



Wisconsin Department of Justice

Law Enforcement Bulletin

March 2025

Wisconsin Department of Justice

100 Percent of Wisconsin Law Enforcement Agencies Report to Use-of-force and Arrest-Related Death Data Collection in 2024

By Attorney General Josh Kaul

In 2021, the Use-of-Force [data collection](#) became mandatory for all Wisconsin law enforcement agencies. Since then, law enforcement participation has been strong, and we are happy to share that in 2024 we had 100% participation in the Wisconsin Use-of-Force and Arrest-Related Death (UFAD) program for the first time.

Transparency is crucial in public service, and we are grateful to all Wisconsin law enforcement agencies for their participation in the UFAD program.

The UFAD data collection allows for a more comprehensive, evidence-based understanding of use-of-force incidents in Wisconsin. UFAD reports are collected when one or more of the following occurs:

- An officer utilizes force that results in the death of a person
- An officer utilizes force that results in great bodily harm to a person
- An officer discharges their firearm at or in the direction of a person
- A person dies while detained, arrested, or in the course of being arrested

The UFAD data collection is comprised of two separate data collection efforts and is required for all Wisconsin law enforcement agencies. The first data collection is the Use-of-Force data collection, which was spearheaded by the FBI and is mandatory for all Wisconsin agencies pursuant to [Wis. Stat. 165.845](#). The second data collection is the Arrest-Related Death data collection, mandated by the federal [Death in Custody Reporting Act](#). For the FBI's Use-of-Force data collection, Wisconsin is one of only nine states and territories to reach the 100% reporting milestone so far.

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The UFAD data is collected by the Wisconsin Department of Justice's (DOJ) Bureau of Justice Information and Analysis (BJIA). BJIA, which is part of Wisconsin DOJ's Division of Law Enforcement Services, works to support policy and data-driven decision making through criminal justice research, analysis, and program evaluation. BJIA focuses on program evaluation for grant funded programs, managing and enhancing the Wisconsin Uniform Crime Reporting program, expanding the availability of data, and building the capacity to conduct research on a wide variety of criminal justice issues. BJIA also serves as the Statistical Analysis Center for the State of Wisconsin and contributes directly to the ability of the Department of Justice to provide research results that can inform decision making for criminal justice programs and policies.

To learn more about the UFAD data collection, please see the pertinent page on the Wisconsin DOJ [website](#).



STATE OF WISCONSIN - DEPARTMENT OF JUSTICE

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Message from the Administrator



Dear Law Enforcement Partners,

We look forward to providing excellent services to you in 2025!

For 2025 bulletins, we will be highlighting services of one bureau in the Division of Law Enforcement Services. This month's highlight is the Bureau of Justice Information and Analysis (BJIA):

Director: Ashley Billig, Ph.D.

Vision: A criminal justice system guided by quality research and analysis.

Mission: To inform criminal justice policy and practice by conducting objective research , analysis, and evaluation, and disseminating relevant information that is useful and understandable.

Data Collection

The data collection section of BJIA is the primary data collection point for crime, arrest, and other criminal justice statistics provided by law enforcement agencies in Wisconsin. The unit consists of statutorily required programs such as Uniform Crime Reporting (UCR) including the Wisconsin Incident-Based Reporting System (WIBRS) and Use of Force and Arrest-Related Death (UFAD), along with the Search Warrant Data Collection and data collected related to the Treatment Alternatives and Diversion (TAD) Program. Staff work with agencies and sites on training, data submission, data quality, technical assistance, and data dissemination. Much of the information collected from these programs is available for the public via interactive dashboards. See the two training opportunities from BJIA in the bulletin.

Research and Evaluation

The research and evaluation section of BJIA serves as the state's Statistical Analysis Center (SAC), responsible for conducting research and evaluation on a wide variety of topics relating to Wisconsin's criminal justice system, along with analysis for data collection programs and other state-funded programs, including TAD. The SAC also assists with collecting and analyzing crime victim services data and fulfilling information requests. Other projects include research and evaluation work with deflection, residential substance abuse treatment, and pretrial programs, data support for Wisconsin's Overdose Fatality Review, and the creation of a criminal justice system data warehouse.

Questions? statsanalysis@doj.state.wi.us

Please use WILENET to review our list of leadership trainings in 2025.

Have a great spring!

~ Steve

**Steven A. Wagner ~ Administrator
Division of Law Enforcement Services**



Wisconsin Department of
Justice
Bureau of Justice
Information & Analysis



Spring 2025 Virtual WIBRS Trainings

*These are 101 trainings that are well-suited
for those new to WIBRS reporting or those
looking for a refresher course*

Training Dates:

*Each training takes place over two days,
running from 9AM-3PM on the first day, and
9AM-2PM on the second, with an
hour lunch break each day*

January 22nd-23rd, 2025

March 26th-27th, 2025

May 14th-15th, 2025

To register, scan the QR code
or go to:

**[https://forms.office.com
/g/03D8ByWgYu](https://forms.office.com/g/03D8ByWgYu)**

*Registration is limited to two spots per
agency, per training. However, a single
registration link may be used to stream the
training to a larger audience within your
agency if needed*

Questions? Reach out to us at:
statsanalysis@doj.state.wi.us



**Wisconsin Department of
Justice
Bureau of Justice
Information & Analysis**

2025 Virtual Use-of-Force and Arrest-Related Death (UFAD) Trainings

*These are 101 trainings that are well-suited
for those new to UFAD reporting or those
looking for a refresher course*

Training Dates:

March 19th, 2025

From 9AM-12PM

June 18th, 2025

From 1PM-4PM

September 25th, 2025

From 9AM-12PM

To register, scan the QR code
or go to:

**[https://forms.office.com
/g/vfnsMAiyHj](https://forms.office.com/g/vfnsMAiyHj)**

*Registration is limited to two spots per
agency, per training. However, a single
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Questions? Reach out to us at:

statsanalysis@doj.state.wi.us



Division of Criminal Investigations

Jake Jansky will be the next Administrator of the Division of Criminal Investigation.

Jake is of course well known at DOJ, having served with DCI for more than a decade. He started his law enforcement career in 1999 at the La Crosse Police Department, serving in various roles before joining DCI in 2013. Jake's first role in DCI was as a Special Agent in the Internet Crimes Against Children (ICAC) Unit, before moving into the Child Sex Trafficking Unit, which later became the Human Trafficking Bureau. In 2016, Jake became a DCI Special Agent in Charge with the North Central High Intensity Drug Trafficking Area (HIDTA), located in Milwaukee, overseeing a multi-agency opioid task force. In 2022, Jake moved over to the DCI Milwaukee Field Office, where he supervised investigations and operations for that office. The following year, Jake became a Director with DCI and oversaw the ICAC and Human Trafficking Bureau, the Milwaukee and Appleton Field Offices, the Lake Winnebago Area Metropolitan Enforcement Group Unit, and the Native American Drug and Gang Initiative (NADGI). He also serves on the Wisconsin Crime Victims Council.

Jake's official first day in the new role is March 9, 2025.

Upcoming Events

Last chance to register for **Human Trafficking Investigation Training**

April 14—18, 2025

Appleton, WI

<https://wisdoj.eventsair.com/dci-human-trafficking-investigation-training>

2025 Wisconsin Drug Endangered Children Conference

April 15—17, 2025

Holiday Inn Stevens Point

<https://wisdoj.eventsair.com/2025-wi-dec-conference-renew-revive-restore>

2025 ICAC Conference

May 5—9, 2025

Hilton Appleton Paper Valley

Training & Standards

Officer Waivers

The following is the definition of the word *waiver* according to the Cambridge dictionary: “an official decision that a rule, or agreement does not have to be obeyed, or that you will not ask for something you have a right to.” For example, military recruiters have the discretion to submit waiver requests for prospects who may be disqualified for enlistment. Waivers may be granted for a variety of reasons including prior illegal drug usage, arrest history and/or medical waivers.

The Wisconsin Law Enforcement Standards Board (LESB) also has the authority to grant waivers as set forth in the Wisconsin Administrative Code and statute. It is the responsibility of the Training and Standards Bureau to evaluate each waiver request and make a recommendation to the LESB. The most common waiver requests are:

- Waiver of Preparatory Law Enforcement or Jail Officer Training – this is commonly referred to as Reciprocity. The application is form DJ-LE-300.
- College Credit Waiver – the awarding of a waiver of college credits pursuant to a recommendation from the American Council on Education (ACE) for military service; or a recommendation from the Wisconsin Technical College System (WTCS) for the completion of preparatory training. The application is form DJ-LE-331.
- Waiver of the Time Frame to Complete Preparatory Training – A request for an extension of the one-year time frame to complete preparatory training. The application is form DJ-LE-340.
- Waiver of the Time Frames to Gain and Regain Officer Employment – A request for an extension of the three-year time frame to gain/regain officer employment. The application is form DJ-LE-342.

The eligibility requirements for Reciprocity and College Credit waivers are straightforward and generally approved without controversy. The maximum number of college credits that may be awarded via the waiver process is sixty. The waiver requests for extending the time limit to complete preparatory training have been steadily rising since 2020, primarily for jail officers. This is a reflection of the challenges of reduced staffing and higher turnover from a diminishing pool of applicants. It is rare for a waiver request to be denied, although any request to extend beyond two years is the basis for a denial.

The waiver to request an extension of the time frame to gain or regain law enforcement employment is the source of much debate and has resulted in five appeals to the LESB following a denial. The details of each waiver application cover a broad spectrum – from retired officers with over twenty years of experience seeking to return after more than three years out of law enforcement to an officer who has never worked full time with significant gaps between law enforcement jobs.

Training & Standards

Mitigating circumstances are considered in the evaluation process.

For example:

- The type of employment during the interim period (first responder such as EMS, corrections, armed security, private investigations or teaching in the academy)
- The total number of years in law enforcement
- The duration of the extension (generally any request for more than 90 days is the basis for a recommendation to deny)

In June 2024, the LESB approved an amended policy to provide clarity to the requirements and the process to file for a waiver.

| EMPLOYMENT STATUS | TIME FRAME TO REGAIN EMPLOYMENT | FORM DJ-LE-342 NEEDED? |
|---|---|---|
| <u>Full time</u> (more than one year) | 3 years from last date of employment | No – unless the 3-year time frame is exceeded |
| <u>Full time</u> (less than one year) | 3 years from the date of completion of the academy | No – unless the 3-year time frame from the academy date is exceeded |
| <u>Part time</u> | 3 years from the date of completion of the academy or last date of full-time employment | No |
| <u>Part time</u> (over 60 days have passed since separation of employment and worked at least 400 hours in the 12-months prior to separation) | 3 years from the last date of employment | Yes – applicant must provide documentation to verify 400 or more hours worked * |
| <u>Part time</u> (over 60 days have past and worked fewer than 400 hours in 12-months prior to termination) | 3 years from the date of completion of the academy or last date of full-time employment | Yes ** |

* Acceptable documentation includes a letter from the agency on letterhead affirming that the officer worked a minimum of 400 hours in the 12 months prior to the date of separation.

** Applicants shall be required to complete the DJ-LE-342, however a 60-day grace period applies.

Please contact Training and Standards Bureau Compliance Officer Jerry Mullen with questions, mullenge@doj.state.wi.us or (608) 234-7432

Crime Information Bureau

The Importance of Complete Palm Prints in Wisconsin

The National Palm Print System (NPPS) facilitates the storage of known palm prints and the search of latent palm prints left at crime scenes. Currently, the NPPS repository maintains tens of millions of unique palm print identities and individual palm prints tied to those identities, all of which are available for investigative leads.

Palm prints are a trusted, valuable tool that law enforcement can use to identify suspects. NPPS estimates that 30 percent of latent prints found at crime scenes come from the palm. The palm, which is a larger hand area than fingertips, has more characteristics for Latent Examiners to compare and match than fingerprints. While fingerprints usually have about 150 definable characteristics for identification, a palm print can have about 1,500. Nearly all states, some territories, and the District of Columbia submit palm print images to NPPS. The value of palm prints is evident from the numerous success stories from using them that participating agencies report.

Unfortunately, NPPS cannot enroll and process all the palm prints that agencies submit. A significant number of states have enrollment success rates under 80 percent due to low quality or incomplete images, and some have success rates under 50 percent. Wisconsin is one of the states that has a palm print enrollment rate of 77.26 percent over the last six months.

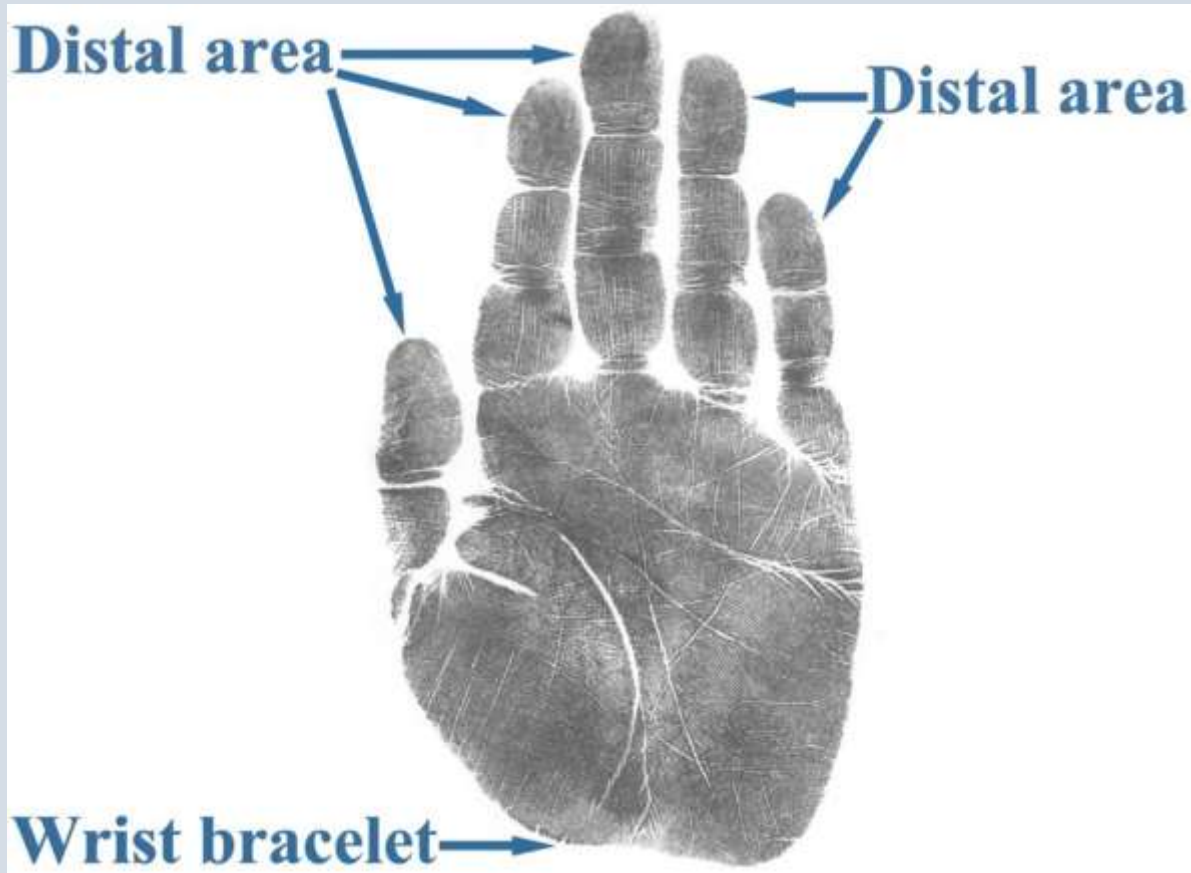
Palm prints that fail enrollment can never be searched against latent records in the Unsolved Latent File (ULF). This can result in a failure to identify potential suspects, which may cause crimes to go unsolved.

The main factor to improve palm print enrollment rates

The most common reason for palm print enrollment failure is incomplete image capture. A complete, usable set of palm print images includes the whole inner surface of the hand, including the insides of the fingers. The set of palm prints should capture the impression of the center of the hand—which people commonly call the palm—plus the inside surface of the fingers out to the last joint. That last joint, which is called the distal area, features the fingerprints. Capturing the fingerprints along with the rest of the palm results in a complete set of print images that maximizes the chances of successful identification.

The distal images are important for ensuring the correctness of the palm print and to ensure enrollment. This is because criminal history records in NGI are based on fingerprint identification, and the distal part of the fingers contains the fingerprints. If a palm print submission correctly includes the distal images, the system can check the fingerprints against the palm areas, ensuring they are part of the same hand. Without the distal images, the system cannot perform this check.

A complete palm print includes the wrist bracelet to the distal areas and all parts between.



Forensic Sciences

The Benefits of Demonstrative Exhibits in Court

Demonstrative exhibits play a pivotal role in modern courtroom proceedings, offering jurors and judges a clearer understanding of complex facts and evidence. These exhibits, which include visual aids like charts, diagrams, photographs, videos, and 3D models, serve as powerful tools for simplifying and emphasizing critical aspects of a case.

Here are some key benefits of using demonstrative exhibits in court:

1. Enhancing Comprehension

Legal concepts, forensic terminology, or technical details can often be difficult to understand. Demonstrative exhibits help bridge the gap by presenting information in an accessible and digestible way. For example, a scene diagram can visually illustrate a series of events that transpired, making it easier for jurors to visualize over reading details in a report.

2. Engaging the Jury

Jurors are more likely to remain attentive when presented with visually compelling exhibits. Static arguments can lose their impact, but a well-designed visual aid can capture attention, reinforcing key points and leaving a lasting impression.

3. Simplifying Complex Evidence

Certain cases involve intricate evidence, such as financial data, timelines, or accident reconstructions. Demonstrative exhibits condense these complexities into concise and understandable visuals, ensuring jurors can follow the narrative without confusion.

4. Boosting Persuasion

A persuasive argument is often more effective when accompanied by visuals. Demonstrative exhibits not only clarify points but also evoke emotion and support the attorney's narrative, making the argument more compelling.

5. Supporting Expert Testimony

When experts testify, demonstrative aids can serve as tools to complement their explanations. For instance, a forensic expert might use a 3D animation to demonstrate the trajectory of a bullet, solidifying their testimony with a clear visual.

6. Improving Retention

Research shows that people retain more information when it is presented visually. Demonstrative exhibits can ensure that jurors remember key evidence and arguments, potentially influencing their decision-making process during deliberations.

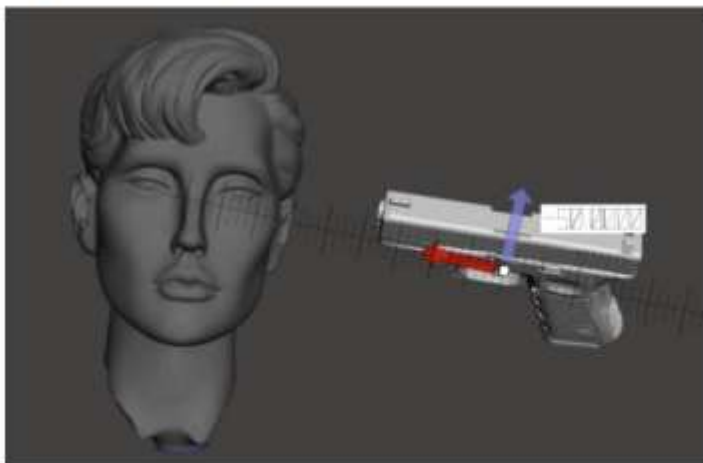
Conclusion

Demonstrative exhibits are not just tools for presentation—they are essential for effective communication in the courtroom. By making complex evidence understandable, engaging the jury, and strengthening the persuasiveness of arguments, these exhibits can significantly impact the outcome of a case. As such, attorneys and expert witnesses who leverage demonstrative aids are better equipped to present their cases and information with clarity and confidence.

Did you know that the Forensic Imaging Unit at the Wisconsin State Crime Laboratory specializes in generating demonstrative exhibits? With high resolution imaging and 3D scanning systems, wide-carriage printers and a suite of various image and video editing programs; ideas, concepts and illustrations can be designed and visually presented in a way that delivers the utmost clarity in the courtroom.



An interactive physical map produced for trial allowing officers to show their positions in the scene



3D model generated to illustrate the distance and position of a firearm



A skull is scanned allowing it to be viewed in the courtroom digitally or via 3D print



A bloody car door is imaged and printed at actual size to allow jurors access to a biological item of evidence without the risk of exposure.

Contact the Forensic Imaging Unit forensicimaging@doj.state.wi.us to discuss your demonstrative needs or to request other specialty services such as video analysis, file conversion, digital image capture using UV/IR photography, or photography training.

Division of Forensic Sciences

Impact to DFS from LIMS Implementation in March 2025

In March 2025, the Wisconsin Division of Forensic Sciences will implement a new Laboratory Information Management System (LIMS). This transition is part of our ongoing efforts to enhance laboratory capabilities and improve the efficiency of our services. The implementation will require significant system updates and staff training, which may result in temporary disruptions to laboratory operations.

The transition will begin in February, and we anticipate any disruptions may last approximately 60 days, during which time there may be temporary delays in case submissions, analysis, and reporting. While we are committed to minimizing any impact, we wanted to give you ample notice so you can plan accordingly.

To mitigate the impact on your operations, we recommend submitting time-sensitive cases **prior** to the LIMS implementation, if possible. We understand that unforeseen circumstances may arise during this period that require immediate assistance. If this occurs, please contact a member of management at any of the crime laboratory facilities as soon as possible to discuss options.

We greatly appreciate your understanding and cooperation during this transition period. The implementation of the new LIMS will improve DFS' ability to adapt to the evolving needs of the Wisconsin criminal justice system. We will keep you informed of our progress and notify you when normal operations have resumed. Should you have any questions or need assistance with a specific case during this time, please don't hesitate to reach out to Kathy Mahnke at (608) 609-6125 or mahnkeka@doj.state.wi.us.

Thank you for your continued partnership.

DNA Databank Offender Collection: Missed Collections

The WI State DNA Databank performs an annual review of the Criminal History System records to identify instances of missed DNA sample collections. This review is done to identify when a DNA sample has not been received by the WI State DNA Databank from individuals required to provide a DNA reference sample per WI state statute. Lawfully owed DNA (LoDNA)/"missed collection" flags are added to the Criminal History System entries for those individuals. These flags are visible to anyone who has access to eTime or Portal. Additionally, sheriff's offices can request a list of LoDNA flagged individuals who were convicted in their county.

To request the list, an email should be sent to the WI State DNA Databank at: DNADatabank@doj.state.wi.us. This list can be requested at any time. If law enforcement officers encounter an individual who has a LoDNA or "missed collections" flag, please collect a DNA reference sample and send it to the WI DNA Databank using the regular submission process.

Division of Forensic Sciences

AFIS UNIT NAME CHANGE

Recently the Division of Forensic Sciences' Automated Fingerprint Identification System (AFIS) Unit changed their name. We are now called the **Friction Ridge Database (FRDB) Unit**. This rebranding better represents the work being performed in the Unit and is more consistent with terminology being used in the field.

The Friction Ridge Database Unit conducts Quality Control of incoming tenprint records, performs 1st stage verification on Unsolved Latent Comparisons (ULV), and completes non-evidentiary print comparisons against the database for a variety of customers.

If assistance is needed in locating a submitted record, or a non-evidentiary comparison of fingerprints to the WI AFIS database or NGI system is desired, please contact the Friction Ridge Database Unit via the new email address:

dojcrimelabfrdb@doj.state.wi.us

Requests are answered during standard Crime Laboratory business hours: M-F, 7:45am to 4:30pm. You can also reach us by contacting the Madison Crime Laboratory (608) 266-2031. however, email is the best method for contact.

Submission of Controlled Substances Cases to the Crime Lab

The current submission guidelines for Controlled Substances cases have been updated to require **at least two months** prior to submission of evidence for work to be completed by the deadline results are needed (jury trial, pre-trial etc.). If testing results are needed by the court before the jury trial date, please submit the items at least two months earlier than that date and make a note on the transmittal of evidence. Additional time is necessary if a large number of items need to be tested or if multiple disciplines are requested.

Wisconsin Incident-Based Reporting System



WIBRS Did You Know?

Wisconsin Department of Justice
Bureau of Justice Information & Analysis

2024-Q3

"When is it Appropriate to Use Partial Offender Information in WIBRS Reports?"

When submitting WIBRS data, it is important to include as much information on the offender as possible. For this reason, including even partial demographic information should be done.

The NIBRS Manual states if the "agency knows nothing about the offenders—i.e., no one saw the offenders, there were no suspects, and the number of offenders is unknown—then the agency should enter 00 = Unknown."

However, if anything is known about the offenders, including only how many there are, 00 should not be used and partial offender demographic information should be included and submitted.

Examples:

- A homeowner returns home to find that someone has kicked in their door and stolen their pager and fax machine. Officers are unable to locate a witness, and the victim does not know who may have committed the offense. The appropriate offender code should be 00 (Unknown).
- A burglary occurs and is captured on video. The video shows two unidentifiable shadowy figures enter the business and remove property. Because the number of offenders (2) is known, code 00 (Unknown) should not be used. Instead, the offenders should be listed as 01 and 02 with unknown demographics.
- A blonde female of unknown racial identity is seen by a witness throwing a rock through a car window and stealing a purse from the front seat. The offender is unknown to the witness. Even though the offender is unknown, 00 (Unknown) should not be used. Instead, this scenario should include offender 01, Female, Unknown Age, and Unknown Race.

We encourage you to forward your questions at statsanalysis@doj.state.wi.us or by phone at 608-266-0605.

Online resources regarding this and other important topics can be found at:

<https://ucr.wisdoj.gov/Resources/Training>

Questions? Reach out to us at: statsanalysis@doj.state.wi.us

Office of Crime Victim Services

Safe at Home – **Wisconsin's Address Confidentiality Program**

Law enforcement professionals play a critical role in keeping our communities safe. For victims of domestic abuse, child abuse, sexual abuse, stalking, and trafficking, or those who simply fear for their physical safety, Safe at Home offers a substitute address that can be used as part of their safety plan.

A few key points about Safe at Home for our law enforcement partners:

The Safe at Home assigned address is the **LEGAL ADDRESS** for participants and must be accepted by law enforcement.

If law enforcement makes contact with a Safe at Home participant for any reason (they are a victim, witness, suspect, etc.), the law requires any documentation of **the participant's address to reflect the Safe at Home assigned address only.**

Safe at Home participants may use the assigned address on their state-issued **driver's license but should also provide their Safe at Home Authorization card** to verify that they are in the program.

Under Wisconsin's open records law, the right to inspect or copy information in a record DOES NOT APPLY to the actual address of a Safe at Home participant [Wis. Stat. § 19.35(1)(am) 2m] The actual address **SHALL NOT** be disclosed on documents.

A 10-minute overview of Safe at Home can be viewed at https://www.youtube.com/watch?v=LkyojxQzm_E. Please share with your entire staff or consider viewing at roll call or a staff meeting.

Additional FAQs regarding establishing jurisdiction, service of process, writs of restitution/eviction, and other law enforcement specific information can be found in the Safe at Home Law Enforcement Guide.

Wisconsin State Patrol & Wisconsin Challenge Academy-A Success Story

Strengthening Community Relations: A Wisconsin Success Story

Over the past decade, law enforcement agencies across the country have made significant strides in improving community outreach and fostering better relationships between the police and the public. Numerous studies have shown that methods like problem-oriented and community-oriented policing not only improve public opinion but also build trust in law enforcement. Many communities have experienced these efforts firsthand through initiatives such as driver education programs, first responder days, "Shop with a Cop," "Trunk or Treat," and various community parades and events. Departments nationwide are recognizing the benefits of these non-punitive interactions, which are enhancing public trust and providing a clearer understanding of a law enforcement officer's daily responsibilities.

As departments continually seek new ways to engage with the public, some programs have already demonstrated lasting positive impacts, particularly in Wisconsin.

A Notable Partnership: Wisconsin Challenge Academy and Wisconsin State Patrol

One standout program is the partnership between the Wisconsin Challenge Academy and the Wisconsin State Patrol. The Challenge Academy targets youth who are at risk of not graduating high school and have a high risk of substance abuse, teen pregnancy, delinquency, and criminal activity. Overseen by the National Guard Bureau, the Academy is based at Fort McCoy Military Base and is one of 37 such programs across 29 states. Originally established in 1994 as a six-week credit recovery program, the Challenge Academy has since evolved into a 22.5-week residential academy where students can earn their high school equivalency diploma, gain college credits, complete community service, and enhance their character, self-confidence, and personal discipline.

The Academy hosts two classes annually, with the goal of graduating 100 cadets per class. Since its inception, nearly 5,000 cadets have graduated from the Wisconsin Challenge Academy, many of whom have gone on to make remarkable contributions to their communities and professional lives. A critical component of the program is its focus on academics, with cadets working towards diplomas and even college credits.

In recent years, the Wisconsin State Patrol Academy has renewed its partnership with the Challenge Academy, reflecting a shared commitment to strengthening community relationships across the state.

Rekindling a Valuable Relationship

The collaboration between the Wisconsin State Patrol and the Challenge Academy began in 1999, during Wisconsin's participation in the Police Corps Program. This program sought to place college graduates in law enforcement training, aiming to produce highly educated, well-trained officers for areas with significant social needs. In 2001, the Wisconsin State Patrol hosted its first Police Corps class, with instructors from around the state providing practical insights. It was during this time that the Police Corps students began tutoring cadets from the Challenge Academy, forging a powerful bond between the two institutions.

Through tutoring, law enforcement candidates learned about the challenges and backgrounds of the cadets, while the cadets gained a better understanding of law enforcement and broke down preconceived notions about police officers. This relationship continued until the Police Corps Program ended in 2004, but the two academies stayed in touch despite the Wisconsin State Patrol's intermittent training academy schedules.

Reviving the Program

In 2024, the Wisconsin State Patrol reinstated the tutoring program with the Challenge Academy. Wisconsin State Patrol's 69th Recruit Class met weekly with Challenge Academy cadets, helping them with academics, building relationships, and learning about the diverse backgrounds of the cadets. In return, the recruits educated the cadets about the training and experiences involved in becoming a law enforcement officer.

As part of the program, the recruits also delivered a legal presentation to the cadets, informing them about their constitutional rights and providing a safe space to ask questions about interacting with police. The partnership extended beyond the classroom, with the recruits and cadets participating in weekly formation runs. These group runs fostered a sense of unity and teamwork, culminating in a five-mile run that symbolized the strength of the relationships built between law enforcement and the community.

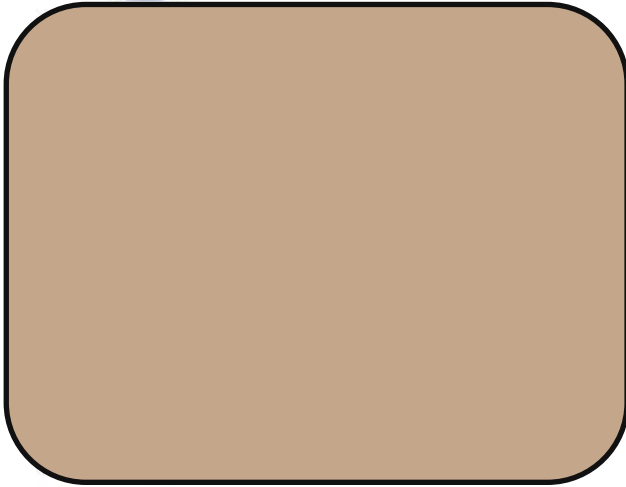
Positive Feedback and Future Expansion

The program has received overwhelmingly positive feedback. Wisconsin State Patrol recruits gained valuable experience in communicating with people from diverse backgrounds, while Challenge Academy cadets had the opportunity to learn more about police training and how to ensure positive interactions with law enforcement. Since the program concluded in 2024, some Challenge Academy graduates have inquired about how they can pursue careers in law enforcement—a testament to the impact of this initiative.

Looking ahead, both agencies intend to continue the program with the next recruit class. In 2025, the State Patrol intends to run two recruit class programs simultaneously – a “traditional” 19-week academy and an abbreviated lateral academy made up of experienced officers. It is exciting to see what impact this unique group of recruits and Challenge Academy cadets will have on each other. We are exceptionally proud of programs like this one as we push toward stronger, more positive relationships between law enforcement and the public.



Upcoming North Central HIDTA Free Trainings



Undercover Survival for Narcotic Officers

April 14-16, 2025
North Central HIDTA Building
West Allis, WI

Threat Finance Analysis

April 15-16, 2025
Anoka County Sheriff's Office
Andover, Minnesota

Patrol Officer Response to Street Drugs

April 21-24, 2025
Rochester Police Department
Rochester, MN

K9 Pre-Hospital Stabilization Emergency Procedures

March 13, 2025
St. Croix County Sheriff's Office
Hudson, Wisconsin

Social Networking

March 17-18, 2025
North Central HIDTA Building
West Allis, WI

Law Enforcement on the Stand

March 20, 2025
North Central HIDTA Building
West Allis, WI

Spanish for Law Enforcement / Drug Enforcement

April 1-3, 2025
North Central HIDTA Building
West Allis, WI

Drug Identification

April 9-10, 2025
The Sonnentag
Eau Claire, WI

Intermediate Level Intelligence - Connecting the Dots

April 28-May 2, 2025
Anoka County Sheriff's Office
Andover, MN

Rural Patrol Drug Interdiction

May 12-14, 2025
Duluth Public Safety Building
Duluth, MN

Advanced Cryptocurrency Investigations

September 22-24, 2025
North Central HIDTA Building
West Allis, WI

K9 Pre-Hospital Stabilization Emergency Procedures

October 27, 2025
North Central HIDTA Building
West Allis, WI

For registration information, questions, or to be added to our Training Announcement distribution list, please contact Training Coordinator Katelyn Vaughan at kvaughan@northcentralhidta.org or 414-255-5556

<https://training.northcentralhidta.org/>

Mark your calendars

2025 Drug Endangered Children (DEC) Conference

<https://wisdoj.eventsair.com/2025-wi-dec-conference-renew-revive-restore>

April 15—17, 2025

April 15 1:00—5 pm

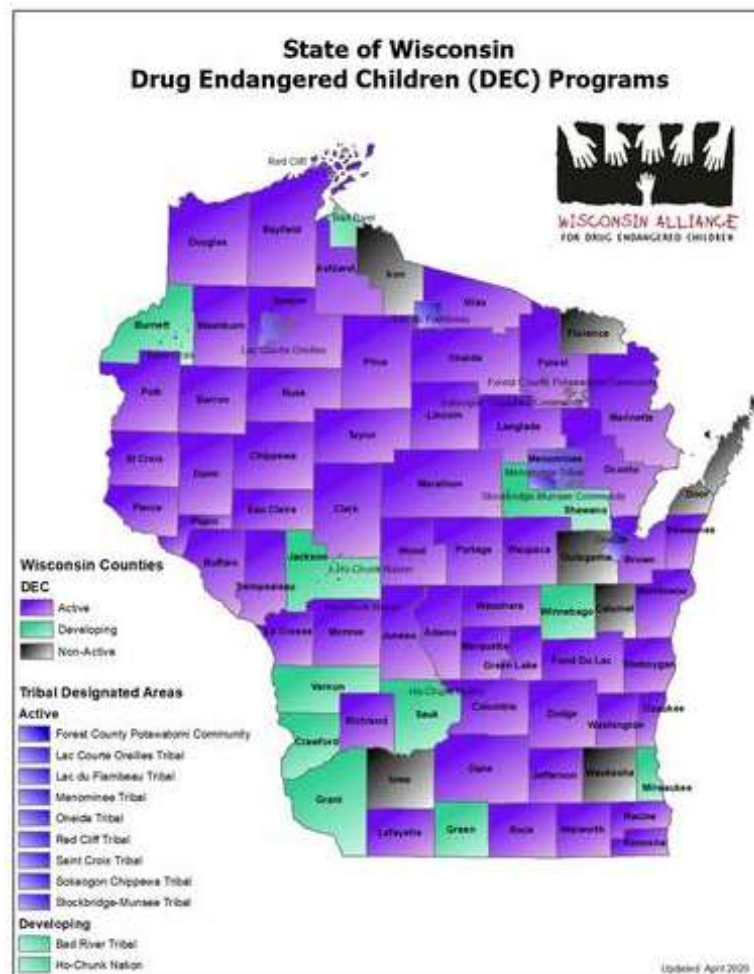
April 16, 8am—5 pm

April 17, 8 am—noon

Holiday Inn Stevens Point Convention Center

1001 Amber Ave

Stevens Point, WI 54481



The Wisconsin Law Enforcement Death Response (LEDR) Team works in collaboration with other organizations to provide support and assistance before and after the death of a current law enforcement officer.

The LEDR team is a passionate group of law enforcement professionals who volunteer their time to assist agencies and survivors who have experienced a law enforcement death, regardless of circumstances. The team is comprised of current and former law enforcement officers, licensed mental health providers and other professionals.

LEDR provides an immediate response and help with death notifications, stress management debriefings, peer counseling and family support. Additional services include assistance with funeral planning, media coordination, and the long-term work of obtaining benefits and other services for survivors. The LEDR team also provides statewide training to agencies in the areas of Prevention and Preparation. The LEDR mission expanded to include the concept of a wellness app pursuant to a project by Captain Chris Tarmann of University of Oshkosh Police Department in Class #7 of the Wisconsin Command College.

The process to accessing these services is simple and convenient:

- ◆ visit www.wiledr.org
- ◆ click on the “Resources” tab
- ◆ click on the “WILE Guardian App” on the pull down menu
- ◆ download the app from the App Store or Google Play

Tremendous resources are available through the free app. For example:

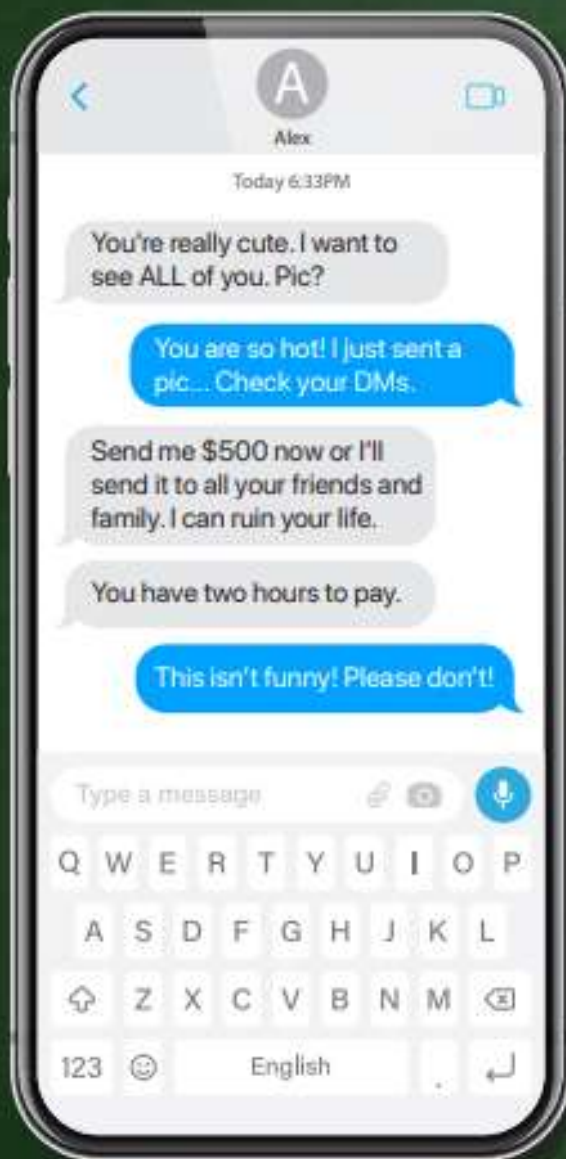
- ◆ A list of vetted, law enforcement friendly wellness providers broken down by region and occupation (mental health, nutritionist, chiropractor/acupuncturist, and physical therapist)
- ◆ Links to wellness resources on topics pertinent to law enforcement such as mental health, nutrition, physical health, resiliency, sleep, spiritual and stress
- ◆ Contact information to law enforcement chaplains throughout the state and broken down by region
- ◆ Contact information to Peer Support team members and Executive Peer Support team members by region
- ◆ Links to training opportunities
- ◆ Links to various law enforcement resources (on duty tools) such as DOT cameras, Wisconsin statutes, 2023 bond book, Google translate, partner tracker, DRE information and many other tools.

The “Mission. Vision. Values” statement from the Wisconsin Law Enforcement Guardians App states the following:

“Through the development of this project we determined that the Law Enforcement Death Response Team would become a major role player in the development and oversight of this app. This happened because it is a very strong way to proactively reduce the necessity of this team. Ultimately, when we save lives of our own we don’t have to use this team. It’s not about the value of the team, it’s more about the value of the lives who this team works for, when they are activated.”

SEXTORTION

YOU'RE NOT ALONE - YOU CAN ASK FOR HELP



SEXTORTION is a type of blackmail used to acquire sexual content from a child, coerce them into sexual activity or obtain money.

- Remember, it's not your fault!
- Show a parent or a trusted adult right away.
- Do not pay money or comply with the blackmailer's requests.
- Report the account through the platform's safety feature.
- Block the suspect, but **DO NOT DELETE** the messages or your profile.
- Report the crime to law enforcement or at [Report.CyberTip.org](https://www.fbi.gov/report-cyber-tip).



GET THE FACTS AT



#STOPSEXTORTION

Division of Criminal Investigation



Wisconsin Internet Crimes Against Children Task Force Victim Services Program

The Wisconsin Department of Justice Division of Criminal Investigation now offers state-wide ICAC-focused victim services support. DCI recently expanded programming to help victims and families navigate the overwhelming complexities of the criminal justice system and address the unique needs victims of technology facilitated crimes experience.

The victim services team provides support to both youth and adult survivors of technology facilitated crimes. Our services include, but are not limited to, on-scene response with law enforcement during interviews and search warrants, follow-up support throughout the criminal justice process, referrals to local and national resources, and prevention education to parents, teachers, and other community partners working with children.

On the next page is an ICAC victim services brochure which can be shared with your staff and distributed to victims and families as an additional resource. Also attached is a one-page ICAC victim services reference sheet which can be distributed amongst your agency for awareness of the program.

For more information about our program or to contact us about a referral, please email us at ICACServices@doj.state.wi.us.

Resources

WI DOJ Office of Crime Victim Services Homepage

www.doj.state.wi.us/ocvs

WI ICAC Homepage

ICAC.widoj.gov

National Center for Missing and Exploited Children

www.missingkids.org/

Content Removal

www.missingkids.org/gethelpnow/cybertipline

VINE Link: Victim Notification Network

www.vinelink.com/#state-election

2.1.1: Comprehensive Source for Local Social Services

www.211.org/



Wisconsin Internet Crimes Against Children Victim Service Support

The Division of Criminal Investigation ICAC Task Force victim services team is available to support law enforcement agencies during any stage of an ICAC investigation. We support children, non offending parents/guardians, and adults who are survivors of childhood abuse.



On-Scene Response

Our victim services team is available to respond on-scene during search warrants and interviews. The victim service specialists can provide crisis intervention, answer questions regarding victim rights and the criminal justice system, and assist with safety planning.



Follow-Up Support

Our team provides emotional support throughout the criminal justice system, makes referrals to local resources (mental health, confidential victim service agencies, legal support, etc.), helps coordinate forensic interviews, and assists victims with applying to eligible programs.



Image Removal Assistance

Victims and survivors have reported revictimization and long-term impacts from their CSAM images and videos being circulated on the internet. Our team can help survivors and their families with the process of removing these images from the internet.



Education

The victim services team provides education to children, families, community members, and professionals to help promote healthy conversation and discussion about online safety and supporting children who have experienced online exploitation or abuse.

To make a referral or to contact the victim services team,
please email ICACServices@doj.state.wi.us



Protect Wisconsin's Seniors, Report Elder Abuse.

Elder Abuse can be verbal, physical, emotional, sexual or financial. It can also be intentional or unintentional neglect. Unfortunately, Elder Abuse is a growing problem in Wisconsin, negatively impacting the lives of our senior citizens and their families.

In fact, Wisconsin's population of seniors 65 and older is projected to increase by more than 70% in the next 20 years. That's why all Wisconsinites share the responsibility to help protect our senior citizens by recognizing and reporting any signs of Elder Abuse.

If you feel that you are a victim of Elder Abuse or you believe it has been inflicted upon someone you know or love, REPORT IT!

RESPECT YOUR ELDERS
REPORT ABUSE

Call the Wisconsin Elder Abuse Hotline

1-833-586-0107

or visit ReportElderAbuseWI.org



October 27-28, 2025
Heidel House Resort and Conference Center
Green Lake, WI

An event designed to build collaboration among the disciplines supporting the victims of domestic violence. Sessions & Speakers that will enhance your skills to understand trauma-informed and victim centered approaches to investigating domestic violence cases.

This year's Summit will focus on developing a greater understanding of the complex dynamics impacting those living with domestic violence. The Summit will begin with an interactive exercise led by Judges Jeffrey Kremers and Marshall Murray, followed by an exploration of intersectionality and the trauma response to domestic violence with Dana Pellebon (Executive Director, RCC Sexual Violence Resource Center). Participants will learn directly from survivors of domestic abuse to end the first day.

The second day focuses on collaboration as a best practice response to domestic violence. The **Black and Brown Womyn's Power Coalition** will discuss **interdisciplinary relationships highlighting best practices for co-advocacy** with culturally specific victim service providers, how organizations provide trauma and culturally-informed services to the most marginalized victims across the state, and the resources offered through the Hmong Family Strengthening Helpline. Following this, participants will learn about **Milwaukee's DV High Risk Team model using a case study to examine lessons learned about the collaborative response.**

Safe At Home, Wisconsin's Address Confidentiality Program, offers those who fear for their physical safety with a legal substitute address that can be used as part of a comprehensive safety plan. Attendees will learn about the program and best practices for their interaction with participants. After lunch, which will be provided at the venue (allowing for networking!) The National Clearinghouse on Abuse in Later Life (NCALL) will present on the best practices for responding to domestic violence within the elder community, including both investigation tips and connections to appropriate services. Day 2 will end with a practical session regarding documentation in domestic violence cases, using trauma-informed concepts to avoid language pitfalls and raising awareness of the many ways the language we use in reports and elsewhere impacts victims of domestic violence.

Who should attend: Law Enforcement, victim advocates, prosecutors, victim/witness specialists and other community collaborators.

Cost to Attend: \$75.00

5.0 CLE credits for attorneys - noted in agenda.

<https://wisdoj.eventsair.com/domestic-violence-investigation-summit>



EXECUTIVE LEADERSHIP DEVELOPMENT

WI COMMAND COLLEGE – CLASS #12

The Wisconsin Command College, a nationally accredited leadership and management development training program, is a joint venture of the Wisconsin Department of Justice and the University of Wisconsin - Madison, Local Government Education Program. Law enforcement leaders who complete this intense, six-week in-residence program will be recognized as a Certified Public Manager® by the University of Wisconsin.

A highly regarded program in our state, with limited number of seats, this is a competitive program and intended for those who are looking to move into a chief executive position in their agency.

The application period is open on our website linked below:

<https://wisdoj.eventsair.com/wi-command-college-class-12>

Registration Deadline: March 28, 2025

Question on this program can be directed to Program Manager, Stacy Lenz at lenzse@doj.state.wi.us



Extension

**UNIVERSITY OF WISCONSIN-MADISON
LOCAL GOVERNMENT EDUCATION**



SEXUAL ASSAULT BEST PRACTICE FOR OFFICERS

Interactive training options that will engage participants in developing interview and investigative strategies that address victim trauma, identifies cultural myths and misconceptions about sexual assault leading to biases, and a broad view of corroboration that enhances understanding of the victim experience. Through presentations, discussions, activities and engagement with a survivor speaker participants will leave with a substantial toolbox to use that will strengthen case development in a trauma-informed manner.

New Course – Sexual Assault Best Practices for Supervisors – check it out!

| LOCATION/VIRTUAL | DATES | REGISTER |
|--|-----------------------|----------------------------------|
| VIRTUAL First Responding Officer | March 13-14, 2025 | Link to Register |
| VIRTUAL Supervisor Course | April 24-25, 2025 | Link to Register |
| VIRTUAL First Responding Officer | May 14-15, 2025 | Link to Register |
| IN PERSON – 3 Day Course Sexual Assault Investigations Eau Claire – CVTC | May 21-23, 2025 | Link to Register |
| VIRTUAL Supervisor Course | June 4-5, 2025 | Link to Register |
| VIRTUAL First Responding Officer | July 16-17, 2025 | Link to Register |
| IN PERSON – 3 Day Course Sexual Assault Investigations Waupaca – FVTC | July 21-23, 2025 | Link to Register |
| VIRTUAL First Responding Officer | September 15-16, 2025 | Link to Register |
| VIRTUAL Supervisor Course | September 25-26, 2025 | Link to Register |

INVESTIGATING DOMESTIC VIOLENCE:
UPPING YOUR GAME WITH CURRENT BEST PRACTICES

The potential for lethality present in domestic violence cases for the victim, victim's family, community members and law enforcement dictates a deeper understanding of the dynamics of these complex cases. Responses from law enforcement, advocates, medical providers and prosecutors should emphasize safety and options for the victim. Gaining offender accountability requires more advanced approaches to investigation that build a solid case for prosecution.

In this FREE two-day training, using live presentations, videos, small and large group discussions and activities, case studies and interactive activities participants will develop practical tools for more effectively responding to these complex and dangerous situations.

| LOCATION/VIRTUAL | DATES | REGISTER |
|------------------------------------|---------------------|----------------------------------|
| Racine PD | May 7-8, 2025 | Link to Register |
| Northwood Tech – Ashland Campus | October 15-16, 2025 | Link to Register |

Questions on registration, course program or becoming a host for the SA or DV program, please contact Program Manager, Stacy Lenz at lenzse@doj.state.wi.us



BASIC PEER SUPPORT TRAINING PROGRAM – FREE TRAINING

The Wisconsin Department of Justice through a grant by the US Department of Justice, COPS Law Enforcement Mental Health and Wellness Act Funds has established a basic peer support program including an instructor cadre, curriculum, and a two-day training program for our state.

We are pleased to provide this FREE training program regionally throughout our state. Every agency should have officers with training and experience to provide support as a trained peer member to the officers in their department. Please register to attend any of the courses offered **at any of the locations that fit your agencies’ schedules.**

[PEER SUPPORT WEBSITE – CHECK SITE FOR NEW DATES ADDED](#)

| LOCATION | DATES | REGISTER |
|-----------------|----------------------|---|
| DOOR COUNTY | APRIL 3-4, 2025 | <u>LINK TO REGISTER</u> |
| STURGEON BAY | APRIL 3-4, 2025 | <u>LINK TO REGISTER</u> |
| MARATHON COUNTY | APRIL 24-25, 2025 | <u>LINK TO REGISTER</u> |
| ROCK COUNTY | APRIL 30-MAY 1, 2025 | <u>LINK TO REGISTER</u> |
| DODGE COUNTY | MAY 7-8, 2025 | <u>LINK TO REGISTER</u> |
| BAYFIELD COUNTY | MAY 7-8, 2025 | <u>LINK TO REGISTER</u> |
| | | |

| | | |
|-----------------------------|------------------|----------------------------------|
| MID-STATE TECHNICAL COLLEGE | MAY 14-15, 2025 | LINK TO REGISTER |
| ST. CROIX COUNTY | JUNE 25-26, 2025 | LINK TO REGISTER |

ADVANCED PEER SUPPORT TRAINING – FREE TRAINING

We are pleased to offer a one-day Advanced Peer Support training course focused on scenario training for responding as a peer.

[ADVANCED PEER SUPPORT WEBSITE – CHECK SITE FOR NEW DATES ADDED](#)

| LOCATION | DATES | REGISTER |
|----------------------|---------------|----------------------------------|
| WCTC – WAUKESHA | MAY 28, 2025 | LINK TO REGISTER |
| BROWN COUNTY SHERIFF | JUNE 12, 2025 | LINK TO REGISTER |

More dates and locations will be released – mark our website in your favorites and check back for more dates.

Questions on registration, course program or becoming a host for the PSP program, please contact Program Manager, Stacy Lenz at lenzse@doj.state.wi.us

[UPDATE ON WISCONSIN ACT 220 – CHECK OUR WILENET PAGE FOR UPDATES](#)



The WI DOJ Wednesday Webinar Series is back for 2025. There are 4 webinars this year – register for one or all of them! To Register: <https://wisdoj.eventsair.com/wednesday-wellness-series>
Our topics include:

Wednesday February 12 at 10:00 AM

Human Trafficking for Law Enforcement presented by AUSA Erica Lounsberry from the Eastern District

Common misconceptions about where and how human trafficking happens can obscure a crime that is rampant in our own backyards. Vulnerable victims, exploited for commercial sex or forced labor, often have difficulty self-identifying or leaving their traffickers on their own. Vigilant first responders who are aware of what to look for and how to respond may be in a unique position to help.

Wednesday, February 26 at 10:00 AM

Drug Endangered Children presented by DCI Agent Jay Greeno and Administrator, Steve Wagner

Wednesday, March 12 at 10:00 AM

School Safety in Your Community, presented by Office of School Safety Director Trisha Kilpin

Wednesday, March 26 at 10:00 AM

Legal Update presented by Assistant Attorney General Tara Jenswold

Legal update on current actions and updates as they impact law enforcement from the legislative session this spring.



3RD ANNUAL WISCONSIN PEER SUPPORT CONFERENCE

MARCH 17-19, 2025

Glacier Canyon Lodge

Wilderness Resort, Wisconsin Dells



The Statewide Peer Support Conference for Wisconsin is to support law enforcement and first responders as they deal with the stressors and traumas of their work. Our goal is to bring support and resources together through expert speakers and local and statewide vendors to provide first responders with the tools they need to be healthy and well.

Who Should Attend:

Law Enforcement, dispatch, fire/Ems, attorneys, mental health providers and civilian staff. We welcome all disciplines to join us!

[EVENT WEBSITE | REGISTER](#)

OUR PLENARY PRESENTERS

Join us for their personal stories, challenges and successes.



Holly Hakes, LPC & Kris O'Neill

Wellness Strategies: Reflections on a Career in Law Enforcement



Dave & Christi Dyke
Beneath the Badge



Chaplain Cody Kargus
Lessons Learned
After the Ultimate Sacrifice



2025 CIB CONFERENCE

September 17-19, 2025

**Hyatt Hotel & KI Conference Center – NEW LOCATION
Green Bay, WI**

SAVE THE DATE

Law Enforcement Employment Opportunities

Please visit the Department of Justice WILENET webpage at [Employment Opportunities | WILENET](#)

You will find the most up-to-date Law Enforcement Employment Opportunities across the state located here.

Quarterly Newsletter

Are you missing the
newsletter in your inbox?



Email us at:
trainingevents@doj.state.wi.us

to be added to the email list to receive a copy .

Contact Us

Address:
P.O. Box 7857
Madison, WI 53707-7857

(608) 266-1221

To send an email, go to the
following webpage:

[www.doj.state.wi.us/ag/
contact](http://www.doj.state.wi.us/ag/contact)

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