



2025 Annual REPORT

Waukeee Police Department

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Waukeee.org/Police

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From the Chief

The Waukeee Police Department continues to grow alongside our thriving community. In 2025, the City of Waukeee experienced significant expansion in residential and commercial development, as well as increased visitor traffic. This sustained growth resulted in another record-setting year for the Police Department, including nearly a 12% increase in calls for service, a 24% increase in motor vehicle crashes, a 20% increase in arrests, and close to a 10% increase in records requests.

Despite these substantial increases in workload, the Waukeee Police Department remained steadfast in our mission: service through integrity, respect, and trust to enhance public safety and quality of life. Our commitment extends beyond residents to include business partners, community stakeholders, and visitors who contribute to Waukeee's dynamic environment.

A key priority for our department—and for all City departments—is delivering exceptional service while being responsible stewards of taxpayer dollars. Waukeee is served by 40 sworn officers, a lean staffing model compared to similarly sized communities that often staff 50 or more officers. This requires continuous evaluation of operations to ensure efficiency, effectiveness, and fiscal responsibility. Through strategic deployment, data-driven analysis, and a culture of accountability, we work diligently to maximize every public dollar invested in public safety.

Maintaining this level of service with lean staffing requires an extraordinary team. The officers and professional staff of the Waukeee Police Department are highly trained, compassionate, and dedicated professionals who take pride in setting the standard for excellence rather than simply meeting it. Whether it is 3 a.m. or 3 p.m., our team stands ready to respond. Their expertise, commitment, and proactive approach add measurable value to both our organization and the broader community.

In June 2025, we proudly transitioned into our new state-of-the-art public safety facility. Designed to accommodate future growth, this long-term investment will help the department continue to serve Waukee efficiently and effectively for many years to come.

Community support remains one of our greatest strengths. From participation in community programs to simple gestures of appreciation, the partnership between the Police Department and the community we serve is both meaningful and impactful. This strong relationship contributes to high employee retention within our department, reducing costs associated with recruitment, onboarding, and training—another way we deliver long-term value to our taxpayers.

We are deeply grateful for the continued trust and support of the Waukee community. As we move into 2026, your Waukee Police Department remains committed to fiscal responsibility, operational excellence, and collaborative partnerships that build a safer community through integrity, trust, and respect.

Chad McCluskey
Chief of Police
Waukee Police Department



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

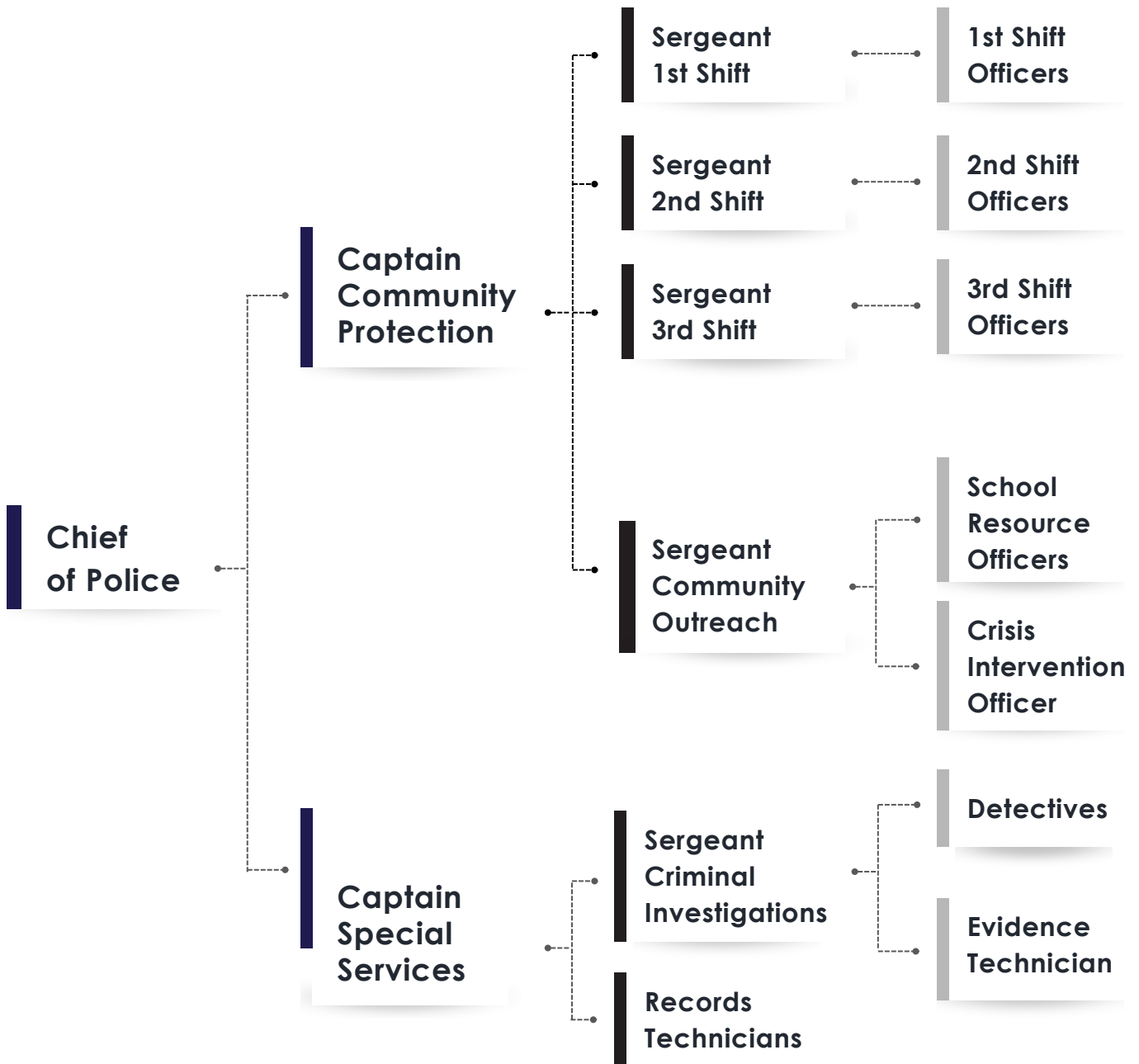
5

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



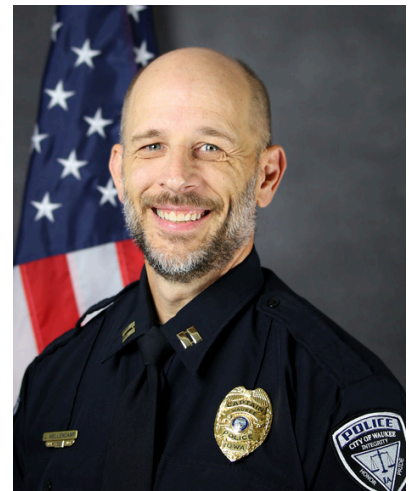
**Chad
McCluskey**

Chief of Police



**Scott
Cunningham**

Captain
Community Protection



**Jeff
Mellencamp**

Captain
Special Services

Sergeants



Mackenzie Ferrara

Sergeant
Community Policing



Robert Gitzen

Sergeant
Community Protection



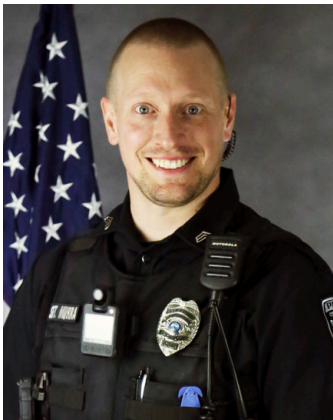
Neil Lemke

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



Dace Richardson



Corby Robbins



Chris Kickbush



Nick Gilchrist



McKenna Townsend



Cole Jackson



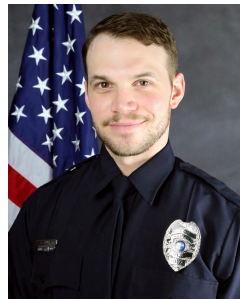
Austin Gibbs



Bryce Meeker



Johnathan Young



Jeff Schultz



Wyatt Johnson



Megan Smolik



Emily Beehler



Mike Hackett



Kyle Halsey



James Avon



Nolan Young



Becky Vandermark

Officers



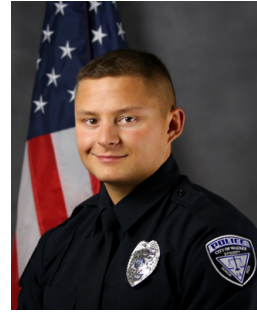
Farhoud Golafshan



Isaiah McNamee



Melvin Herrera



Collin Hart



Seth Gray



Adam Frascht



Tony Ong



Ryan Bowers

Civilian Staff & Chaplain



Lea Scaletta Brown



Ashley Morris



Abbey Christensen



Hailey Benson



Pat Quaid



Advancements



Growing Force

As the City of Waukee grows, our calls for service grow. This year we were fortunate to add three certified officers to our team. These officers either filled a vacancy or were a part of the annual staffing plan to keep pace with growth. Joining us in 2025, were Officers Seth Gray, Tony Ong and Ryan Bowers.



ILEA Graduation

Two officers completed the 16 weeks of training from the Iowa Law Enforcement Academy.

Officer Hart graduated from the 322nd Basic Level I Training Class in August.

Officer Frascht graduated from the 324th Basic Level I Training Class in December. During training, Officer Frascht earned the Top Driving Award.



Training

Active Threat Response Training

This training was a great opportunity to partner with Vibrant Music Hall to help simulate a more real-life situation. During this active shooter simulation, officers were able to practice establishing and operating a command center during a crisis. The department incorporated a number of civilians to create a more realistic atmosphere for the officers as they practiced first-aid and evacuations.

Firearms

The department participates in various firearms trainings throughout the year on handguns, shotguns, and rifles. In June, they completed the Iowa Law Enforcement Academy required annual qualifications course for handguns and shotguns. This course tests officers shooting abilities for each weapon. In September, officers completed the rifle qualifications course. In October, officers trained on low-light qualifications course. During this training, they completed drills while shooting in different stances/situations.

Taser

The officers recertify on tasers every year. These are scenario-based trainings where one person wears a safety suit while role-playing with the officers in an attempt to simulate real-life situations. This gives the officers the opportunity to practice de-escalation training along with taser recertification.



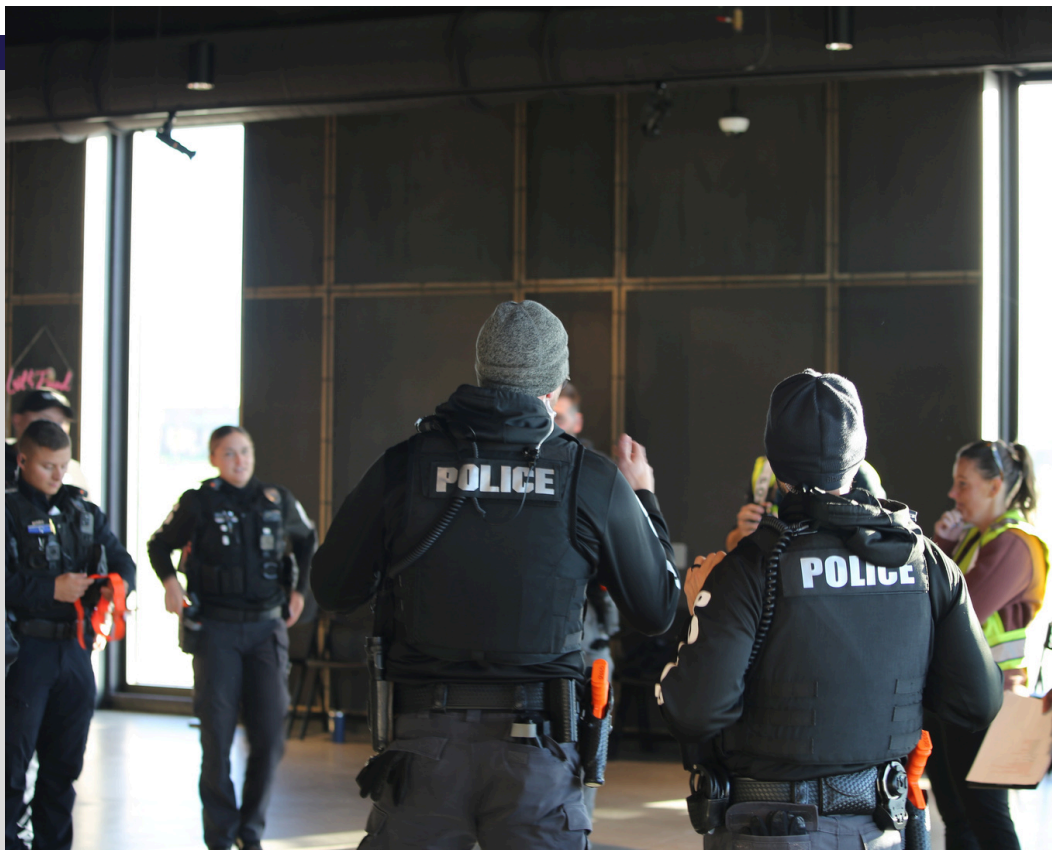
Training

Active Bystandership for Law Enforcement (ABLE)

The entire department completed ABLE training, becoming one of less than 500 law enforcement agencies across the U.S. and the 7th Iowan agency to complete the feat. ABLE training aims to prepare members to successfully intervene to prevent unnecessary harm by fellow officers and to create a law enforcement culture that supports peer intervention. The department will participate in annual refresher training.

Defensive Tactics

The officers train in various techniques and perform physical drills to help them stay up to date with the most effective methods of self-defense. We have three officers trained in Gracie Survival Tactics and Storm Training. They design each course to challenge officers in standing positions, partner situations and weapons control scenarios. Each training is different with a focus on instructing the officer on new techniques while challenging them with role-playing and possible scenarios.



Upgrades

New Public Safety Building

We settled into our new building in June and celebrated with a ribbon cutting in July. The 90,000 square foot building has a state-of-the-art evidence storage area; space for critical investigations; training facilities, including a Use of Force scenario simulator, space for defense tactics and taser trainings; multiple training/conference rooms; and offices.

The facility also allows for specialized workspaces for investigations and storage for our specialized gear. But the most important feature of the new Public Safety Building is that it will accommodate the future growth of our department!





Achievements



Honors

In March, during a Governor's School Safety Bureau (GSSB) training, the Waukee Police Department was recognized for their efforts related to school safety. It was noted that our immediate response day or night, our willingness to collaborate with other agencies, and our sharing of information both received and given to GSSB were key to our proactive approach to school safety.



Officer Herrera was nominated for Traffic Safety Officer of the Year and Officer Beehler was nominated for OWI Officer of the Year during a Central Iowa Traffic Safety Task Force (CITSTF) event. Their hard work, dedication, and commitment to public safety continue to make a lasting impact in Iowa.



Honors



During the summer, Officer Beehler responded to a call in the early morning hours and within minutes helped a mom deliver a beautiful baby at home. Her calming presence and quick action led to a safe and happy outcome in a critical moment.



In November, Officer Beehler received the Mothers Against Drunk Driving (MADD) Iowa Hero Award. This award was given to law enforcement professionals who made a significant impact on traffic safety through impaired driving enforcement. She is also a mentor and resource in the metro for Drug Recognition Expert work (DRE), Standardized Field Sobriety Testing (SFST) and OWI enforcement/training.

Honors

Captain Scott Cunningham graduated from the 295th session of the FBI National Academy in September.

The FBI National Academy is an intensive 10-week program dedicated to advanced training for law enforcement leaders from around the world. Captain Cunningham's class included 254 leaders from agencies covering 49 states and the District of Columbia, along with six military organizations, and law enforcement agencies from 20 countries.

Captain Cunningham and his National Academy class took part in a graduation ceremony at the National Academy in Quantico, Virginia.

Participation in the FBI National Academy is by invitation only through a nomination process. Nationally, fewer than one percent of law enforcement officers are offered the opportunity to participate in this prestigious training program.



Honors

Detective Young was named the 2025 West Des Moines Elks Lodge Law Enforcement Professional of the Year. This award goes to an officer who demonstrates a fundamental duty to serve the community, safeguard lives and property and respect the constitutional rights of all to liberty, equality and justice. This year, the Criminal Investigations Section had 211 cases with Detective Young completing 84 criminal charges in 2025.



Records Technician, Ashley Morris, was named the 2025 Waukeee Police Department Member of the Year. This award recognizes dedication and teamwork. The honoree is selected based on votes from colleagues. Ashley is always willing to answer or problem solve. She is a crucial member of the Special Services Division who is always open to change with a positive attitude.



Grants

Grants

The department was fortunate to have been awarded several grants this year.

An award from Prairie Meadows Casino will enable us to complete a needed overhaul of our much-loved Safety City houses and equipment. This summer, we will welcome children with all new buildings and new tricycles.

An equipment grant from the Iowa Governor's Traffic Safety Bureau helped us purchase 12 new portable Preliminary Breath Test (PBTs) devices.

In addition, the Department of Justice (DOJ) offers many grant opportunities to assist local law enforcement agencies with the cost of equipment and hiring needs. This year, the department was awarded two DOJ grants.

- The Bureau of Justice Patrick Leahy Bulletproof Vest Partnership grant provides funding for 50% off the cost of body armor vests for up to five officers.
- The COPS Hiring Program covers a portion of a newly hired officer's salary over the course of three years.

New Equipment

The department invested in wrestling mats so we officers can train more frequently and meet the scheduling needs of our three shifts. As an added benefit, we are able to host defensive tactics clinics with outside agencies.



*Preliminary
Breath Test
(PBTs) devices*



Community Protection



Division Overview

When a call comes in, our Community Protection Division is the first to respond. They serve as the first line of response to your calls, enforcing traffic laws, taking initial reports and helping with crime prevention. Calls range from thefts or assault to motor vehicle accidents or parking complaints.

Coverage

Our patrol unit consists of six sergeants and 26 officers. They rotate between three overlapping shift rotations to give 24/7 coverage.



Calls for Service

In 2025, officers responded to 21,227 calls for service. This is an increase of 11.79% from the previous year. Over the last five years, our officers have seen a more than 53% increase in calls.

Of the 21,227 calls for service, 2,865 were traffic stops, 1,814 were phone call requests to officers and 1,484 came in as wireless 911 calls.

↑ **21,227**
CALLS FOR SERVICE

↑ **11.79%** ↑ **53.23%**
INCREASE IN ONE YEAR INCREASE IN THE LAST 5 YEARS



Response Time

The average time it takes from a call being dispatched to an officer arriving was 3.8 minutes. Depending on the nature of the call, there may be times when multiple officers are needed. Nearly 25% of our calls required multiple officers.

3.8 MINUTES
AVERAGE ARRIVAL TIME

24.98%
MULTIPLE OFFICERS NEEDED

5,303
CALLS REQUIRING MULTIPLE OFFICERS

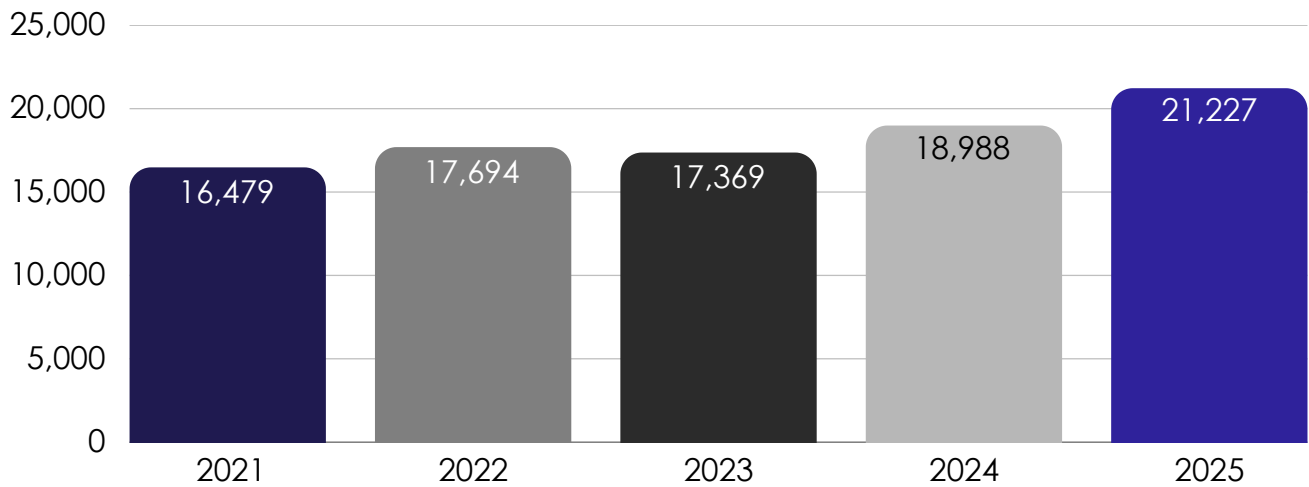
5,036
SELF-INITIATED CALLS FOR SERVICE

16,191
DISPATCHED CALLS FOR SERVICE

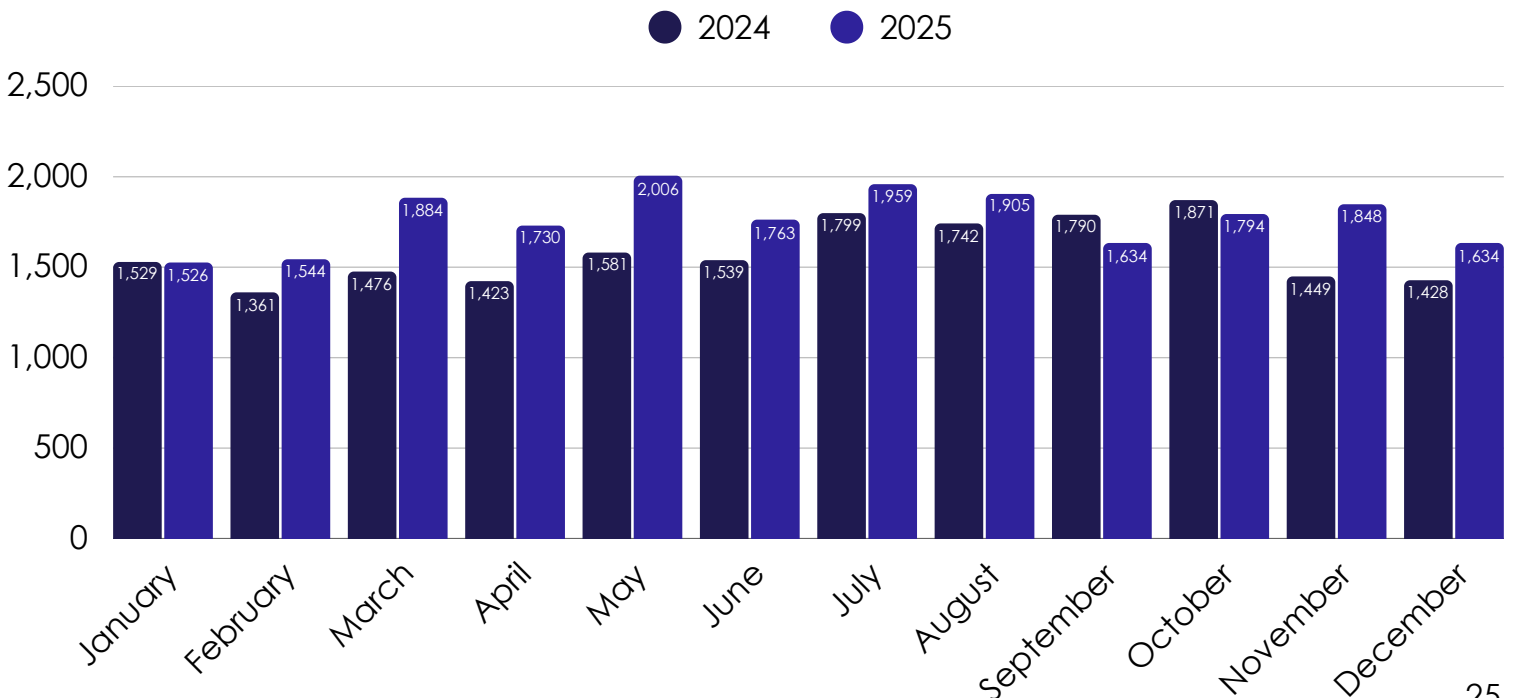
Calls for Service

There was an 11.79% increase in calls for service since 2024 and a 53.23% increase over the last five years. Throughout the year, the calls fluctuate depending on the season. May was our busiest month for calls.

Calls by Year



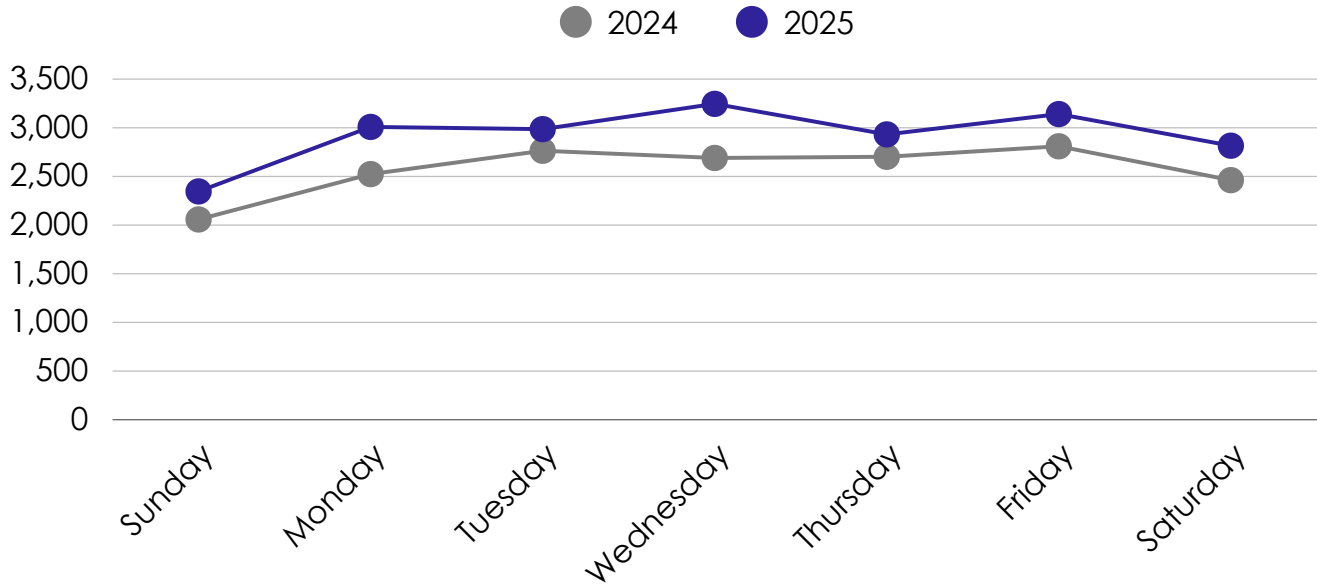
Calls by Month



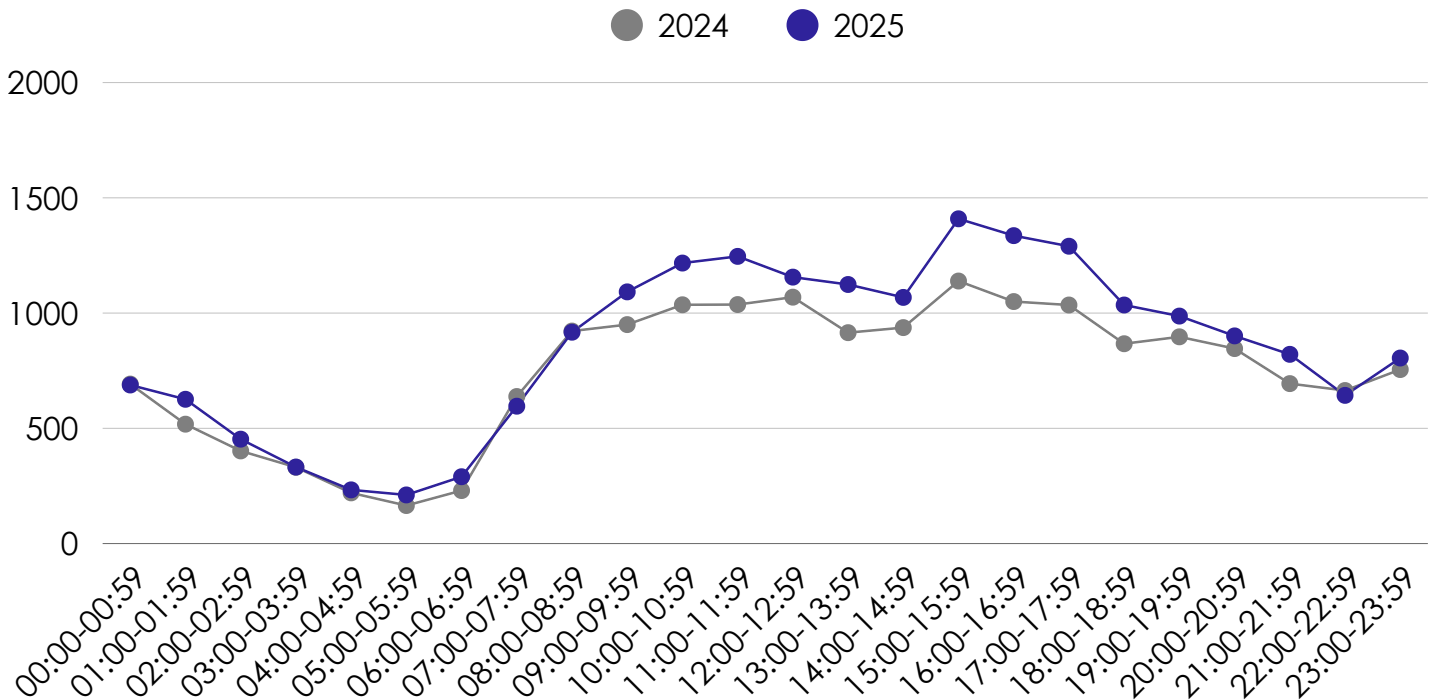
Calls for Service

Wednesday was our busiest day of the week in 2025. We have a steady flow of calls throughout the day with high periods around 11 a.m., 3 p.m. and 11 p.m.

Calls by Day of the Week



Calls By Hour of the Day



A Year in Review

FOR COMMUNITY PROTECTION

	2024	2025
Calls for Service	18,988	21,227
Cases	1,619	1,811
Traffic Crashes	461	571
Parking Tickets	115	303
Warnings	2,118	2,450
Citations	875	947
OWI Incidents	90	113
Arrests	558	665

A steady increase in calls for service and cases resulted in an increase in tickets, warnings and citations.



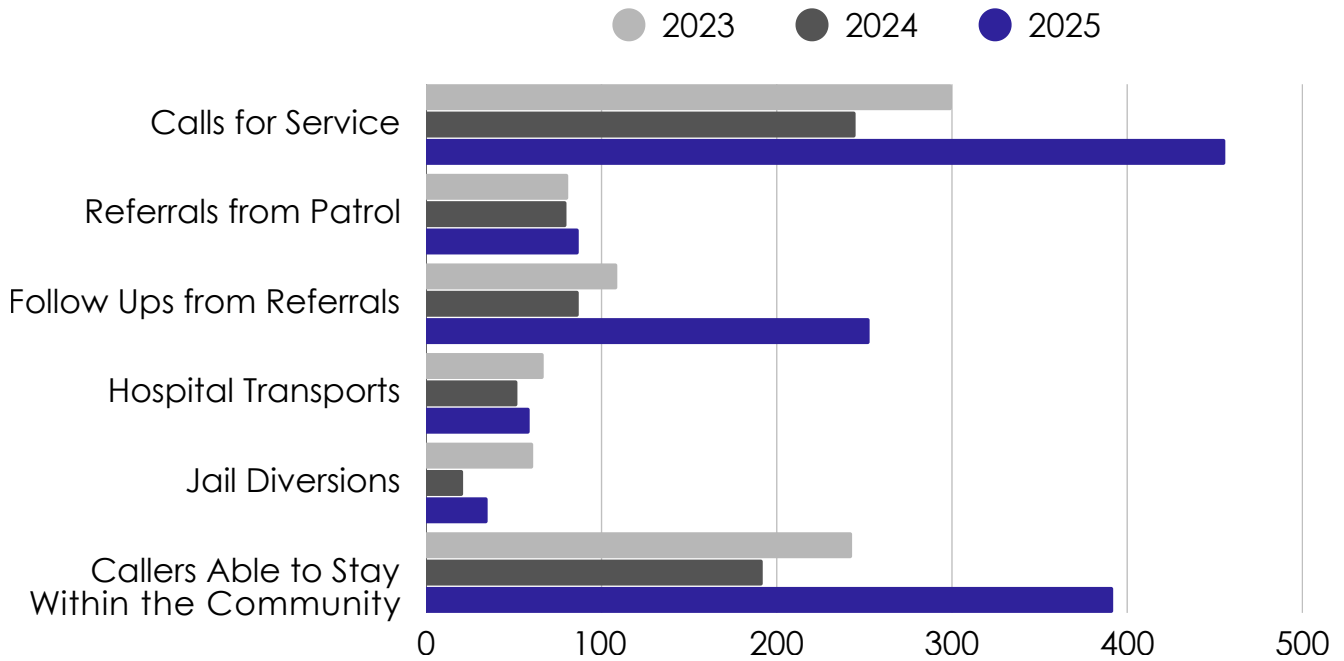
19.18%

increase of arrests
from 2024 to 2025

Crisis Intervention Team

Our Crisis Intervention Team (CIT) 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.

In 2025, CIT responded to 456 calls for service, up from 245 calls the year prior. Over 250 calls were initiated from CIT to follow up with callers. From these calls, 89 were referred to outside services. These services could include things like therapy, crisis stabilization, medication management or psychiatric help. They also helped 35 people avoid jail with 392 callers able to stay within the community.



86.12%

increase in calls for service where the Crisis Intervention Team responded



School Resource Officers

The Waukee Community School District is the third-largest school district in Iowa. As part of the School Resource Officer (SRO) program, Waukee Police officers work within the schools of Waukee. Four SROs and one sergeant help facilitate safety and law-related issues. They also help connect the Police Department with the student community, juvenile courts liaison and school staff.

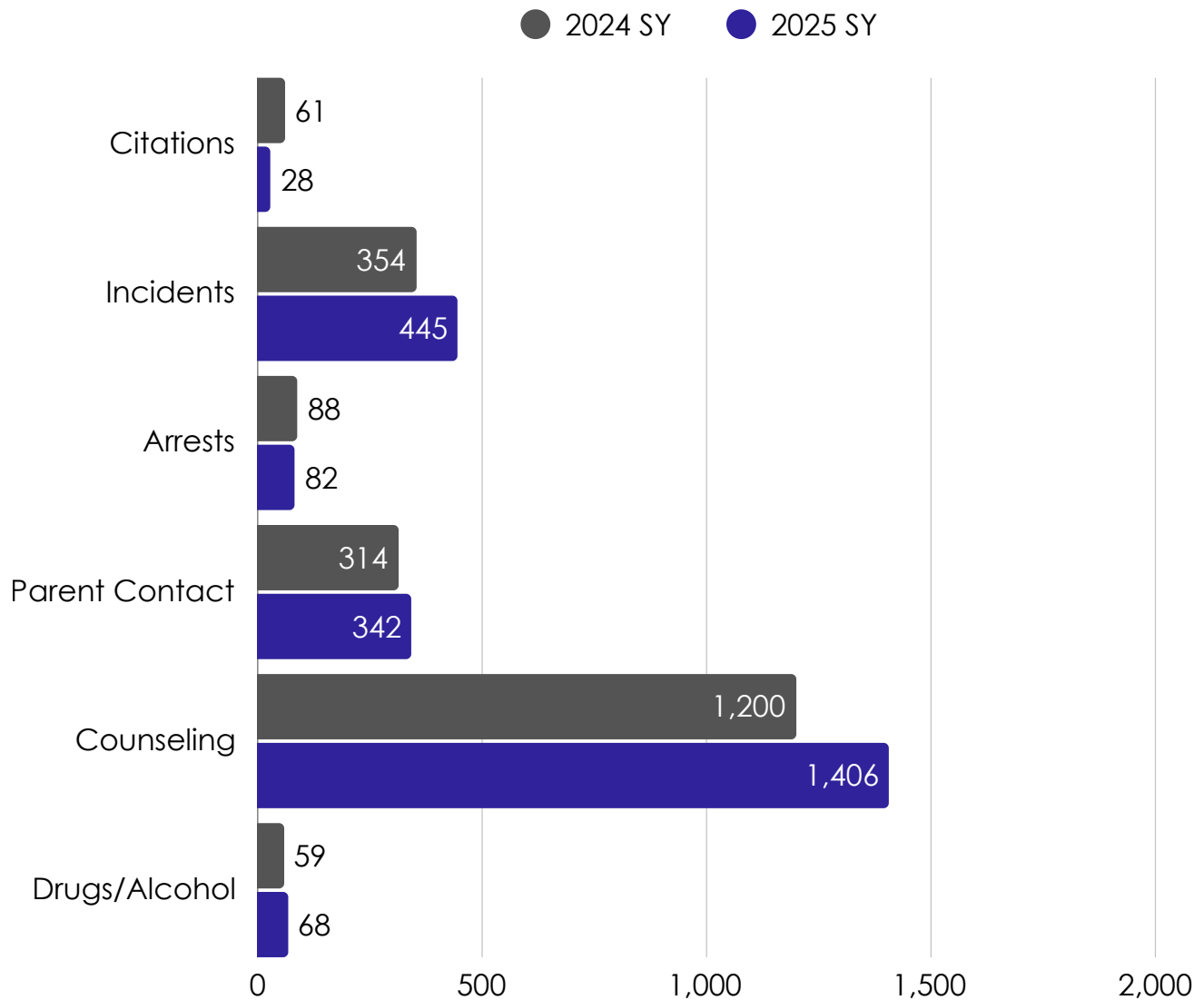
This school year, our SROs started off at the Back-to-School Resource Fair where they handed out school supplies to families in need and got to know new students in the district. Throughout the year, they can be seen in the school buildings interacting with students, teaching classes regarding safety with social media, amendment laws, consent and the effects of drugs and alcohol on the body. They also help at the Build for the Future Career Fair helping students plan their future goals.



School Resource Officers

SROs increased their counseling efforts to help strengthen the bond between students and law enforcement. There were 68 incidents involving drugs or alcohol and six incidents of theft throughout the school year. This year, we saw a 25.71% increase for incidents within our schools, but a 6.81% decrease in arrests and 54.09% decrease in citations.

Our SROs goal is to work with students, families, staff to prevent reoccurrences of the same behavior.



Community Help

Drug Drop Box

Inside our lobby, we offer a drug drop box 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.



300 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 2025, WE KEPT WATCH OVER

51 Homes



Outreach Programs

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

Attending Community Events

Community policing is an important aspect for our department. Programs and events are organized and attended throughout the year to help strengthen the bond with our community. Officers and staff can be found engaging with community members at quarterly events with senior citizens, safety talks with kindergarteners, Citizens Academy, and many more.



Raising Awareness

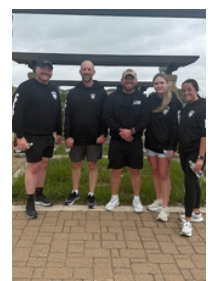
Cancer

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

Safety City

Incoming kindergarteners learn about street safety, bus rules, bullying, fire safety, calling 911 and more with the help of the Waukeee Police Department and local volunteers.

185
ATTENDEES



Outreach Programs

Hosting Community Events

Public Safety Day →

The annual Public Safety Day, hosted in collaboration with Waukee Fire Department, is one of our biggest events of the year. This year, we were happy to welcome the community at our new Public Safety Building! In addition to treating everyone to dinner and ice cream, we gave tours of our new building with a fun scavenger hunt for the kids.

Members of the Police Department worked various stations throughout our half of the building. They gave a quick explanation of the function of the room as guests walked along the self-guided route.

Visitors got a workout that day touring all 90,000 square feet of our new facility!

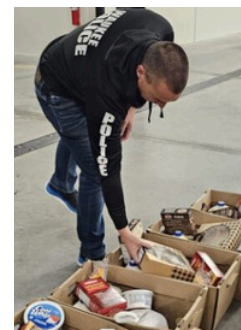


Outreach Programs

Supporting Local Families

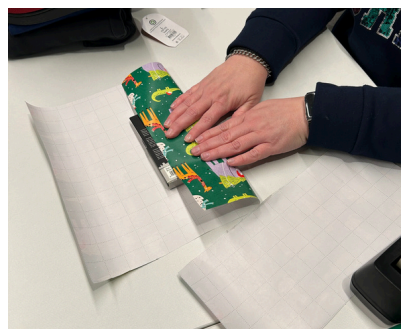
Thanksgiving BASKETS

Each fall, we team up with the Waukee Community School District 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 25 baskets to help feed families.



OPERATION *wish list*

Operation Wish List is a way to help multiple families have a brighter holiday season. The Waukee Community School District helps identify families in need. Waukee Police Department then collects the students' wish lists and purchases items with the help of community donations. Items are wrapped and delivered to these families. This year, we were able to provide presents for 20 kids.





Special Services



Criminal Investigations

Criminal Investigations falls under the Special Services Division and is led by Captain Mellencamp and Sergeant Cichoski. Detective Young adds another year of knowledge to the team as Detective Jeff Schultz transitioned from patrol to criminal investigations in July of 2025.

Together the team works on any follow-up for initial police reports and major crimes. They conduct 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.



211

CASES ASSIGNED TO
CRIMINAL
INVESTIGATIONS

56

AFTER HOURS CALLS
TO INVESTIGATORS

117

CHARGES RESULTING
FROM THE CRIMINAL
INVESTIGATIONS

A Year in Review

FOR CRIMINAL INVESTIGATIONS

Each case that needs more in-depth follow-up will be assigned to our Criminal Investigations section. In 2025, they received 211 cases. Over 50 cases involved calls to investigators after hours with 33 cases needing a detective to respond right away after hours.

	2024	2025
Cases Assigned	257	211
Arrests	57	37
Charges	138	117
After Hours Calls to Investigators	58	56
Search Warrants	20	14
Subpoenas	100	70

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.

Moving to the new Public Safety Building meant moving all pieces of evidence. Overall, there were 893 pieces of evidence safely and securely moved to the new location. In 2025, an additional 60 items were taken to the lab with 515 pieces of property discharged, a 278.67% increase.

485

ITEMS SUBMITTED FOR EVIDENCE

60

ITEMS TAKEN TO THE DCI LAB

515

PROPERTY DISCHARGED



372

SUBPOENAS PROCESSED



23.18%

INCREASE IN SUBPOENAS PROCESSED

13

CRIME SCENE RESPONSES



56.66%

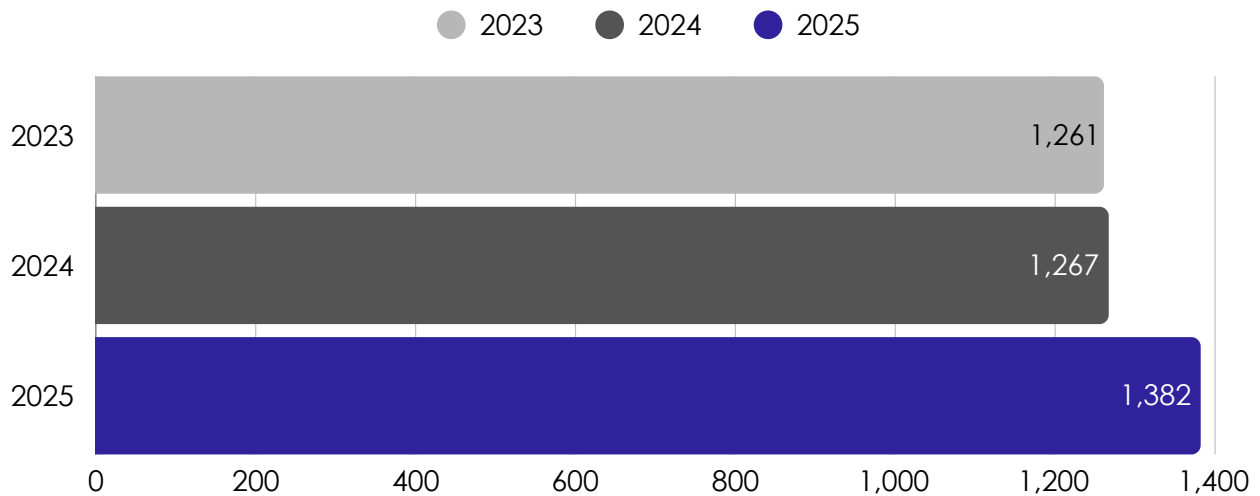
DECREASE IN CRIME SCENE RESPONSES

Records

Our three Records Technicians, Ashley Morris, Abbey Christensen and Hailey Benson are within the Special Services Division and oversee the daily operations of the Police Department. They are responsible for processing record requests, civilian fingerprinting, updating statistics and reviewing daily reports. Christensen also helps with continuous yearly compliance of the department for CALEA standards.

In 2025, there was a 9.08% increase in open record requests with 1,382 requests fulfilled. We were also able to digitize nearly 50 years of paper records to a more efficient and updated system.

Records Requests



1,382

PUBLIC RECORD REQUESTS



20.87%

INCREASE IN WALK-IN ACTIVITY
TO THE FRONT OFFICE

270

CIVILIAN FINGERPRINTS



7.12%

INCREASE IN PHONE CALLS
TO THE FRONT OFFICE

Thank you!

Thank you to our community! Your confidence in our vision inspires our commitment to pursue excellence and create a positive impact in Waukee.





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

