

POLICE AND FIRE COMMISSION MEETING AGENDA  
WEDNESDAY, FEBRUARY 05, 2025 6:30 PM  
108 N CAPRON ST-2<sup>ND</sup> FLOOR COUNCIL CHAMBERS-BERLIN, WI  
MEETING IS OPEN TO THE PUBLIC & CITY HALL IS HANDICAPPED ACCESSIBLE  
CITY MEETINGS CAN BE WATCHED LIVE OR RECORDED ON THE CITY OF BERLIN  
YOUTUBE PAGE @CITYOFBERLIN5623

1. Call to order/roll call
2. Seat Virtual Attendees (if necessary)
3. General Public Comments.
4. Approval of open January 08, 2025, January 14, 2025 Minutes and January 08, 2025 closed minutes. RECOMMENDATION: Approve the January 08 and 14, 2025 open minutes and January 08, 2025 closed minutes of Police and Fire Commission.
5. Fire Department letter of resignation of Deputy Fire Chief Gary Podoll.  
RECOMMENDATION: Approve resignation
6. Fire Department resignation of Stacy Zietlow, Ron Gehrke, and Andrew Wallner.  
RECOMMENDATION: Approve resignations from the Fire Department.
7. Fire Department Fire Chief to appointments of officers. RECOMMENDATION: Approve the appointments of officers by the Fire Chief.
8. Fire Department Expenses. RECOMMENDATION: Approve the January 2025 Fire Department expenses as presented.
9. Fire Department Annual Report 2024.
10. Fire Department Reporting and Updates.
  - Discussion on Fire Department Fire Calls
  - Discussion on Maintenance Issues with Fire Department Equipment
  - Discussion on past month and upcoming month activities
11. Police Department Expenses. RECOMMENDATION: Approve the January 2025 Police Department expenses as presented.
12. Police Department Annual Report 2024.
13. Police Department Reporting and Updates
  - Discussion on Police Department Calls
  - Discussion on past month and upcoming month activities

14. Old Business (To be used to request items of old business be put on a future agenda for further discussion or action; or used to make a motion for reconsideration of an item from the current meeting or immediately previous meeting; or to make a motion to take items off the table which were laid on the table only during the current meeting.)
15. New Business (To be used to request items of new business be put on a future agenda)
16. Motion to convene into closed session pursuant to Wis. Stat. Sec 19.85(1)(c), to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility *((1) Wages for Interim Fire Chief with action to Common Council as appropriate.) ((2) Hiring progress for Fire Chief with time line and game plan development)*
17. Motion to convene into open session and take any appropriate action necessary as a result of closed session discussions.
18. Adjourn

Next regularly scheduled meeting is Wednesday, March 05, 2025 at 6:30 PM

*In adherence to the City of Berlin Police Department Public Meeting Participation Policy, public participation will be allowed under the Public Appearance agenda item at the discretion of the presiding officer. Attendees must register their intention to participate on either a general comments section or a specific agenda item prior to the meeting by filling out a Registration Card, which can be obtained from the Berlin Police Department (during normal business hours), Internet ([www.cityofberlin.net](http://www.cityofberlin.net)) (City Department / Police), City Clerk's office or in the City Hall Council Chambers at the podium. Registration Cards should be turned in prior to the meeting at the Berlin Police Department or to a Police & Fire Commission member.*

**MINUTES**  
**MEETING POLICE & FIRE COMMISSION**  
**BERLIN, WISCONSIN**  
**BERLIN CITY HALL – 2<sup>ND</sup> FLOOR COUNCIL CHAMBERS**  
**January 08, 2025 -6:30pm**

President Joanne Guden called the meeting to order at 6:30pm. Present: Commissioners Joanne Guden, Ron Ross, Gary Knoke, and Denise Krentz, and Keith Hess. Seated virtually: None. Absent: None. Also present: Police Chief Brian Pulvermacher, Emergency Manager Gary Podoll, Fire Chief Robert Paugels, Liaison Stobbe, City Admin Jessi Balcom, Berlin Police Department Officers, family members of Dylan Saylor, Officer Saylor, and Berlin Journal: Paul Wiegel. Public appearance: None.

Under general public comments, Guden announced the thank you card for the flowers sent for the funeral of Bill Books. She also introduced the new city admin Jessi Balcom.

Swearing in of Officer Dylan Saylor.

Under approval of minutes, Knoke moved to approve the open P&F Commission minutes of December 04, 2024. Hess seconded the motion which carried by voice vote.

Hess moved to approve the fire department expenses as presented. Krentz seconded the motion which carried by voice vote.

Under Fire Department letter of resignation of Fire Chief, Guden read the letter stating the last day of Chief Paugels will be January 31, 2025. Hess motioned to approve the resignation. Ross seconded the motion which carried by voice vote. The Commission then gave thanks to Chief Paugels for all his years of dedication and presented him with a gift.

Under Fire Department reporting and updates Fire Chief Paugels explained there were 143 calls for the year and 13 for last month. That puts us above average but also lower than 2023. Maintenance issues, there are none. Upcoming events, we attended the shop with a hometown hero. There is nothing upcoming. Training, the entire department attended cold weather rescue training involving our water suits. We also had training with the DNR and did a startup training on the new UTV.

Knoke moved to approve the Police Department expenses as presented. Hess seconded the motion which carried by voice vote.

Chief Pulvermacher stated that the chart provided to the commission shows last month's calls. The chart shows that there were 208 traffic stops, 5 drug investigations, 9 welfare checks, 6 theft investigations. The chart indicates, traffic contacts are average. Of the six theft cases three of them were retail thefts.

Under Police reporting and updates, Chief Pulvermacher explained shop with a hometown hero event took place last month. There were about 100 children this year. It went very well and kids seemed very happy. We attended an active shooter training in Markesan. One staff member attended 16hrs of drug identification and trends training. Our first session of DAAT training will take place next week. Two staff members will attend writing search warrants training in January.

The annual classroom in-service training will be taking place in the beginning of April this year. Officer Zacharias has been selected as the rotational detective/drug investigator.

Under old business: None.

Under new business: There will be a special Police and Fire Commission meeting next week January 14, 2025 at 6pm. At this meeting we will appoint the new interim Fire Chief.

Knoke moved to convene into closed session pursuant to Wis. Stat §19.85(1)(d) 19.85(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises (*Discussion of appointment of interim Fire Chief*) Ross seconded the motion. A roll call vote resulted in five (5) ayes, zero (0) nays, and zero (0) absent. Motion carried.

Hess moved to seat Fire Chief Paugels, and Liaison Stobbe. Krentz seconded the motion. Motion carried. A roll call vote resulted in five (5) ayes, zero (0) nays, and zero (0) absent. Motion carried.

Discussion continued in closed session.

*Submitted by Stephanie Skivers  
Administrative Assistant*

Next scheduled meeting will be Wednesday, January 14, 2025 at 6:30pm at the Berlin City Hall

**MINUTES**  
**SPECIAL MEETING POLICE & FIRE COMMISSION**  
**BERLIN, WISCONSIN**  
**BERLIN CITY HALL – 2<sup>ND</sup> FLOOR COUNCIL CHAMBERS**  
**January 14, 2025 -6:00pm**

President Joanne Guden called the meeting to order at 6:00pm. Present: Commissioners Joanne Guden, Ron Ross, Gary Knoke, and Denise Krentz. Seated virtually: Keith Hess. Absent: None. Also present: City Admin Jessi Balcom, Berlin Fire Department members, and Berlin Journal: Paul Wiegel. Public appearance: None.

Krentz motioned to seat Keith Hess virtually. Ross seconded the motion, which carried by voice vote.

Under general public comments, none.

Under Fire Chief interim appointment Guden stated, the Commission would like to appoint Assistant Chief Douglas Dewhurst to Interim Fire Chief.

Knoke motioned to approve the appointment of interim Fire Chief Douglas Dewhurst. Ross seconded the motion. A roll call vote resulted in (5) ayes, (0) nays, and zero (0) absent. Motion carried.

Old business, None.

New business, Commissioner Krentz will be working with the City Administrator and the fire department officers on making a job description for the Fire Chief. After the description is made it will be posted.

Guden adjourned the meeting at 6:05pm.

*Submitted by Stephanie Skivers*  
*Administrative Assistant*

Next scheduled meeting will be Wednesday, February 05, 2025 at 6:30pm at the Berlin City Hall



**BERLIN FIRE DEPARTMENT**  
226 Spring St.  
Berlin, WI 54923



**BERLIN FIRE DEPARTMENT ACCOUNTS PAYABLE FEBRUARY 2025**

<u>ACCOUNT #</u>	<u>VENDOR</u>	<u>ITEM</u>	<u>AMOUNT</u>
210	Fire Inspections Services Inc.	Monthly payment of fire Inspections contract 2025	1,619.75
321	Green Lake County Fire Association	Dues	50.00
380	Darley	Rope	234.47
380	Darley	2 Coats, 1 Pant, 2 patches	3,990.00

**BERLIN FIRE DEPARTMENT  
2025 BUDGET EXPENDITURES**

**DATE:** January 29, 2025

**FIRE DEPARTMENT ACCOUNT #: 52200**

<u>ACCOUNT</u>	<u>DESCRIPTION</u>	<u>BUDGET</u>	<u>EXP.</u>	<u>BALANCE</u>
110	Salaries	49,846.00	00,000.00	49,846.00
115	Meeting Pay	21,600.00	00,000.00	21,600.00
118	Fire Fighter Pay	40,886.00	1,563.10	39,322.90
127	Weekend Officer Pay	3,120.00	0,000.00	3,120.00
210	Inspection Service	16,560.00	1,619.75	14,940.25
290	Contracts	3,425.00	0,000.00	3,425.00
310	Office Supplies	250.00	00.00	250.00
320	Publications	150.00	000.00	150.00
321	Dues	1,100.00	50.00	1,050.00
330	Conference & Training	4,000.00	000.00	4,000.00
340	Operating Supplies	6,350.00	0,000.00	6,350.00
345	Maintenance & Fuel	17,000.00	00,000.00	17,000.00
380	Equipment	15,200.00	4,224.47	10,975.53
390	Miscellaneous	1,925.00	000.00	1,925.00
819	Grant Match	6,000.00	0,000.00	6,000.00

City of Berlin Fire Department

Volunteer Payroll Report (Summary)

Date Between {01/01/2025} And {01/23/2025}

Staff Id	Alt Id	Name	Total
0944		Bending, Brian	\$101.50
0925		Boeck, Kyle	\$81.20
1188		Cassidy, Jordan	\$142.10
0909		Dewhurst, Douglas	\$162.40
0900		Dollevoet, Aaron	\$101.50
0934		Elendt, Jared	\$203.00
0992		Gehrke, Ronald	\$40.60
0957		Hahn, Chad	\$20.30
0902		Hahn, Troy	\$81.20
0918		Herandez, Jason	\$20.30
0998		Johansen, Joel	\$20.30
0911		Paugels, Robert	\$101.50
1226		Petrovich, Dakota	\$20.30
0660		Podoll, Gary V	\$162.40
0929		Radke, Mike	\$182.70
0914		Schrader, John	\$81.20
0921		Walker, Matthew	\$40.60
			<hr/>
			\$1,563.10



City of Berlin Fire Department

Incident List by Incident Number

Incident Number Between "25-0000001" And  
"25-0000008"

Incident-Exp#	Alm Date	Alm Time	Location	Incident Type
25-0000001-000	01/01/2025	08:07:00	123 S Pearl ST	353 Removal of victim(s) from st
25-0000002-000	01/01/2025	14:44:00	642 Broadway ST	611 Dispatched & cancelled en ro
25-0000003-000	01/01/2025	20:28:00	Cty E	311 Medical assist, assist EMS c
25-0000004-000	01/11/2025	12:07:00	W224 Brown Deer`Dr	111 Building fire
25-0000005-000	01/20/2025	05:25:00	301 S Brooklyn ST	522 Water or steam leak
25-0000006-000	01/20/2025	15:09:00	123 S Pearl ST	424 Carbon monoxide incident
25-0000007-000	01/21/2025	14:23:00	W992 Cty X	143 Grass fire
25-0000008-000	01/21/2025	23:35:00	260 N Washington ST	522 Water or steam leak

Total Incident Count        8



**BERLIN FIRE DEPARTMENT**  
226 Spring St.  
Berlin, WI 54923



**DATE:** January 27, 2025  
**TO:** Berlin Police & Fire Commission  
**FROM:** Doug Dewhurst, Interim Fire Chief  
**SUBJECT:** Interim Fire Chiefs Officer Appointments

I am making the following 5 new appointments to the Fire Officer positions:

<b>Deputy Chief:</b>	Mike Radke		New Appointment
<b>Assistant Chief:</b>	John Schrader	1 <sup>st</sup>	No Change
	Chad Hahn	2 <sup>nd</sup>	New Appointment
	Joel Johansen	3 <sup>rd</sup>	New Appointment
<b>Captain:</b>	Matt Walker	1 <sup>st</sup>	New Appointment
	Tim Bending	2 <sup>nd</sup>	New Appointment
		3 <sup>rd</sup>	
<b>Lieutenant:</b>		1 <sup>st</sup>	
		2 <sup>nd</sup>	
		3 <sup>rd</sup>	
<b>Maintenance Person:</b>	Jared Elendt		No Change

**I will be at the meeting to go over my appointments and answer any questions.**



# BERLIN

## FIRE DEPARTMENT

### 2024 ANNUAL REPORT

# BERLIN FIRE DEPARTMENT RESPONSE CALLS FOR 2024 ANNUAL REPORT

	<u>FIRE CALLS</u>	<u>ACCIDENT RESCUE CALLS</u>	<u>TOTAL</u>
CITY OF BERLIN	75	5	80
TOWN OF AURORA	5	12	17
TOWN OF BERLIN	13	10	23
TOWN OF SENECA	2	7	9
TOWN OF NEPEUSKUN	3	5	8
TOWN OF WARREN	0	0	0
<b>Fire &amp; Rescue Call Total</b>	<u>98</u>	<u>39</u>	<u>137</u>

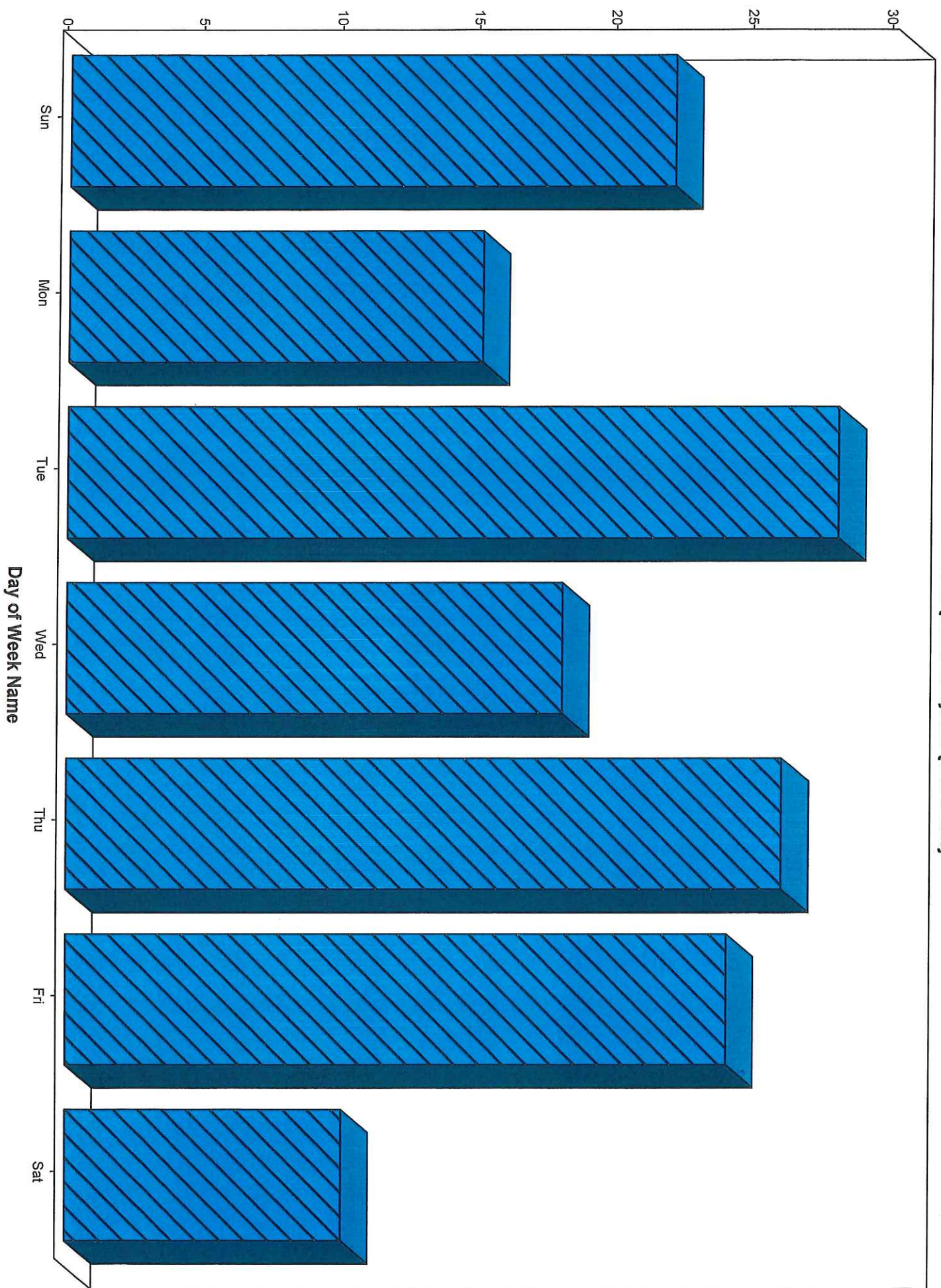
<u>MUTUAL AID CALLS</u>			
Poy Sippi Fire Department	2	0	2
Green Lake Fire Department	1	0	1
Utica Fire Department	2	0	2
Omro Fire Department	1	0	1
<b>Mutual Aid Calls Total</b>		<u>0</u>	<u>6</u>

**TOTAL CALLS FOR 2024..... 143**

**2024**

**BERLIN FIRE DEPARTMENT  
RESPONSE CALLS  
PER DAY OF WEEK**

Incident Responses by Day of Week  
Alarm Date Between {01/01/2024} And {12/31/2024}

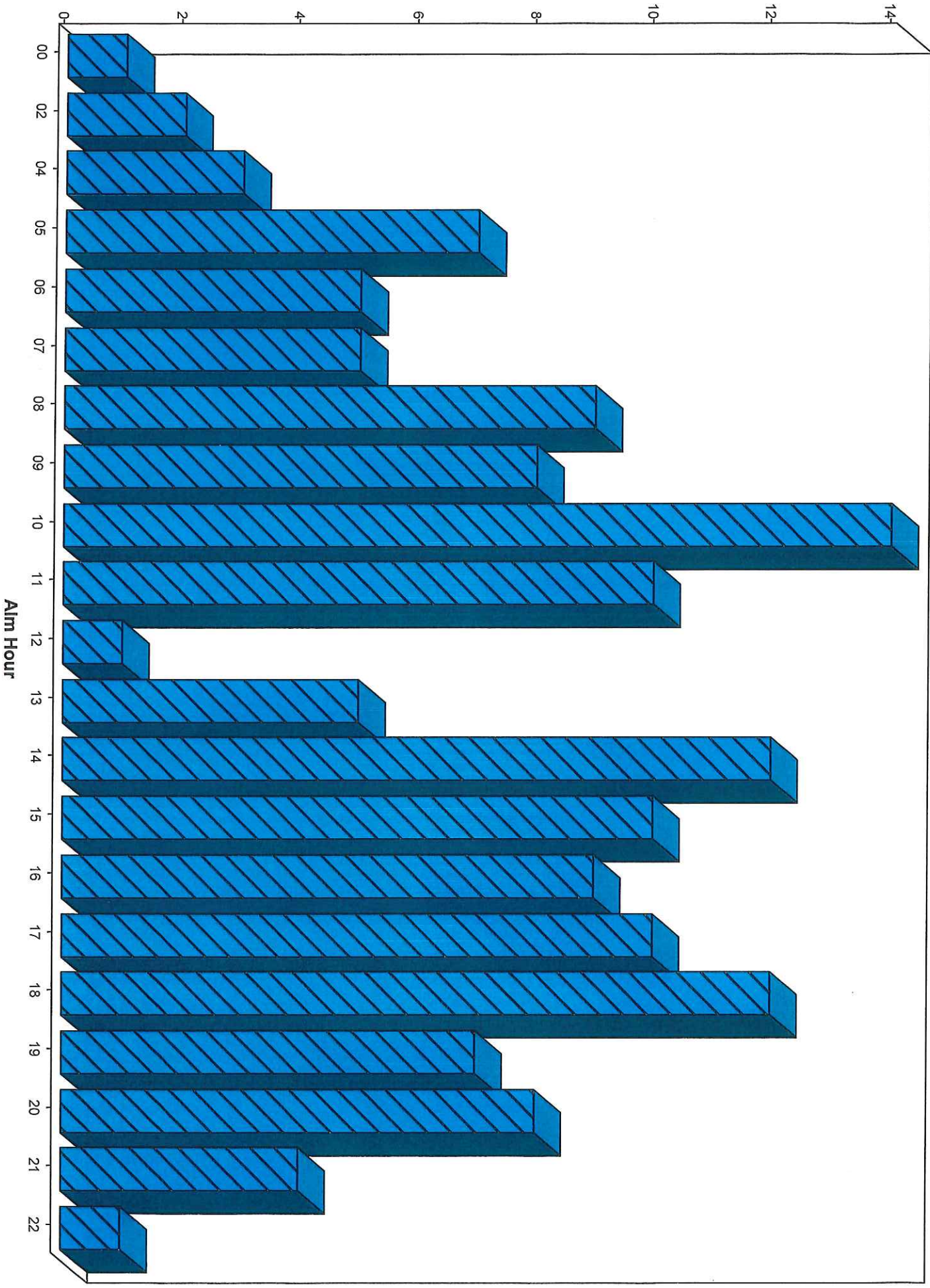




**2024**

**BERLIN FIRE DEPARTMENT  
RESPONSE CALLS  
PER HOUR OF DAY**

Count of Incidents by Alarm Hour  
Alarm Date Between {01/01/2024} And {12/31/2024}

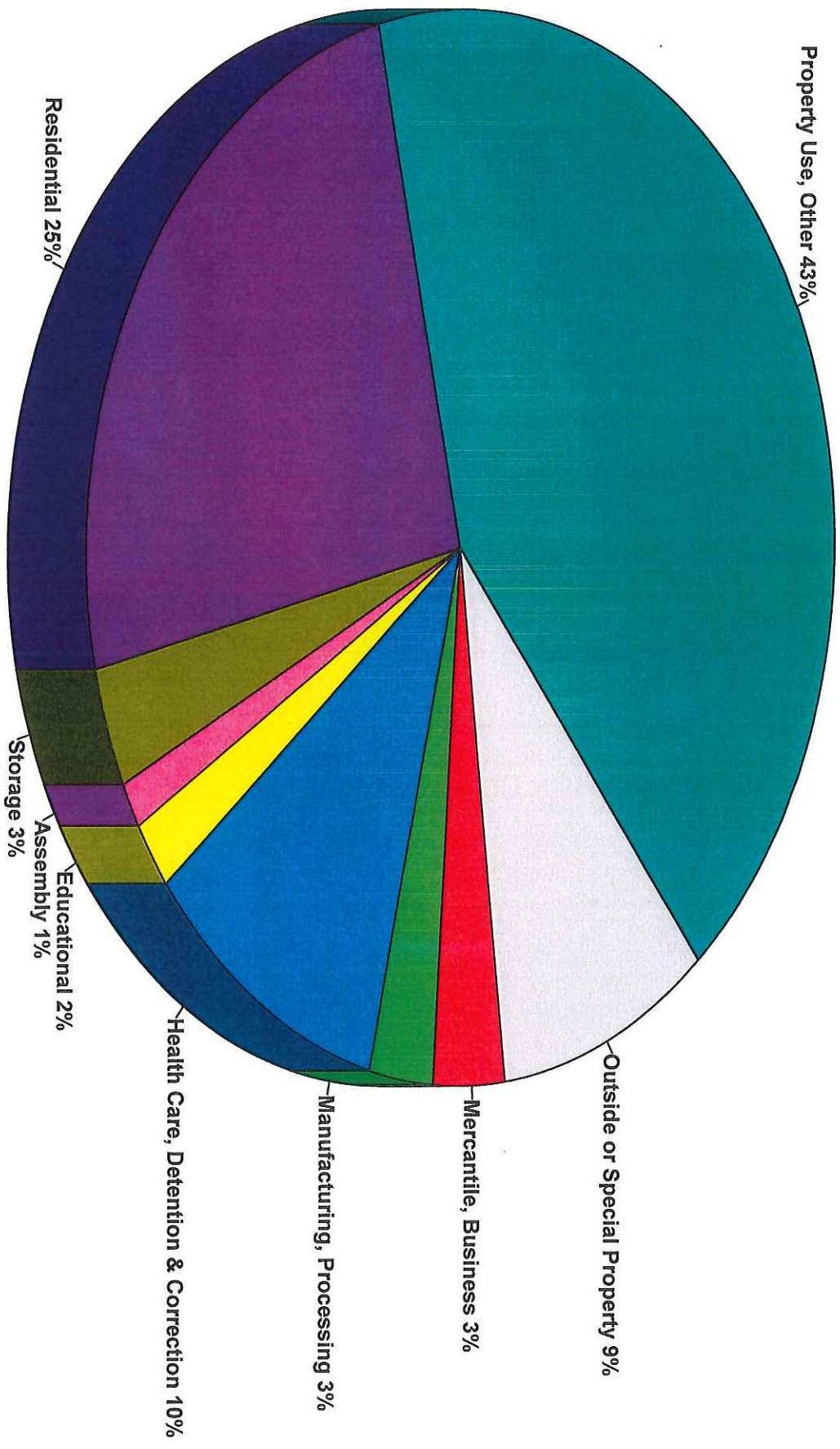




**2024**

**BERLIN FIRE DEPARTMENT  
RESPONSE CALLS  
PER PROPERTY USE**

Property Use Summary  
Alarm Date Between {01/01/2024} And {12/31/2024}



**2024**

**BERLIN FIRE DEPARTMENT**

**FIRE**

**PREVENTION**







Open crowd  
October 12, 2024

















**2024**

**Berlin Police Department**

**Annual Report**

## **2024 BERLIN POLICE DEPARTMENT ANNUAL REPORT**

Submitted: February 5, 2025

The Honorable Joel Bruessel, Mayor  
Common Council Alderpersons  
Police and Fire Commission  
City of Berlin

On behalf of the Berlin Police Department, I present the 2024 City of Berlin Police Department Annual Report. This Annual Report contains information and data related to the efforts and activities of the Berlin Police Department.

It is a relief that the Berlin Police Department retained all of its existing staff in 2024. The field of law enforcement continues to face a hiring crisis. Berlin Police Department is authorized to have twelve sworn staff members and a secretary. We started the year with two vacancies before hiring one patrolman in June and another in December. We are now at "full staff," although one patrolman is in field training. I feel incredibly fortunate to have the cooperative and dedicated staff that we do. Their comradery and spirit facilitate their growth individually and as a team. As an example of their support and enthusiasm, our newest patrolman can be attributed to an unprompted recruiting effort at MidState Academy by two of our newest patrolmen!

Our chain-of-command is now complete and our special position appointments have been made. Much of the delay in the promotional process(es) have been an intentional choice to afford existing staff experience and the opportunity to grow. Alexander Schmidt has been promoted to Detective/Corporal and Jaylon Zacharias has been appointed to the Rotational Detective/Drug Investigator role. The promotion and the appointment solidify the chain-of-command for line staff. As we start 2025, I look forward to a shift from recruitment and hiring, to retention and development of knowledge.

Berlin Police Department's mission is to "enhance the safety and quality of life for citizens and visitors of the community by providing superior law enforcement services". Our staff continues to evolve with the practices and changes that updated practices, or new statutes require. We continue to maintain a fiscally sound budget even while updating processes and equipment. A squad radio (for the incoming 2025 squad car), three new desktop computers and a new file server are just a few of the most recently implemented changes. Staff and management continue a shared sense of flexibility and cooperation. Collectively, we cherish the strong spirit of cooperation we have with the other City Departments and even other Law Enforcement Agencies throughout the State of Wisconsin. We recognize that the feedback and support of the community is critical to our success. We are all honored that the City of Berlin has remained supportive of its Police Department.

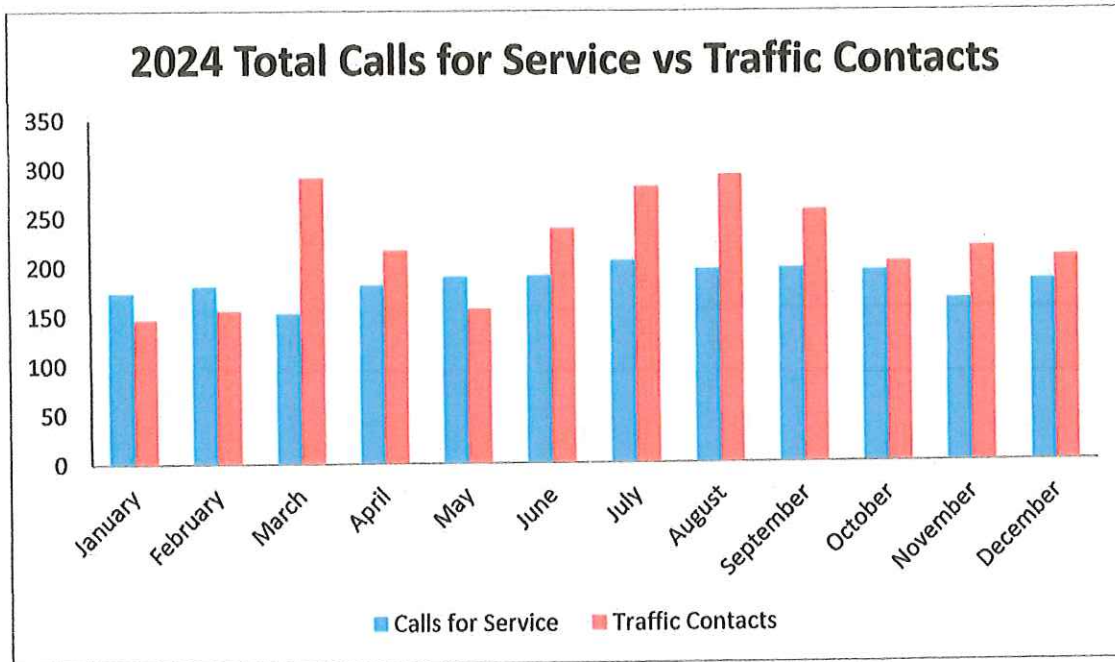
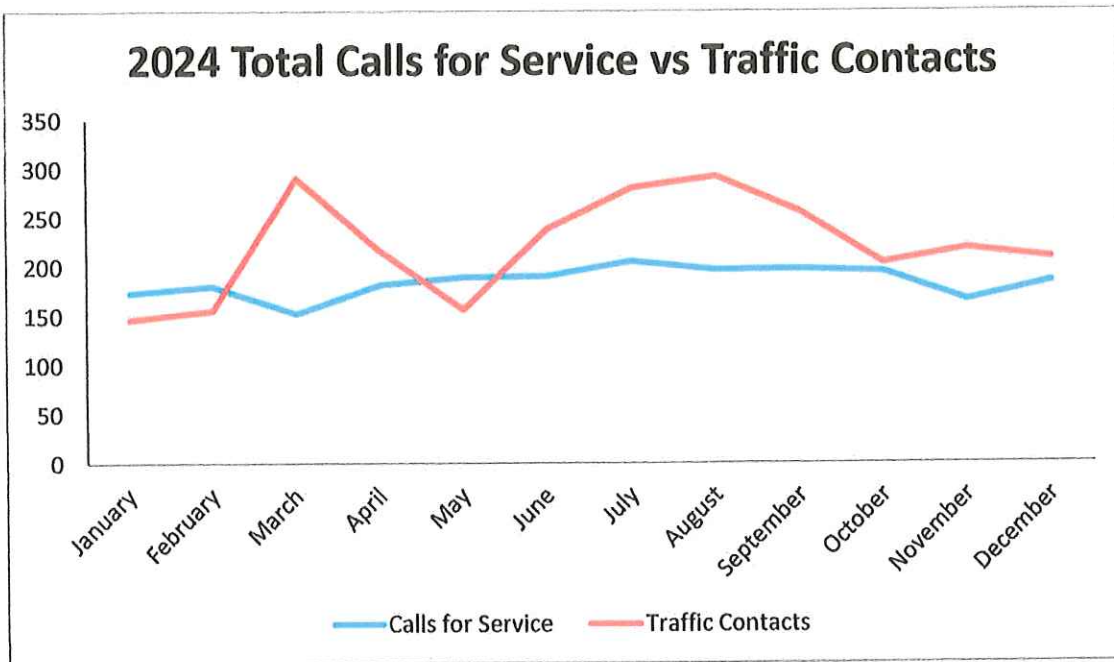
The Berlin Police Department is truly a professional and committed group of law enforcement officers, eager to gain experience and knowledge. I am confident that our staff will continue its development in 2025. I remain humbled and honored to lead this team and appreciate the people who represent this agency. This report is a portion of the statistical data related to enforcement activity and specific calls for service. The attached information does not reflect all of the efforts and work performed by our staff.

If I may speak for everyone at the Berlin Police Department, I want to thank the community and the City of Berlin for continued support and encouragement.

Respectfully Submitted,

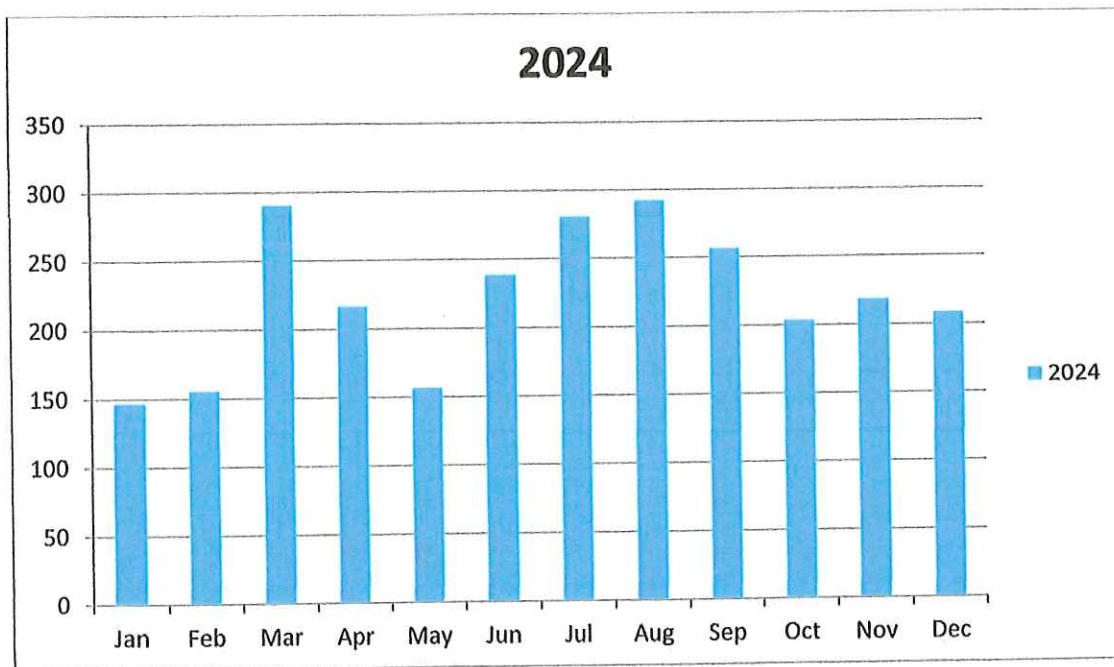
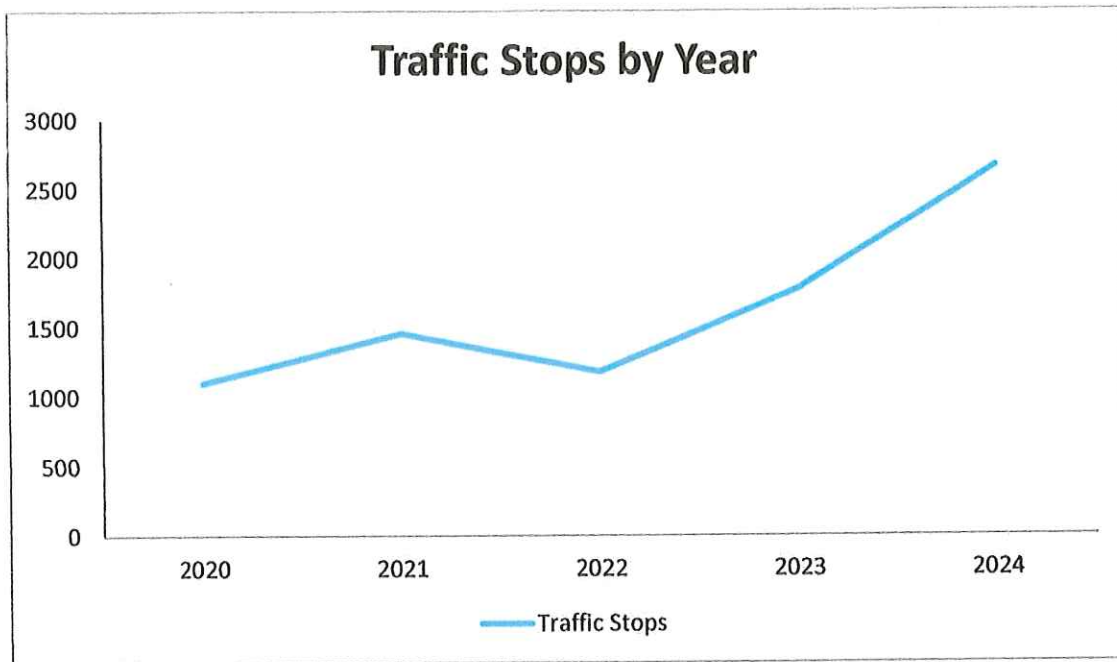
A handwritten signature in black ink, appearing to read "Brian Pulvermacher". The signature is fluid and cursive, with a long horizontal stroke at the end.

Brian Pulvermacher  
Chief of Police  
Berlin Police Department



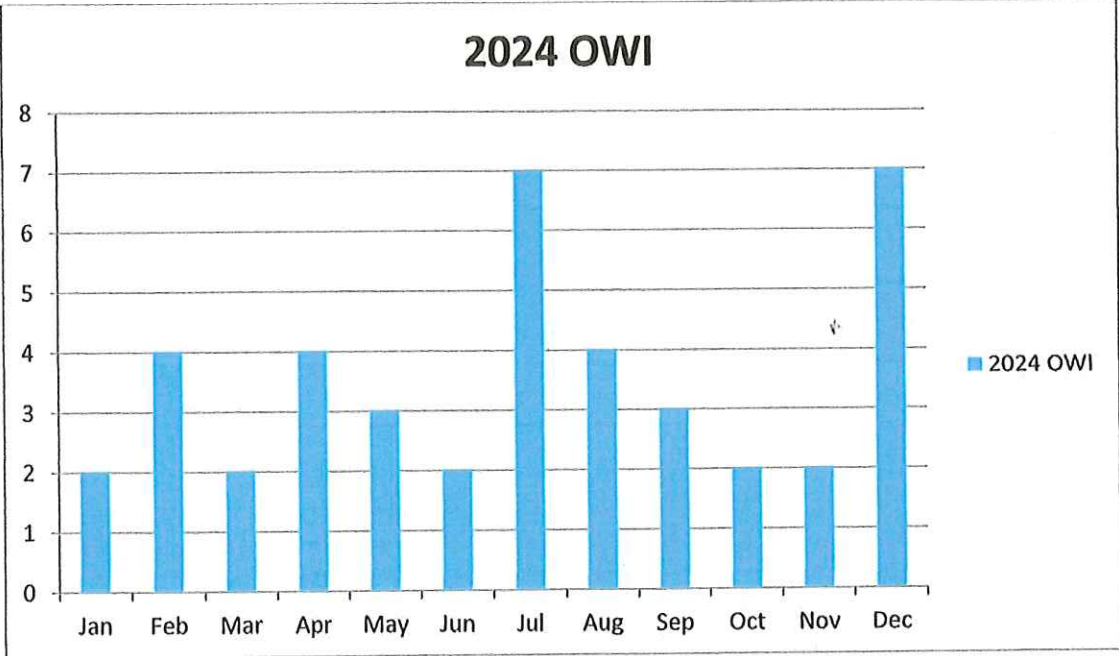
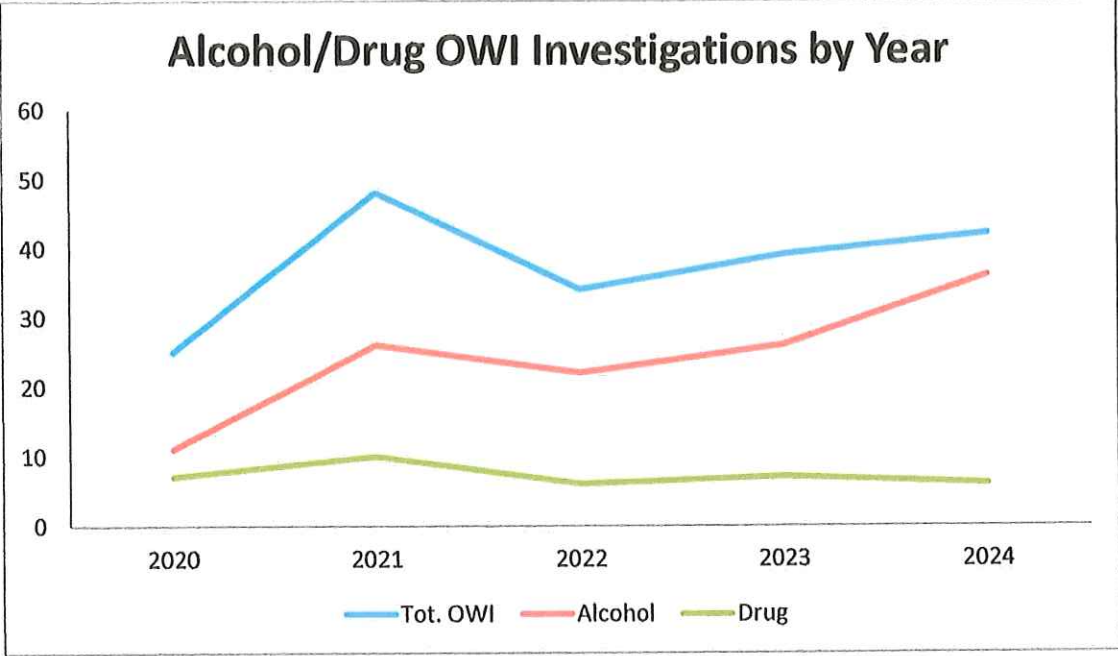
Staff vacancies, training and Officer's benefit time are directly responsible for staff availability. Discretionary time for things like traffic enforcement often hinges on staff availability. Calls for service and investigations routinely take priority.

Staffing levels improved over the course of the year. The volume of calls on a monthly basis remain fairly constant. We have continued to show a strong presence both in investigations and traffic enforcement.

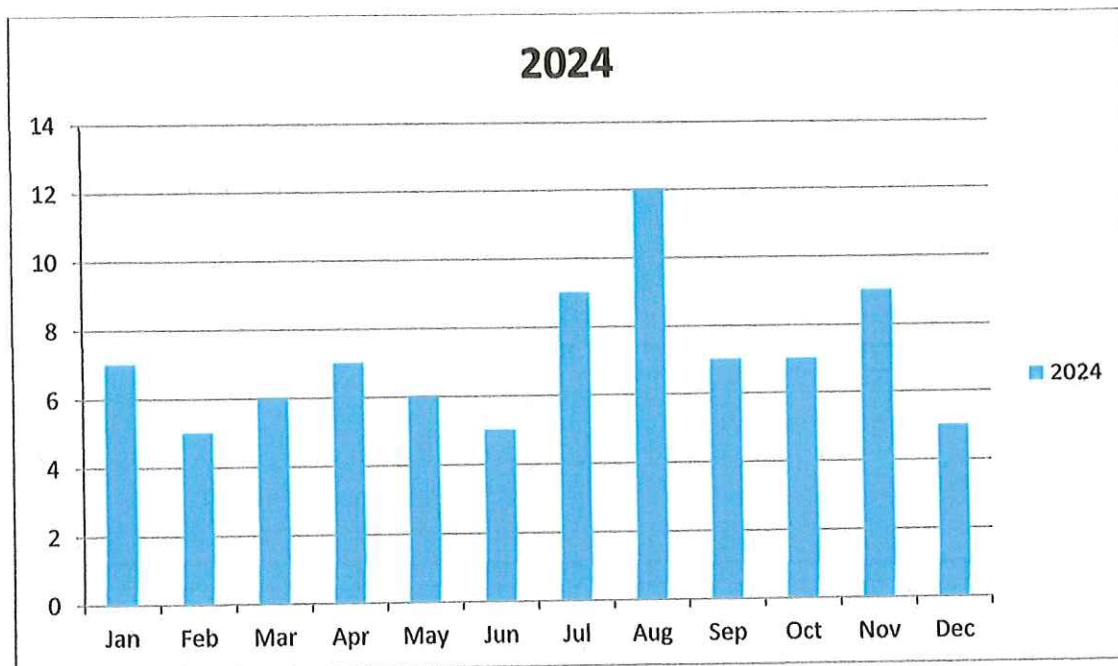
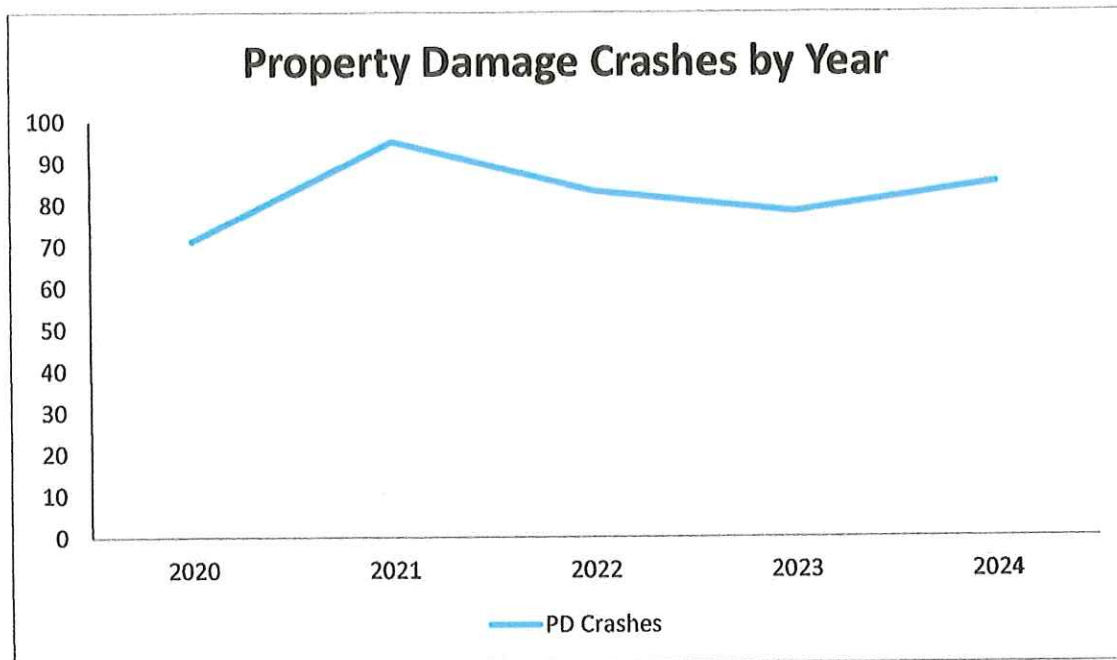


Traffic enforcement and traffic contacts continue on an upward trajectory. Many of our common calls for service were lower than average. Improved staffing levels and enthusiasm of new officers impacted traffic enforcement throughout the city.

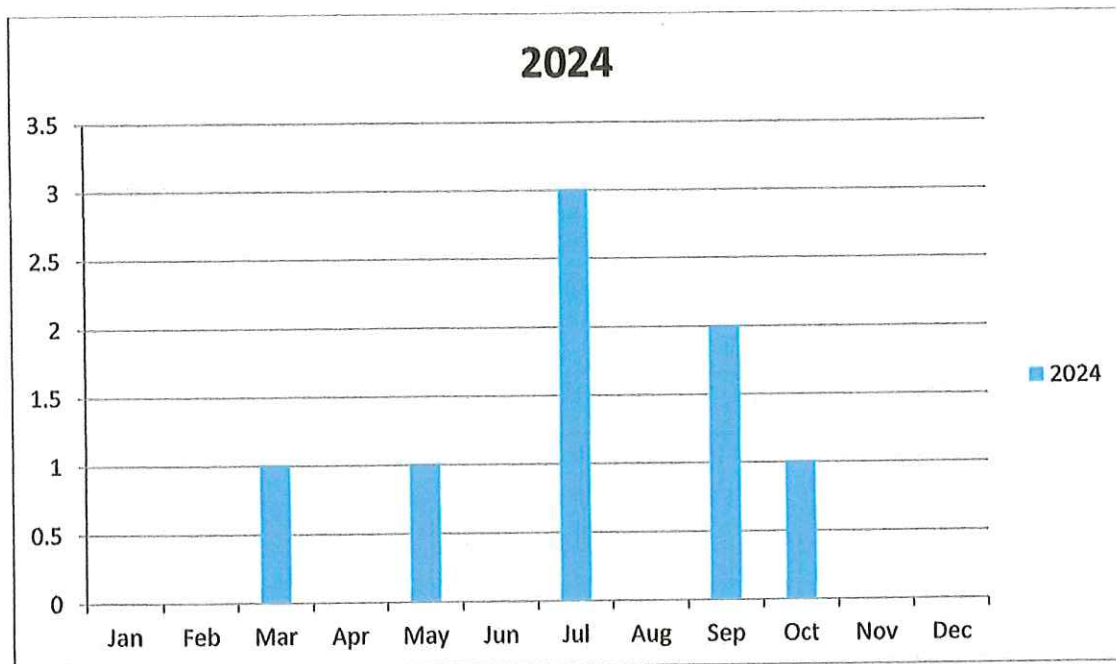
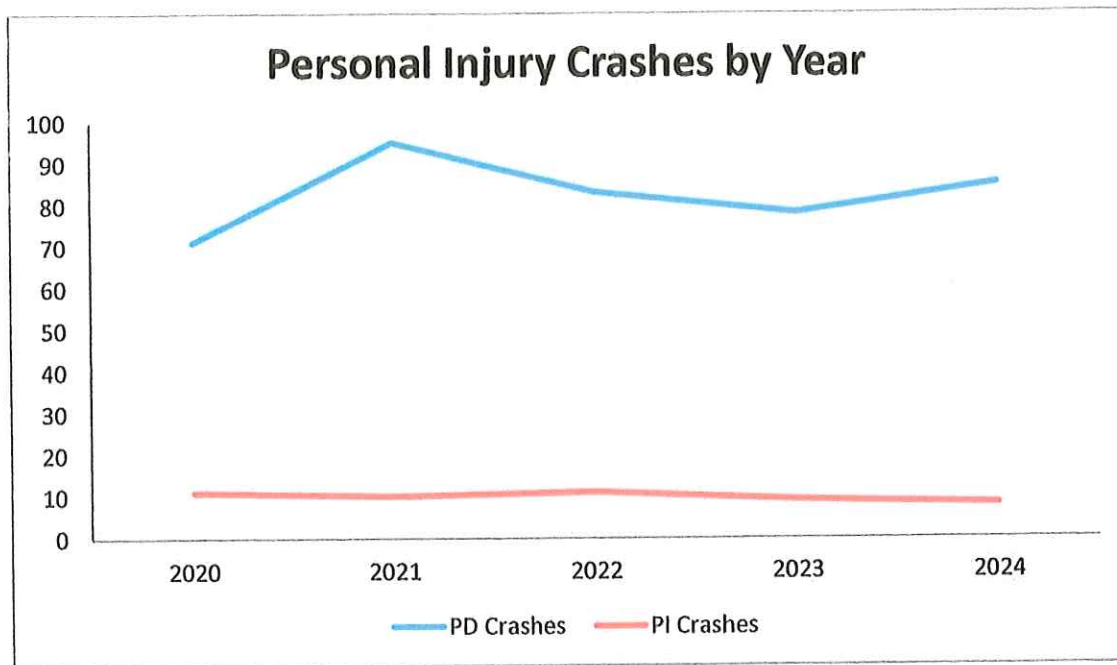




OWI enforcement in 2024 was just over the 8y average in the city. The ratio of drugged driving to alcohol related OWI is slightly lower in 2024 than it was in 2023. As our staff gain experience and confidence, I anticipate drugged driving enforcement will grow stronger. Our efforts to curb impaired driving remain a priority.

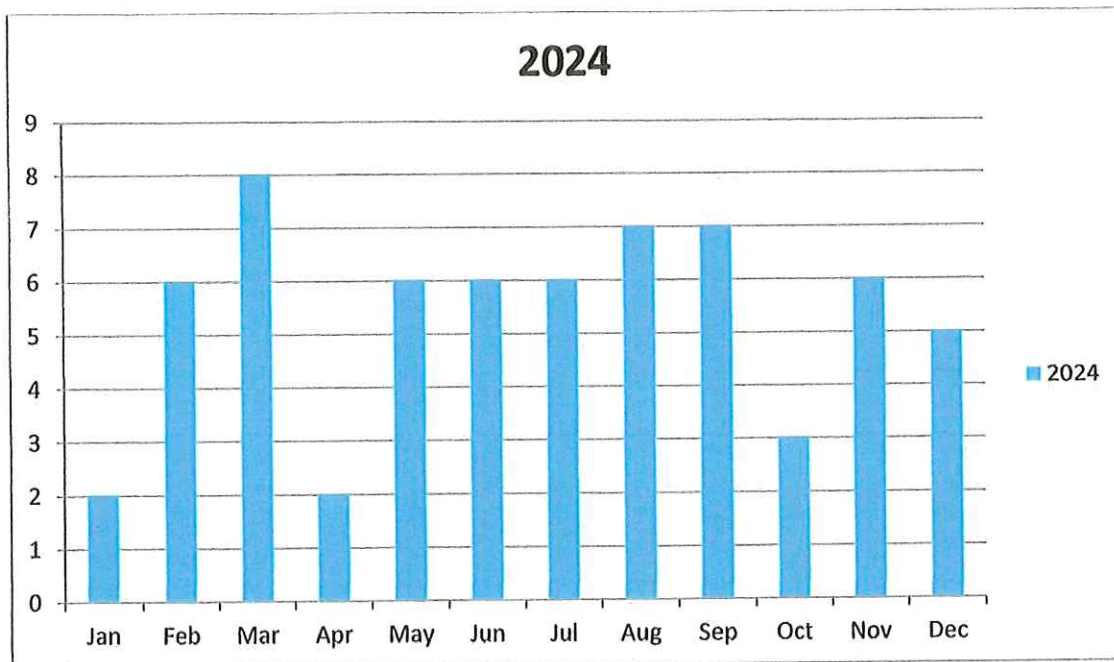
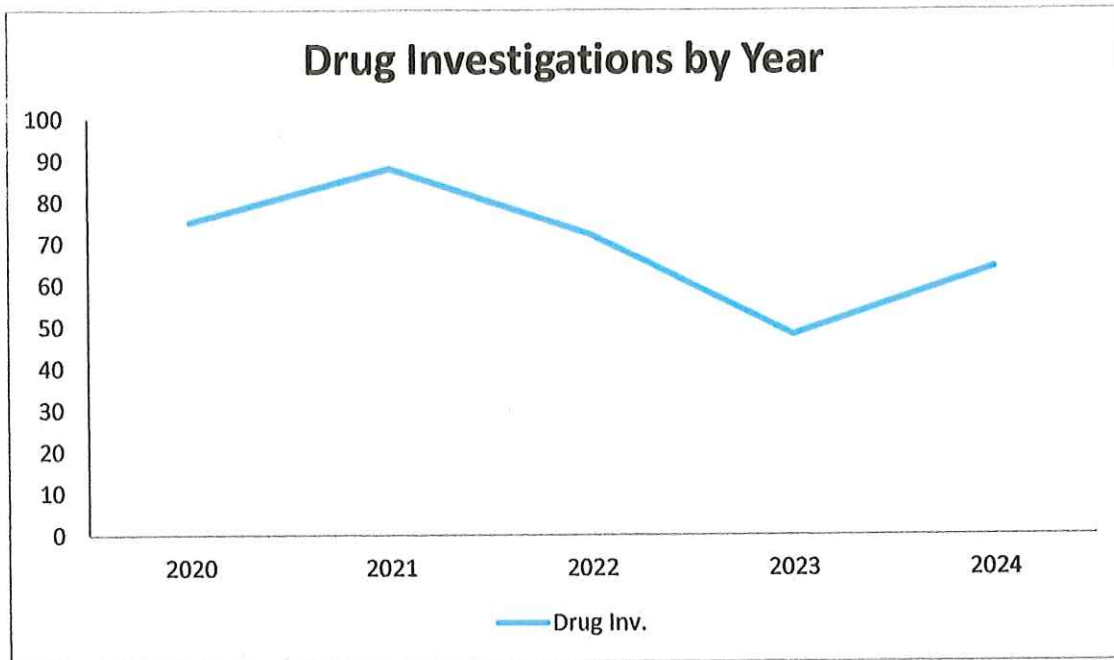


Property damage (only) crashes are up slightly from 2023, although the total was still just below the 8y average. This year, almost half of these crashes were parking lot related.

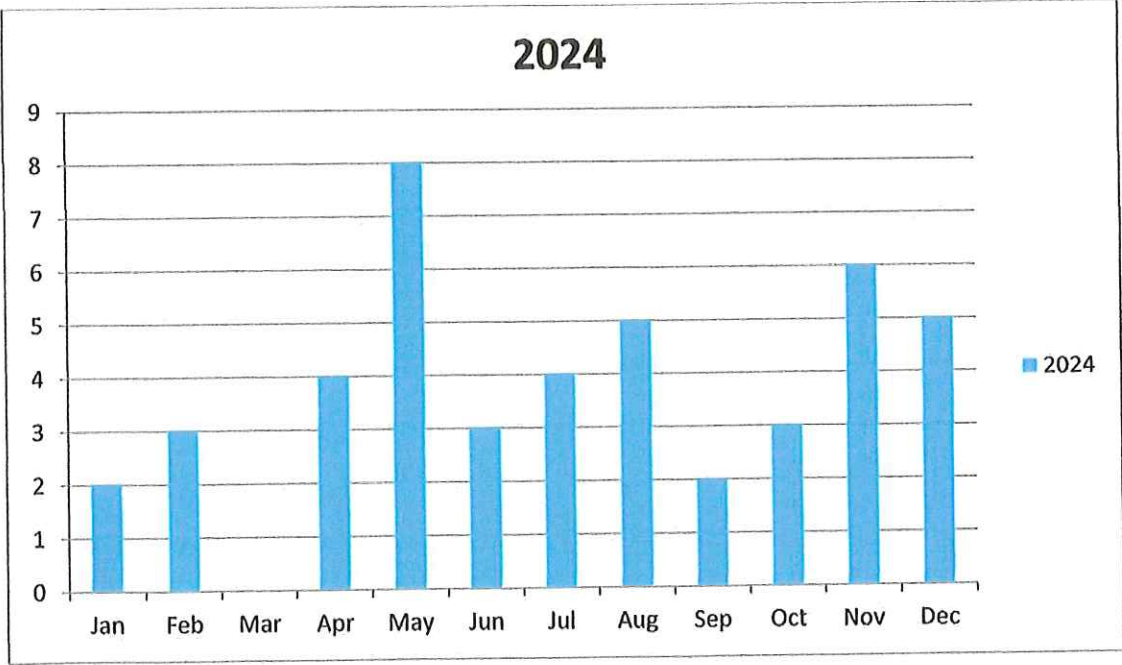
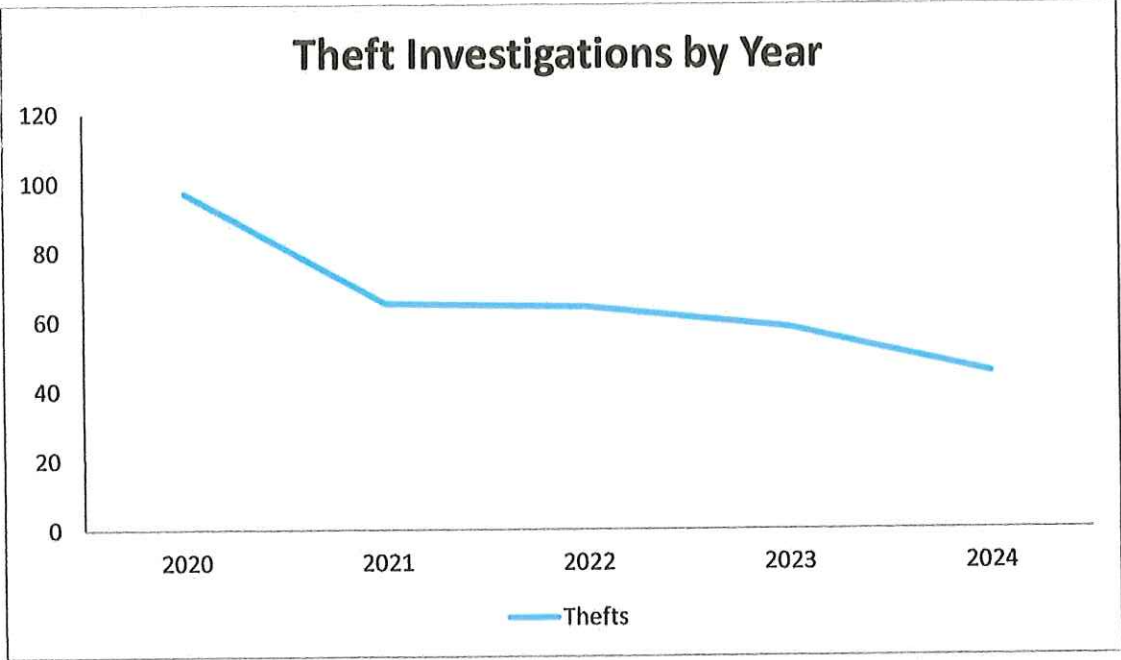


The total of Personal injury crashes in 2024 (8) is well below the 8y average (11). Due to the infrequency of personal injury crashes in the City of Berlin, direct correlation to traffic volume and enforcement is difficult to establish. Driving behaviors (speed, inattentive driving, and stop sign/signal violations) are commonly contributing factors in these crashes. The increased intersection control from 2023 and stronger traffic enforcement are suspected to have influenced the personal injury crash numbers.

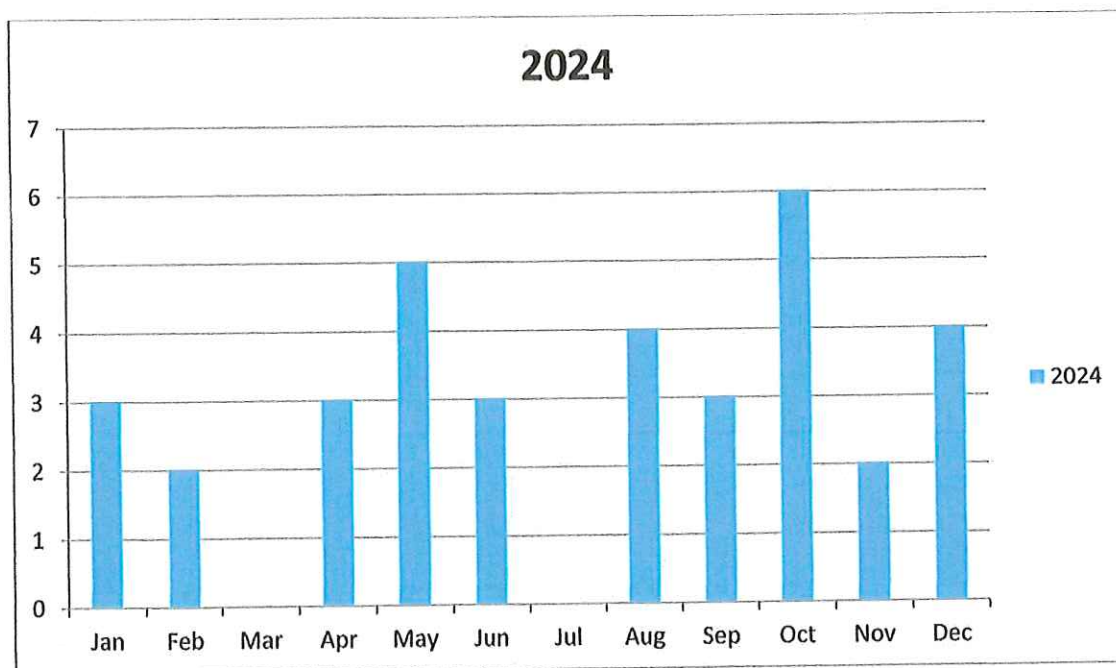
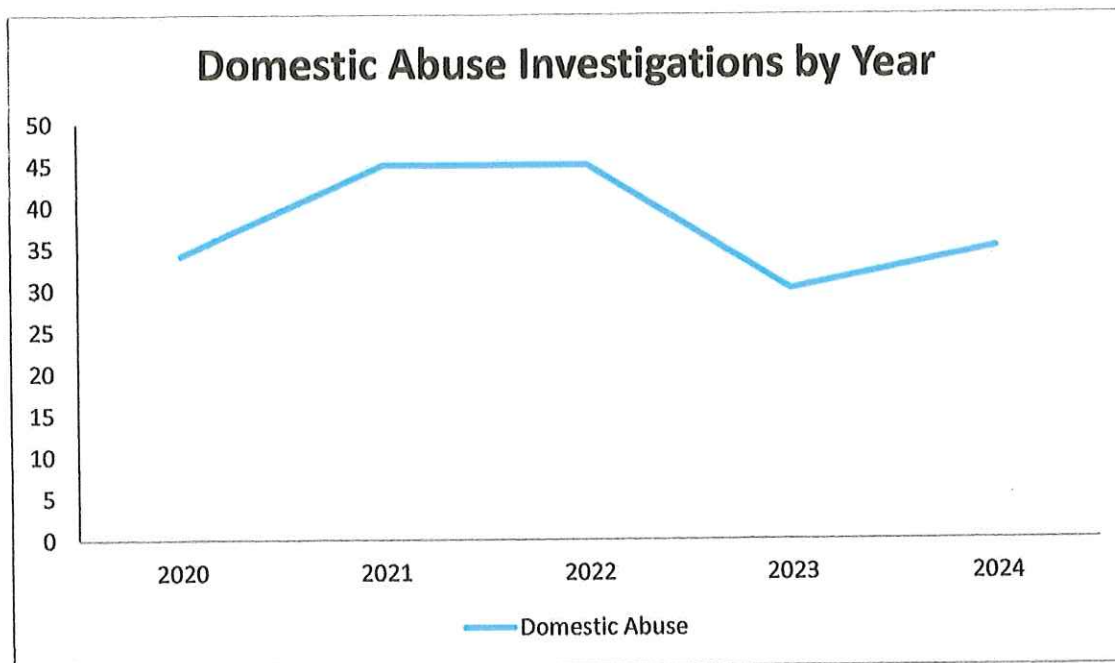




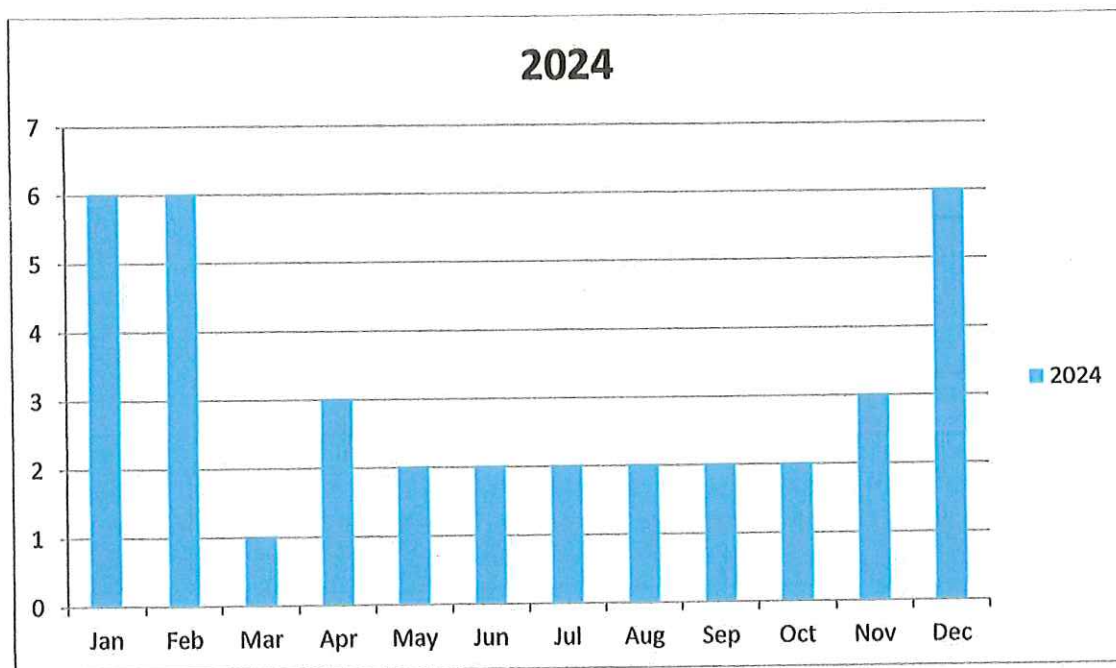
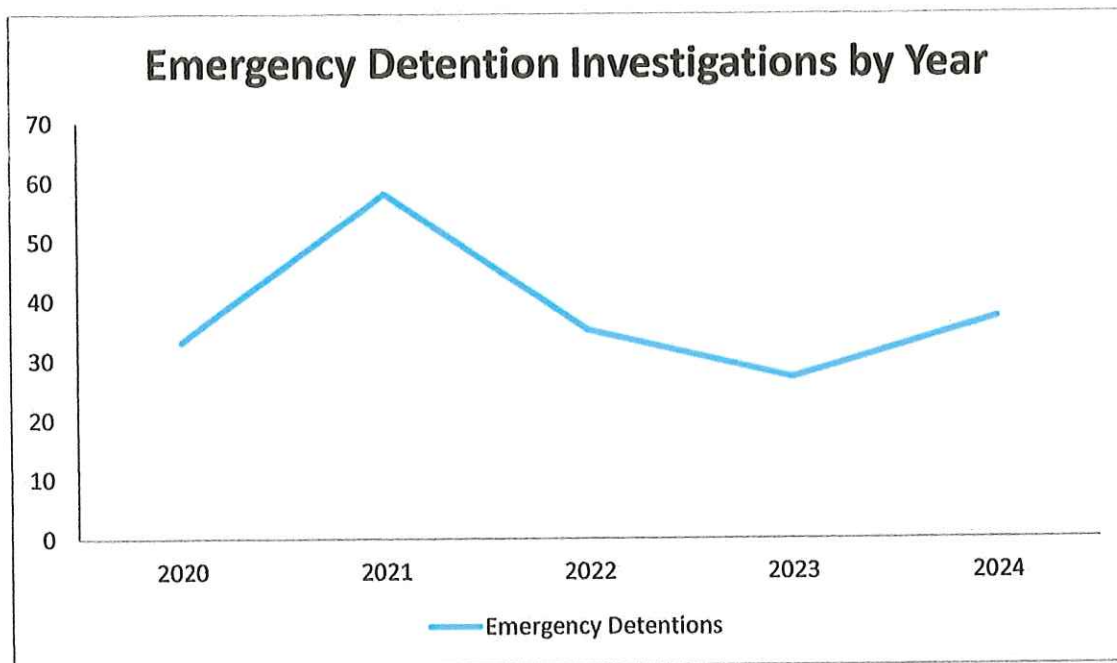
Frequently, ties between drug and alcohol abuse are visible during investigations into other crimes. We recently appointed a staff member to the Drug Investigator role. That person will re-establish Berlin PD with the multijurisdictional drug task force. Berlin PD executed five search warrants (of physical premises) drug violations this year. One of those warrants was for a retail facility selling controlled substances.



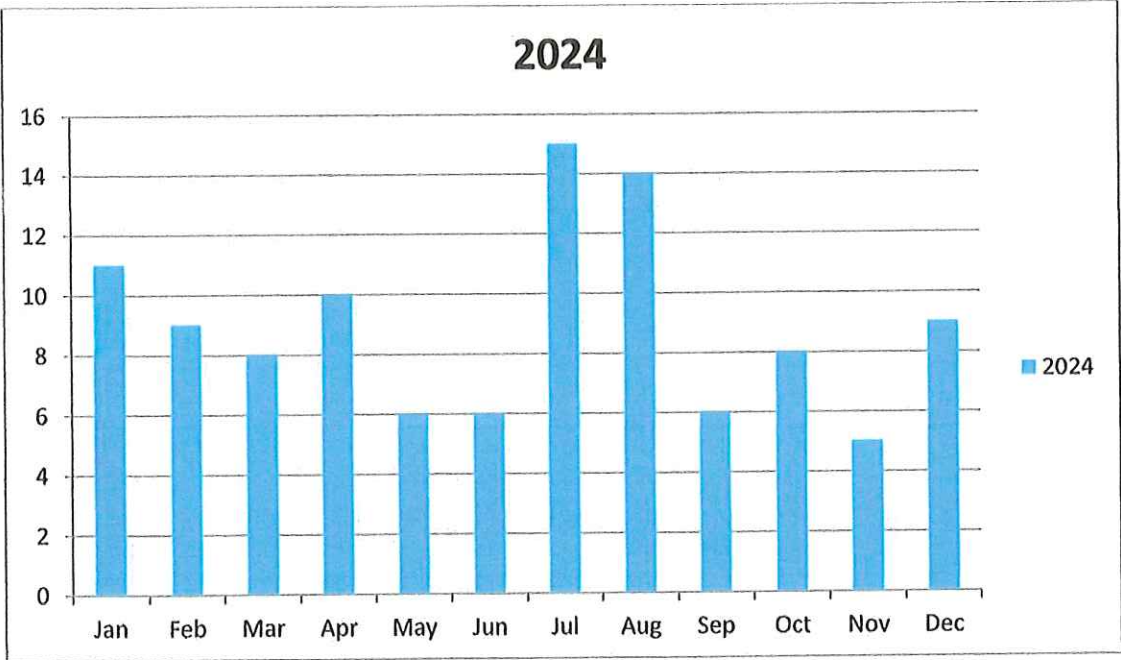
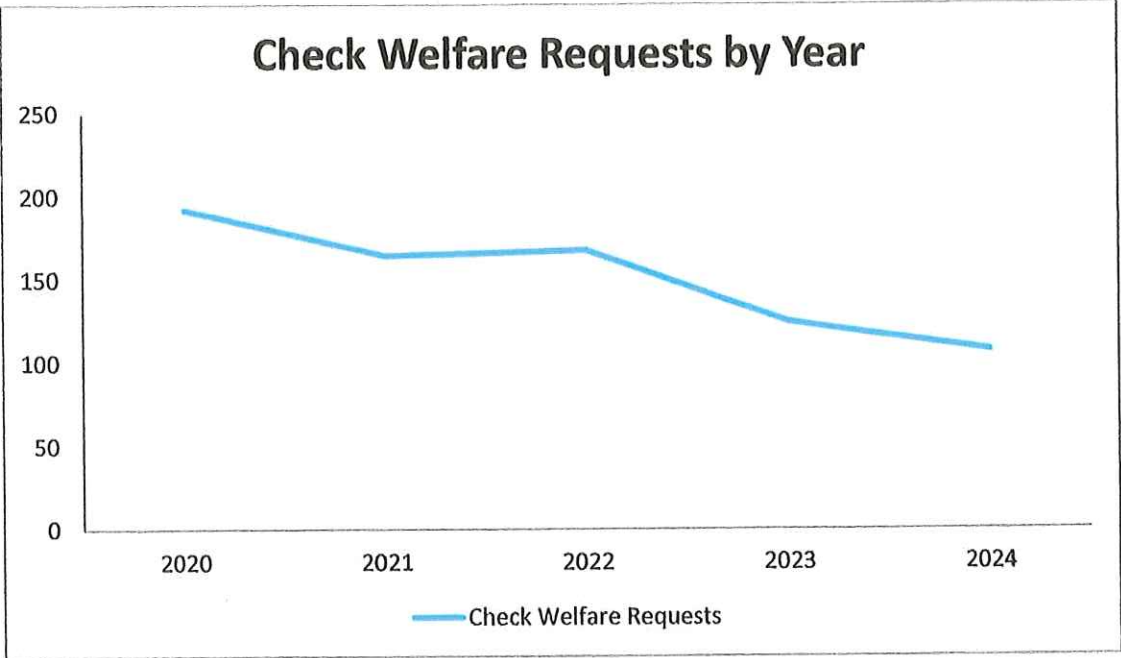
Reported thefts were 38% lower than the 8y average. Approximately half of our theft cases are retail theft. Theft of packages after they were delivered to a residence and theft of catalytic convertors have diminished in 2024.



The number of Domestic Abuse incidents was higher this year than it was in 2023. At (35) the quantity was the 8y average for the city. I was not able to identify a reason for the variance from month to month. Commonly, substance abuse and economic related stress is a factor in many of these incidents.



The City of Berlin had 90% of the 8y average of Emergency Detention calls. These calls involve persons who are a danger to themselves (or others) and result in the person being held in protective custody. Sometimes, return or repeat calls can be attributed to one person struggling with mental health issues.



Check Welfare requests continue a downward trend from previous years and were 74% of the 8y average. These types of calls could be as benign as an employee, family member, or friend that were not present when or where they were anticipated. Other times these calls could be a result of a person with a mental health disturbance. The Berlin Police Department often fields repeated calls of this nature for troubled persons that are determined not to be an "immediate" threat to themselves.

**Berlin Police Department  
2024 Training (online and classroom)**

<u>Course</u>	<u>Hours</u>	<u>Staff #</u>	<u>Total</u>
Operation RUSH	16	2	32
420 For Patrol	8	1	8
WI Police Chief's Conference	24	1	24
PBT Operator	1	3	3
Patrol Rescue Tactics	16	2	32
Firearms Instructor	64	1	64
Basic SWAT	40	3	120
Sniper Basic	10	1	10
FTO Basic	24	1	24
Scenario Instructor	16	1	16
A.R.I.D.E.	16	3	48
Advanced SWAT	40	1	40
Peer Support	16	1	16
Basic Rifle	24	3	72
Evidence Based Interview Techniques	24	1	24
Mental Health and Wellness	16	1	16
Sexual Assault Investigations	16	1	16
One on One Control Tactics	2	1	2
Drug ID and Trends	16	1	16

**583**

\*Annual firearms and County wide in-service trainings are not included.

The Berlin Police Department remains committed to training the officers that serve the City of Berlin residents. In 2024, our efforts focused on basic and advanced skills in a variety of topics. As we continue to develop departmentally, mutually beneficial specialized/advanced trainings, instructor certifications and leadership development training will continue to be our focus.



## City of Berlin Police Department Updates and Changes

- Personnel:
  - Hired Officer Kenneth Johnson June 17, 2024
  - Hired Officer Dylan Saylor December 3, 2024
  - Promoted Alex Schmidt to Corporal/Detective November 11, 2024
  - Assigned Jaylon Zacharias to Rotational Detective/Drug Investigator December 16, 2024
  
- Policy and Procedure
  - An update service was utilized to maintain the current manual as new statutory requirements and practices evolved and changed existing policy
  - The Berlin Police Department maintained Standard Operating Procedures to provide direction or guidance for narrow or specific matters
  
- Equipment changes
  - Purchased a new squad radio for install into the 2025 squad car
  - Purchased 3 new desktop PCs
  - Purchased a new file server (every 5y replacement)
  
- Inter-Agency Cooperation
  - Green Lake County Unified Tactics Training
  - Annual in-service training
  - Weekly Chiefs Teams meetings are held with all Green Lake County Police Chiefs, GLSO Chief Deputy and Sheriff to discuss community and county-wide issues related to LE
  
- Continued cooperation with the Berlin Public School System
  
- The 3-year collective bargaining agreement between the Berlin Police Department union and the City of Berlin is still under negotiation
  
- Community events building the police/community relationship:
  - Shop with a "Hometown Hero" was a success with over 100 children being assisted.
  - The City of Berlin participated in National Night Out. It was hosted by the Markesan Police Department and was a collaborative effort of all Green Lake County law enforcement agencies and supporting Emergency Services.
  - Homecoming and Holiday parades were successful and efficient in 2024
  - We participated in 2 "Touch a Truck" events
  - We participated in Trunk or Treat at the Boys and Girls Club

- We participated in a Coffee with a Cop event
- We participated in Christmas Tree Lighting at Nathan Strong Park
  
- Almost 600 hours of “specialty” training (mostly in-person and some online)
- Rekindling the City’s relationship and standing with the Central Wisconsin Drug Task Force
- Continued evaluation of processes and practices to increase efficiency and transparency.
- Continued staff development to build knowledge and skill redundancy.



## **City of Berlin Police Department Projects and Goals for 2025**

### **Training of Staff:**

- Continued refinement of basic policing skills
  - Ongoing assessment of practices and methods
- Enhance specialized investigative skills
- Seek certification of a staff member as a DAAT Instructor
- Seek training for a staff member as a Taser Instructor
- Operation RUSH (drug detection, interdiction and recognition) training for newest staff members

### **Equipment:**

- Continued evaluation of Body Worn Camera Systems and digital evidence storage while seeking grant opportunities
- Replace any equipment damaged in-use
- Assess new technology and equipment for cost and benefit

### **Administration:**

- Continued "clean-up," organization and digitization of files
- Continue audit of evidence storage and destruction procedures initiated in 2022
- Continue to purge the tremendous volume of paper files in accordance with the approved Destruction Schedule
- Focus on retention and training now that we have achieved "full-staffing" of patrol
- Continue to seek training for staff which both suits their interest and benefits the City of Berlin

## **SRO Overview**

The School Resource Officer (SRO) for the Berlin Police Department is a full-time position assigned to elementary, middle, and high schools. The SRO, along with school officials, facilitate a safe environment that enhances learning.

A common misperception of the SRO is that they are the school disciplinarian. While the SRO does have the "discipline tool" available, it is not the "first tool" the SRO uses. The National School Resource Association (NASRO) cites the SRO's duties are divided into three areas: educator, mentor, and law enforcement. Known as the SRO Triad, this triad is what the Berlin School District SRO adheres to as a model.

As an educator, the SRO shares their expertise on current and evolving strategies in maintaining a secure school and safe school environment. The SRO also educates students through informal learning environments. The SRO teaches students about conflict resolution, coping skills, and the perils of drug, alcohol, and tobacco abuse.

Mentoring is an important part of the SRO's duties. As an influencer within the school, the relationships the SRO builds with staff and students helps bring a sense of community to the school. This relationship also supports the development of a student's character as they prepare for their next chapter of life. The relationship with the SRO is often strengthened outside the walls of the school. Often, SRO's take on additional responsibilities as coaches or advisors with athletics or extracurricular activities to encourage further development of the school community.

Lastly, the SRO exercises the law enforcement function. Conducting investigations and enforcing the law contribute to the safety of students and a safe school environment. The SRO works collaboratively with school officials, investigators, and partnering services while prioritizing the safety and wellbeing of students. When enforcement action is taken, it is done so in a fair and impartial manner maintaining the rights of every individual.

## **SRO Yearly Review**

Officer Plath has now completed his third semester as Berlin School District SRO. The SRO works closely with the school administrators at the Berlin School District. Often school staff and law enforcement must work together to find safe and successful resolutions for children in need.

The SRO is frequently called upon when students are in violation of school rules and ordinance violations. Citations are down slightly when comparing the fall semester of 2023 to fall 2024. Almost 1/3 of citations are for Truancy with tobacco (or vapes) and disorderly conduct being the next most common citations. Once a citation is issued, "deferred prosecution agreements" are still a common and valuable tool used by the SRO to help shape future behavior of students. Such agreements generally involve avoidance of further problems or law violations over a specified period of time. When this time elapses, if a student has behaved appropriately, citations are often dismissed or reduced.

School staff are pleased with Zach's performance in the position. Until the fall semester of 2024, Zach was still in his first year of the appointment. Undoubtedly, there was a lot to learn; from day-to-day duties, to establishing professional relationships with students and staff. Zach has become a "familiar face" to the school staff and the students. Zach has maintained a strong relationship with the school community.

## SRO Activity Report 2020-2024

2020-2021	Case Reports and Reported Calls for Service		Citations	
<b>Berlin High School</b>				
	Juvenile Problem	3	Uniform Traffic Citation	3
	Truancy		Municipal Citation	14
	Threats		Crash Citations	1
	Assault			
	Disorderly Conduct		<b>Total Citations</b>	<b>18</b>
	Emergency Detention	1		
	Agency Assist			
	Information Report			
	911 Follow-up	6		
	Vehicle Lockout			
	Drugs			
	Theft			
	<b>Total</b>	<b>10</b>		
<b>Berlin Middle School</b>				
	Juvenile Problem	3		
	Truancy			
	Threats			
	Assault			
	Disorderly Conduct			
	Emergency Detention			
	Agency Assist			
	Information Report			
	911 Follow-up	5		
	Vehicle Lockout			
	Drugs			
	Theft			
	<b>Total</b>	<b>8</b>		
<b>Clay Lamberton</b>				
	Juvenile Problem			
	Truancy			
	Threats			
	Assault			
	Disorderly Conduct			
	Emergency Detention			
	Agency Assist			
	Information Report	1		
	911 Follow-up			
	Vehicle Lockout			
	Drugs			
	Theft			
	<b>Total</b>	<b>1</b>		

2021-2022	Case Reports and Reported Calls for Service		Citations	
<b>Berlin High School</b>				
	Juvenile Problem	3	Uniform Traffic Citation	0
	Truancy		Municipal Citation	16
	Threats	2	Crash Citations	0
	Assault	1		
	Disorderly Conduct	2	<b>Total Citations</b>	<b>16</b>
	Emergency Detention			
	Agency Assist			
	Information Report	5		
	911 Follow-up	2		
	Vehicle Lockout			
	Drugs	1		
	Theft			
	<b>Total</b>	<b>16</b>		
<b>Berlin Middle School</b>				
	Juvenile Problem	2		
	Truancy			
	Threats	2		
	Assault	3		
	Disorderly Conduct			
	Emergency Detention			
	Agency Assist	3		
	Information Report	4		
	911 Follow-up	3		
	Vehicle Lockout			
	Drugs	1		
	Theft			
	<b>Total</b>	<b>18</b>		
<b>Clay Lamberton</b>				
	Juvenile Problem	2		
	Truancy			
	Threats	2		
	Assault			
	Disorderly Conduct	2		
	Emergency Detention			
	Agency Assist	1		
	Information Report	5		
	911 Follow-up	3		
	Vehicle Lockout			
	Drugs			
	Theft			
	<b>Total</b>	<b>15</b>		



2022-2023	Case Reports and Reported Calls for Service		Citations	
<b>Berlin High School</b>				
	Juvenile Problem	5	Uniform Traffic Citation	0
	Truancy	1	Municipal Citation	45
	Threats	1	Crash Citations	0
	Assault	4		
	Disorderly Conduct	1	<b>Total Citations</b>	<b>45</b>
	Emergency Detention			
	Agency Assist	1		
	Information Report	5		
	911 Follow-up	10		
	Vehicle Lockout			
	Drugs	3		
	Theft			
	<b>Total</b>	<b>31</b>		
<b>Berlin Middle School</b>				
	Juvenile Problem	1		
	Truancy			
	Threats			
	Assault	2		
	Disorderly Conduct	3		
	Emergency Detention			
	Agency Assist			
	Information Report			
	911 Follow-up	10		
	Vehicle Lockout			
	Drugs			
	Theft			
	<b>Total</b>	<b>16</b>		
<b>Clay Lamberton</b>				
	Juvenile Problem	2		
	Truancy			
	Threats			
	Assault	1		
	Disorderly Conduct	2		
	Emergency Detention			
	Agency Assist	1		
	Information Report	2		
	911 Follow-up	3		
	Vehicle Lockout			
	Drugs			
	Theft			
	<b>Total</b>	<b>11</b>		

2023-2024	Case Reports and Reported Calls for Service		Citations	
Berlin High School				
	Juvenile Problem	2	Uniform Traffic Citation	1
	Truancy	20	Municipal Citation	103
	Threats or Harassment	2	Crash Citations	0
	Assault	4		
	Disorderly Conduct	8	<b>Total Citations</b>	<b>104</b>
	Emer. Det. or Welfare Ch.	8		
	Agency Assist			
	Information Report	20		
	911 Follow-up	5		
	Vehicle Lockout	2		
	Drugs, Tobacco or Vape	5		
	Theft	3		
	<b>Total</b>	<b>84</b>		
Berlin Middle School				
	Juvenile Problem	3		
	Truancy	12		
	Threats or Harassment	6		
	Assault	1		
	Disorderly Conduct	15		
	Emer. Det. or Welfare Ch.	6		
	Agency Assist			
	Information Report	6		
	911 Follow-up			
	Vehicle Lockout			
	Drugs, Tobacco or Vape	2		
	Theft			
	<b>Total</b>	<b>49</b>		
Clay Lamberton				
	Juvenile Problem	2		
	Truancy	6		
	Threats or Harassment	1		
	Assault	1		
	Disorderly Conduct	3		
	Emer. Det. or Welfare Ch.	1		
	Agency Assist			
	Information Report	4		
	911 Follow-up	1		
	Vehicle Lockout	2		
	Drugs, Tobacco or Vape			
	Theft			
	<b>Total</b>	<b>21</b>		

2024-2025 (Incomplete 01/01)	Case Reports and Reported Calls for Service		Citations	
<b>Berlin High School</b>				
	Juvenile Problem		Uniform Traffic Citation	1
	Truancy	8	Municipal Citation	33
	Threats or Harassment	2	Crash Citations	0
	Assault			
	Disorderly Conduct	1	<b>Total Citations</b>	<b>34</b>
	Emer. Det. or Welfare Ch.	1		
	Agency Assist	2		
	Information Report	8		
	911 Follow-up	2		
	Vehicle Lockout			
	Drugs, Tobacco or Vape	6		
	Theft			
	<b>Total</b>	<b>30</b>		
<b>Berlin Middle School</b>				
	Juvenile Problem	1		
	Truancy	3		
	Threats or Harassment	1		
	Assault	1		
	Disorderly Conduct	2		
	Emer. Det. or Welfare Ch.	1		
	Agency Assist			
	Information Report	4		
	911 Follow-up			
	Vehicle Lockout			
	Drugs, Tobacco or Vape			
	Theft			
	<b>Total</b>	<b>13</b>		
<b>Clay Lamberton</b>				
	Juvenile Problem	2		
	Truancy			
	Threats or Harassment			
	Assault			
	Disorderly Conduct			
	Emer. Det. or Welfare Ch.	1		
	Agency Assist			
	Information Report	2		
	911 Follow-up			
	Vehicle Lockout			
	Drugs, Tobacco or Vape			
	Theft			
	<b>Total</b>	<b>5</b>		

## **POLICE AND FIRE COMMISSION MEETING**

**02/05/2025**

### **BERLIN POLICE DEPARTMENT ACTIVITY EXTRACT**

**December 23, 2024 to January 23, 2025**

214	Traffic Stops
0	OWI / Drug OWI arrest
3	Property Damage crash
0	Personal Injury crash
10	Drug Investigation (6 MJ, 3 MJ + other, 1 other)
6	Theft Investigation
2	Domestic Abuse Investigation
0	Emergency Detention (0 detention, 0 diversion)
15	Check Welfare

#### **Statistic notes:**

Of the three property damage crashes, two of them took place in parking lots. Of the six theft cases, five were retail theft. There were no OWI or drug-related OWI investigations this month. There also were no Emergency Detentions (or Emergency Detention diversions). The pedestrian fatal crash was outside the dates of this activity extract.



