award for his performance in a murder investigation involving a one-year-old victim. During the investigation, officers learned the suspect and other family of the victim were from the Benin region of West Africa and their native language was French. Officer Hogbonouto is also from Benin and fluent in French. As a result, Officer Hogbonouto was able to offer invaluable assistance in translation, communication and research associated with the case. In part as the result of Officer Hogbonouto's work, the suspect in this case was convicted of the murder of the one-year-old victim.



CALEA Accreditation

The Waukee Police Department was awarded national accreditation on March 23, 2024, by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®). Waukee Police Department joined only ten other law enforcement agencies across the State of Iowa to obtain accreditation.

Following a multi-year self-assessment phase and a meticulous site-based assessment of community engagement, policy, procedures, equipment and facilities by CALEA assessors, Chief McCluskey and Accreditation Manager Abbey Christensen attended the CALEA conference in Montgomery, Alabama. Each agency being reviewed goes before CALEA's 21-member Board of Commissioners where the commission reviews all findings and determines the agencies' accreditation status.





Community Protection



Overview

Coverage

When a call comes in, our Community Protection Division is the first to respond. They are the first line of response to your calls, enforcing traffic laws, taking initial reports and helping with crime prevention. They work on a three-shift rotation to give 24/7 coverage.

Our patrol unit consists of six sergeants and 23 officers. They rotate between three overlapping shifts. This year we increased our mandatory minimum to three officers patrolling the street per shift. This number represents our minimum amount needed to safely keep operations running smoothly.



Calls for Service

In 2024, officers responded to 18,988 calls for service. This is an increase of 9.32% from the previous year. Over the last five years our officers have seen an increase of calls by over 39%.

Of the 18,988 calls for service, 2,564 were traffic stops, 1,594 were phone call requests to officers and 1,445 came in as wireless 911 calls.

↑ 18,988
CALLS FOR SERVICE

↑ 9.32%
INCREASE IN ONE
YEAR

↑ 39.21%
INCREASE IN THE LAST
5 YEARS



Response Time

The average time it takes from when a call is dispatched to when an officer arrives was 3.53 minutes. Depending on the nature of the call there may be times when multiple officers are needed. Over 25% of our calls required multiple officers.

3.53 MINUTES
AVERAGE ARRIVAL TIME

25.47%
MULTIPLE OFFICERS
NEEDED

4,837
CALLS REQUIRING
MULTIPLE OFFICERS

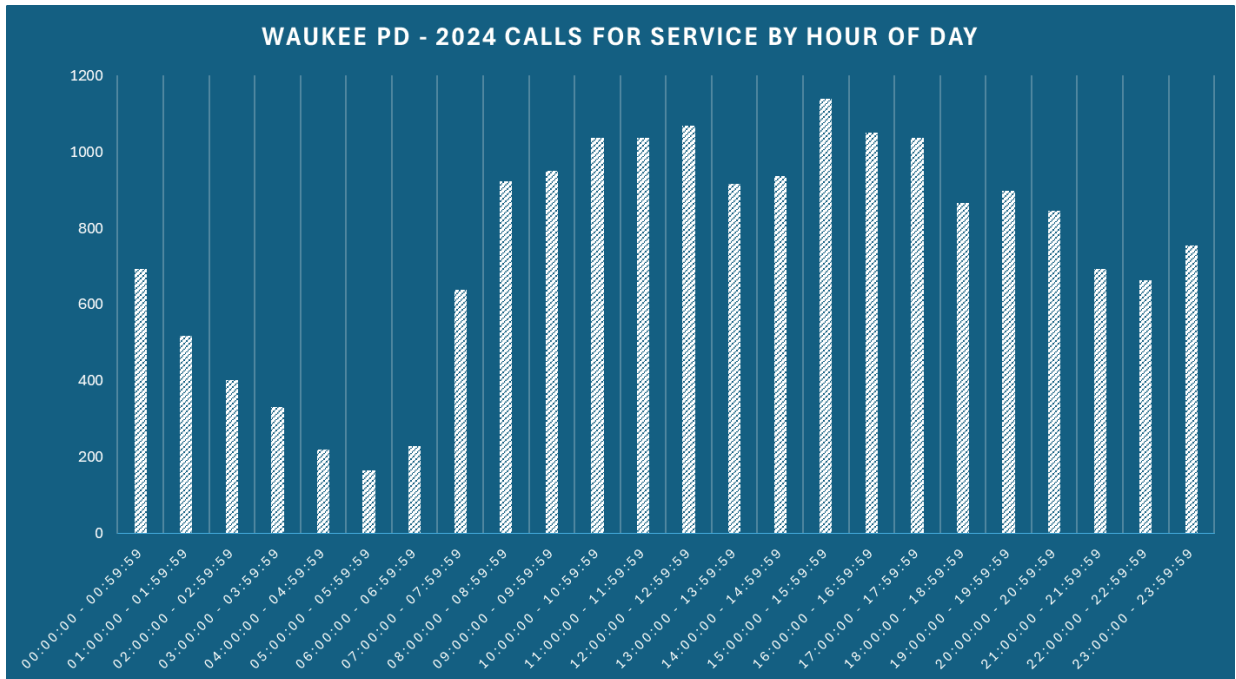
4,832
SELF-INITIATED CALLS
FOR SERVICE

14,156
DISPATCHED CALLS
FOR SERVICE

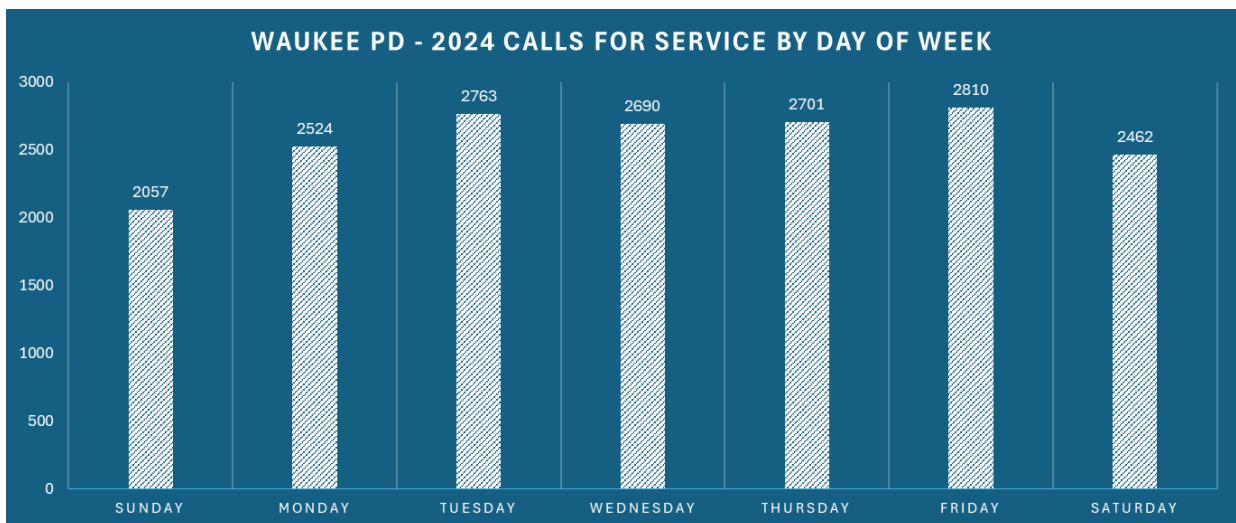
Calls for Service

The time of day that calls come in vary day by day. The majority of our calls for service were between 10:00 AM and 6:00 PM. The busiest day of the week were Friday's with Tuesday close behind.

Hour of the Day



Day of the Week



A Year in Review

Period	2024	2023	2022
Calls for Service	18,988	17,369	17,694
Traffic Stops	3,174	3,608	3,059
Parking Tickets	115	116	161
Warnings	2,118	1,891	1,728
Citations	875	1,480	1,280
Arrests	558	654	520



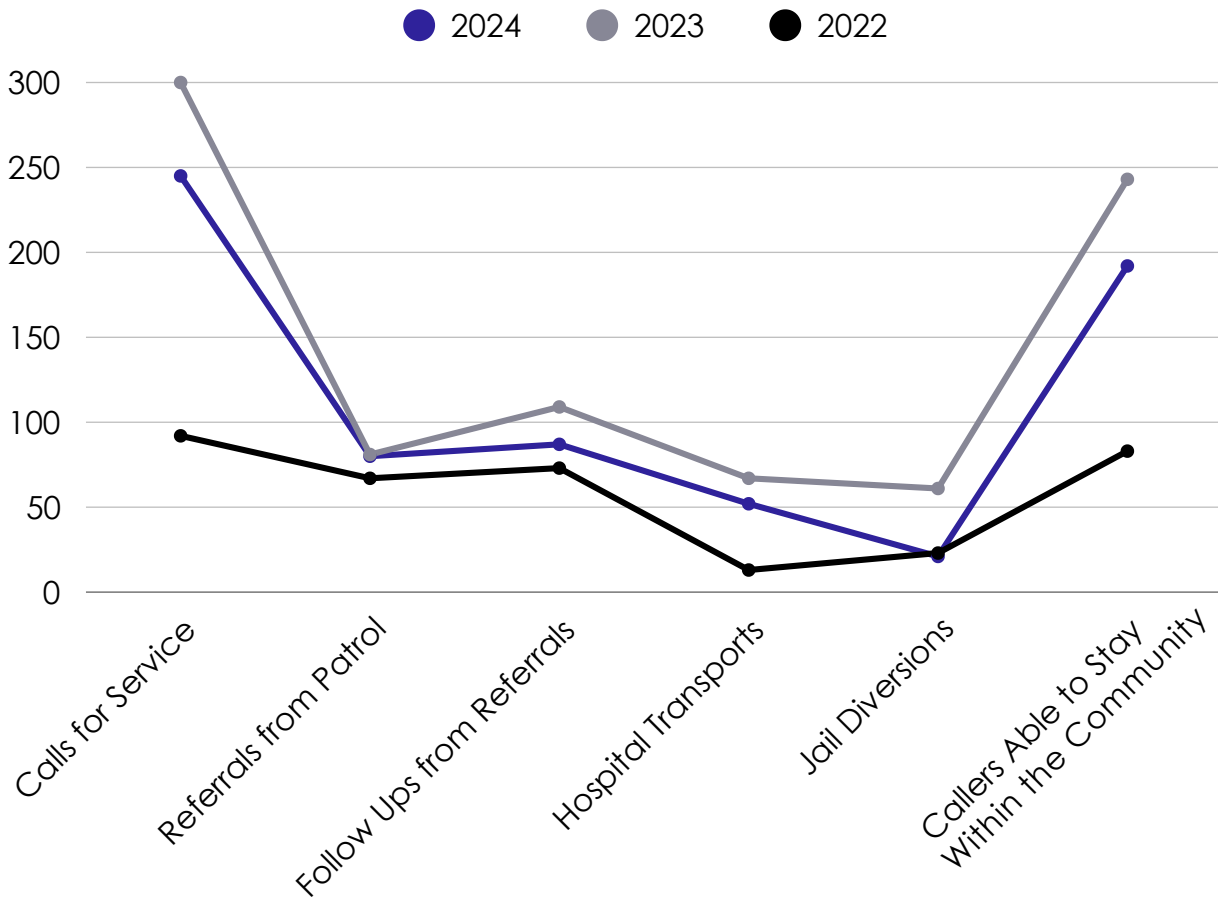
↓ **14.67%**

While there was a steady increase in calls for service we saw a 14.67% decrease in arrests compared to the previous year.

Crisis Intervention Team

Implemented in July of 2022, our Crisis Intervention Team is comprised of Officer Chris Kickbush and a mental health specialist. Together they respond to mental health crisis related calls, provide a range of resources and follow-up. All of our officers are trained in crisis intervention training, but having a dedicated team to follow-up can be crucial.

They were dispatched to 245 mental health crisis calls for service in 2024. Of these, 89 were referred to outside services. These services could include things like therapy, crisis stabilization, medication management or psychiatric help. These calls also helped 21 people avoid jail with 192 people also able to stay within the community.



“We show up, we listen, we help.”



School Resource Officers

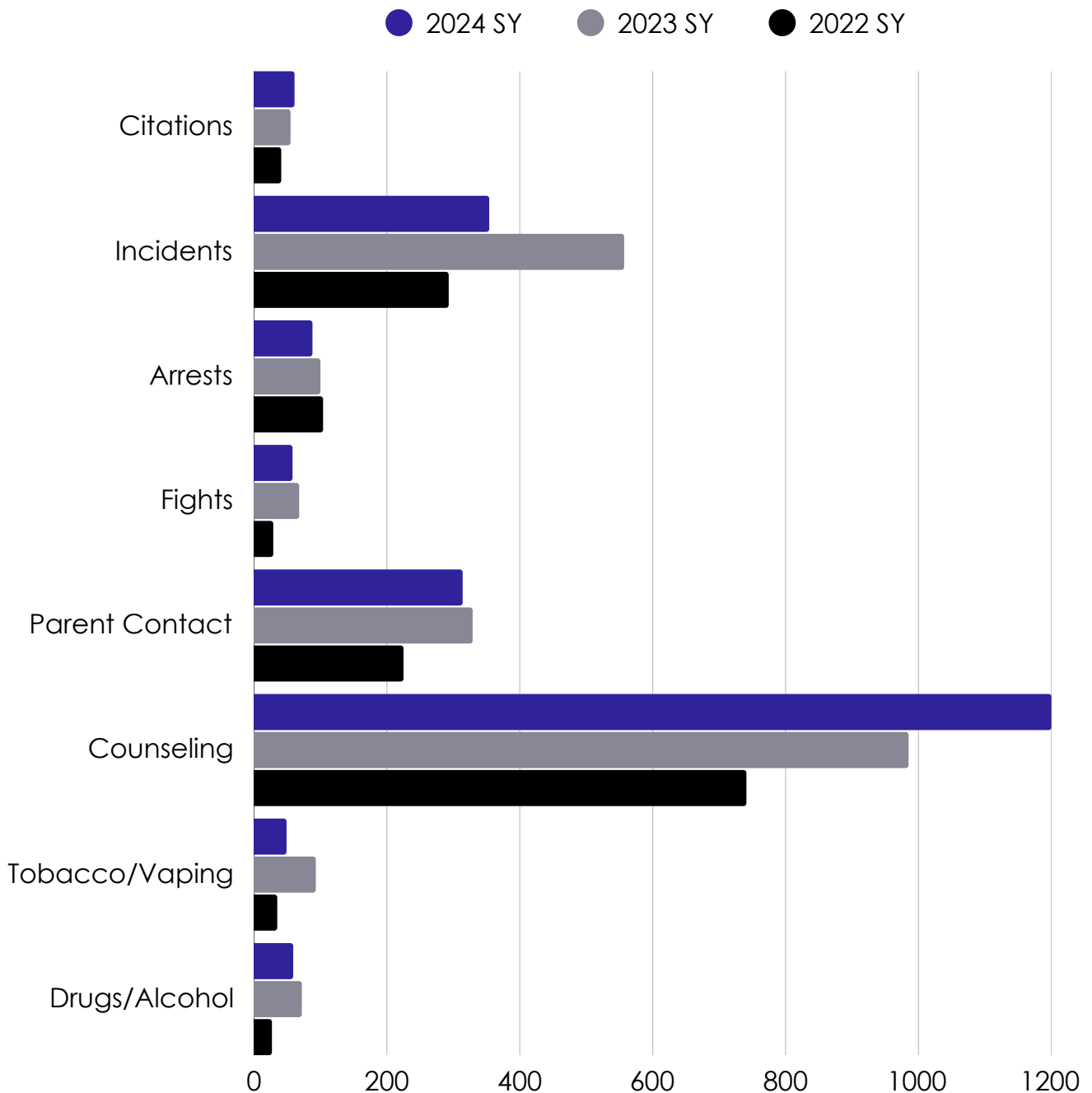
The Waukee Community School District continues to be the fifth-largest school district in Iowa. As part of the School Resource Officer (SRO) program, Waukee Police officers work within the schools of Waukee. We have four SRO's and one sergeant that can help facilitate safety and law-related issues. They also help connect the police department with the student community, juvenile courts liaison and school staff.

This school year we started off with a backpack drive at the Back-to-School Resource Fair, helping provide students with backpacks for school. Our officers also led classes within the schools teaching students about the effects of drugs and alcohol on the body, search and seizure, sexting and social media and consent. Our SRO's continue to work proactively within the school district to provide a safe and secure learning environment.



School Resource Officers

This year we saw a decrease in numbers for incidents and arrests. While we take every call seriously, we also try to work with students, families and staff to prevent reoccurrences of the same behavior. Our SRO's increased their counseling efforts to help strengthen the bond between students and law enforcement.



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.



187 Pounds

PRESCRIPTION DRUGS
SAFELY 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.

IN 2024, WE KEPT WATCH OVER

58 Homes



Outreach Programs

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

Attending Community Events

Sergeant Ferrara attended or organized over 100 community outreach events. These programs range from quarterly events with senior citizens, safety talks with kindergarteners, Citizens Academy and tons more.



Raising Awareness

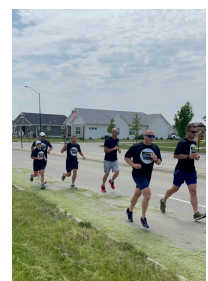
Cancer

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 like the Kids Cancer Crusher.



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.



Outreach Programs

Hosting Youth Education

Bike with Cops

During our Bike With Cops day kids learn about bike safety before enjoying a two-mile bike ride and lunch with officers.

20

ATTENDEES



Safety City

Each year we host incoming kindergarteners in our Safety City program. Here they learn about street safety, bus rules, bullying, fire safety, calling 911 and more.

360

ATTENDEES



Outreach Programs

Hosting Community Events

Public Safety Day _____→

One of our biggest events is our Public Safety Day where anyone in the community can come out and enjoy a free dinner, meet our officers, jump on bounce houses, play with some rescue dogs and take a ride on a fire truck. We had over 1,200 attendees this year.



Halloween Open House _____→

During our Halloween Open House kids can come dressed in their costumes and trick or treat as they walk through our decorated hallways. This year we had a great turnout with over 350 kids trick or treating.



Outreach Programs

Supporting Local Families

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.



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 24 kids.





Special Services



Criminal Investigations

Criminal Investigations falls under the Special Services Division and is led by Captain Mellencamp and Sergeant Cichoski. Long time detective, Susan Williams, continues to bring her extensive knowledge and training to the division. In May, Detective John Young transitioned from patrol to criminal investigations. Together the team works on any follow-up for initial police reports and criminal complaints, major crimes, conducting more in-depth criminal investigations, search warrants and evidence processing.

We continue to be official affiliates with Internet Crimes Against Children (ICAC) and collaborate with the Division of Criminal Investigation (DCI), outside agencies and specialty agencies to combat a variety of crimes. Due to the severity of crimes this year we had several cases go to the federal level.



257

CASES ASSIGNED TO
CRIMINAL
INVESTIGATIONS

58

AFTER HOURS CALLS TO
INVESTIGATORS

138

CHARGES RESULTING
FROM THE CRIMINAL
INVESTIGATIONS

A Year in Review

Investigators may be needed at all hours of the night for questions or to respond to a scene. In 2024, there were 58 after hours calls made to investigators. They saw a slight increase in cases assigned with 57 individual arrests made, 138 total charges and 115 cases cleared other than by an arrest.

Period	2024	2023	2022
Cases Assigned	257	233	287
Charges	138	246	139
Search Warrants	20	36	33
Subpoeanas	100	74	119



↑ **10.3%**

There was a 10.3% increase in cases assigned to the Criminal Investigations Section compared to the previous year.

Evidence

Evidence Technician Lea Scaletta Brown documents, collects and processes all digital and physical evidence for the Department. This includes body camera footage, drugs, weapons, found property and more.

She responded to 30 crime scenes and processed 302 subpoenas relating to evidence. Over 800 items were submitted for evidence with 59 being taken to the DCI lab for additional testing. There were 136 pieces of property that were able to be released or destroyed in 2024.

824

ITEMS SUBMITTED FOR EVIDENCE

59

ITEMS TAKEN TO THE DCI LAB

136

PROPERTY DISCHARGED



302

SUBPOENAS PROCESSED



8.63%

INCREASE IN SUBPOENAS PROCESSED

30

CRIME SCENE RESPONSES



7.14%

INCREASE IN CRIME SCENE RESPONSES

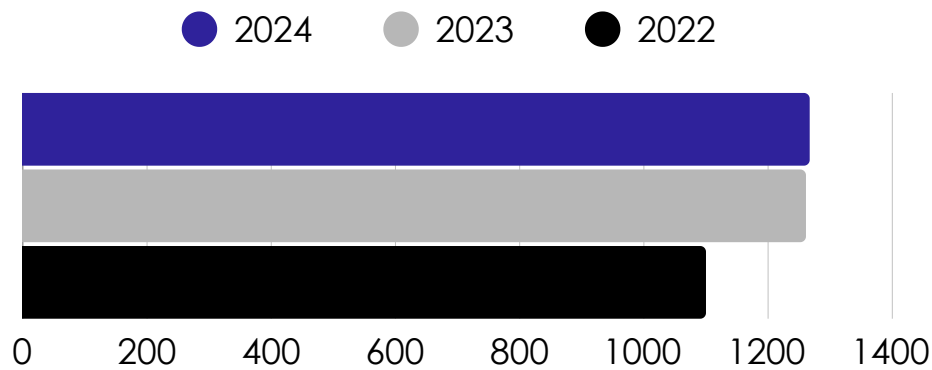
Records Technicians

Our Records Technicians, Ashley Morris and Hailey Gehling are responsible for day-to-day operations, processing record requests and civilian fingerprinting while Abbey Christensen makes sure the department is aligning with CALEA standards.

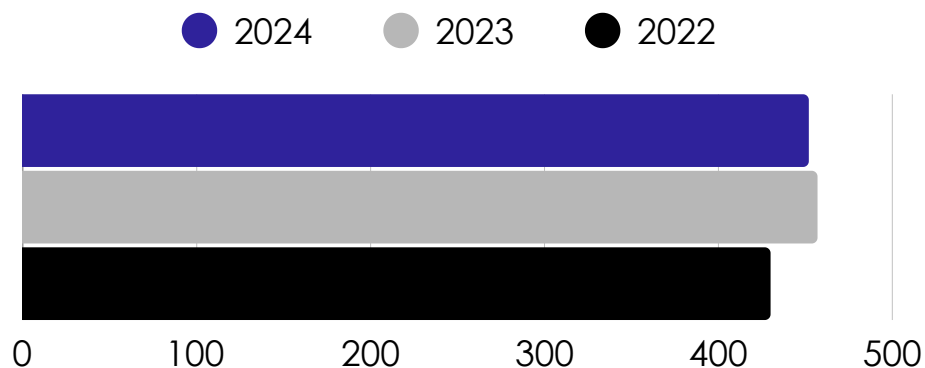
This year there was a slight increase in open record requests with 1,267 reports processed. They also fingerprinted 452 civilians needing background checks for a variety of reasons including employment, licensing or adoption.

This was a big year as our department was officially awarded final accreditation for CALEA standards. After accreditation is received yearly compliance is acquired and documented to maintain the standard best practices for law enforcement agencies across the country.

Record Requests



Civilian Fingerprints



Thank you!

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.





Dial 9-1-1 IN AN EMERGENCY

Non-Emergency Dispatch
515-222-3321

Police Station
515-978-7979



Email Address
police@waukee.org



Website
Waukee.org/Police

