



POLICE & FIRE COMMISSION MEETING AGENDA

MONDAY, MAY 11, 2026 AT 4:00 PM

MUNICIPAL BUILDING – 106 JONES STREET, WATERTOWN, WI 53094 – ROOM 2044

- 1. CALL TO ORDER**
- 2. ELECTION OF COMMISSION CHAIR**
- 3. ELECTION OF COMMISSION VICE CHAIR**
- 4. ELECTION OF COMMISSION SECRETARY**
- 5. APPROVAL OF THE MINUTES**
 - A. Police and Fire Commission minutes from previous meeting
- 6. POLICE**
 - A. Review and take possible action: Hiring, Resignation and Promotional Updates
 - B. Review and discuss: Training Updates
 - C. Review and discuss: Monthly Activity Updates
 - D. Review and take action: 2025 Use of Force Report
- 7. FIRE**
 - A. Review and discuss: Monthly Data Report
 - B. Review and discuss: Personnel Update
 - C. Review and take action: Lt. Eligibility List
- 8. ADJOURN**

Persons requiring other reasonable accommodations for any of the above meetings, may contact the office of the City Clerk at cityclerk@watertownwi.gov phone 920-262-4000

A quorum of any City of Watertown Council, Committee, Board, Commission, or other body, may be present at this meeting for observing and gathering of information only

**WATERTOWN POLICE
DEPARTMENT ANNUAL
USE OF FORCE REPORT
2025**



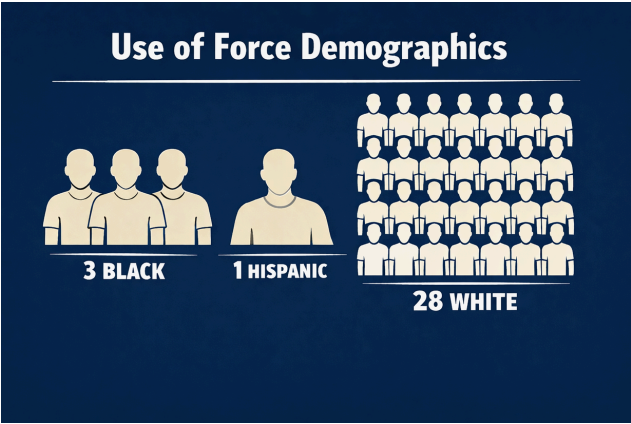
**THE CITY OF
WATERTOWN**

Use of Force Report

The Watertown Police Department is proud to present the 2025 Annual Use of Force Report. This document provides a transparent overview of our encounters and reflects our ongoing dedication to the safety of both our officers and the community we serve. Our primary objective in every interaction is to achieve a peaceful resolution through professional presence and effective dialogue. We take great pride in our ability to resolve conflicts through communication, utilizing the visibility of a marked squad car and a uniformed officer as primary tools to encourage voluntary compliance. Our officers are trained to prioritize verbal de-escalation as the first and most vital step in any encounter, ensuring that the vast majority of our tens of thousands of annual calls for service are resolved without the need for physical intervention.

While our goal is always 100% voluntary compliance, the nature of law enforcement occasionally requires officers to use force to protect the public and themselves. As detailed in this report, such instances represent only a small fraction of our total interactions, with a total of 36 use of force incidents documented during the 2025 reporting year.

To maintain the highest standards of professional conduct, every incident is reviewed by a group of officers certified by the Wisconsin Department of Justice as Defensive and Arrest Tactics Instructors. Officers are required by policy to document any action involving the pointing or discharge of a weapon, any force resulting in alleged injury or death, and weaponless physical force at the level of compliance holds and above. This rigorous oversight ensures that all force used is justified and allows the department to analyze annual data to identify trends and continuously improve our service to the City of Watertown.



OF THE FORCE USED BY THE POLICE, 3 OF THE SUBJECTS WERE BLACK, 1 WAS HISPANIC AND 28 WERE WHITE.

Use of Force Report

Use of Force by Month

During the reporting year, a total of 36 use of force incidents were documented. Monthly totals show some fluctuation, with activity generally increasing during the mid-year months.

The year began with a low number of incidents, with 1 use of force reported in January. Activity increased in February with 4 incidents, followed by a slight decrease in March and April, which each recorded 2 incidents.

Use of force incidents rose again in late spring and summer, with 3 incidents in May and 4 incidents in June. The highest level of activity occurred in July with 5 incidents. August and September each recorded 4 incidents, maintaining elevated activity levels during this period.

In the final quarter, incidents declined, with 2 reported in October and November, before a slight increase to 3 incidents in December.

Overall, the data reflects a trend of lower activity at the beginning and end of the year, with a sustained increase during the summer months. This pattern is consistent with seasonal increases in calls for service and overall police activity.

Use of Force by Day

Here's the breakdown of use of force incidents by day of the week:

Saturday: 9
Wednesday: 8
Thursday: 8
Sunday: 4
Tuesday: 4
Monday: 2
Friday: 1

Use of force incidents were most common on weekends—especially Saturdays—and midweek (Wednesday/Thursday), while Fridays and Mondays saw the lowest activity. This pattern often aligns with higher call volume periods and weekend-related activity.

Use of Force Report

Use of Force - Age of Subject

Throughout the 2025 reporting period, the department recorded 32 incidents involving use of force against human subjects. An analysis of the age demographics reveals that the largest concentration of force applications occurred within the 20–29 age bracket, which accounted for 31% of all recorded subjects (10 individuals). This was followed closely by the 30–39 age group, representing 7 subjects, and the 40–49 age group, representing 6 subjects. Collectively, individuals between the ages of 20 and 49 comprised the vast majority of use of force encounters, totaling approximately 72% of the annual data.

Incidents involving subjects at the extreme ends of the age spectrum were less frequent. Only two subjects were recorded in the 10–19 age range, both of whom were 19 years old. Conversely, subjects aged 50 and older represented approximately 22% of the total, with 3 subjects in their 50s and 4 subjects in their 60s. The oldest subject encountered was 67 years of age. Data was omitted for animal-related calls (Incident Types: Injured Animal, Dog Bite, Animal Complaint) which totals 4 incidents.

Use of Force - Application Type

The analysis of force applications in 2025 shows that Point Firearm was the most frequent action taken, occurring 16 times, followed closely by Point Taser at 13 occurrences. These "display of force" actions—where a weapon is drawn but not discharged—represent a significant portion of the department's tactical interventions, often used to gain compliance during high-risk scenarios such as traffic stops and domestic disputes.

Physical control techniques, specifically Decentralization, were employed 12 times. This technique remains a primary method for safely taking resistant subjects to the ground. Taser Fired (actual deployment) occurred in 6 instances, indicating that in approximately 31% of the cases where a Taser was involved, the display alone was insufficient to resolve the encounter.

Lower-level force options, including Compliance Holds and OC Spray, were utilized less frequently, totaling 4 applications. Additionally, officers were required to Destroy Animal on 4 occasions due to injuries or safety threats. In total, the department recorded 57 distinct force actions across the 36 reported incidents, reflecting the multi-faceted nature of these high-pressure encounters.

WATERTOWN FIRE DEPARTMENT

Monthly Report / **March 2026**

Compassion, Dedication,
Integrity, Accountability,
Trust



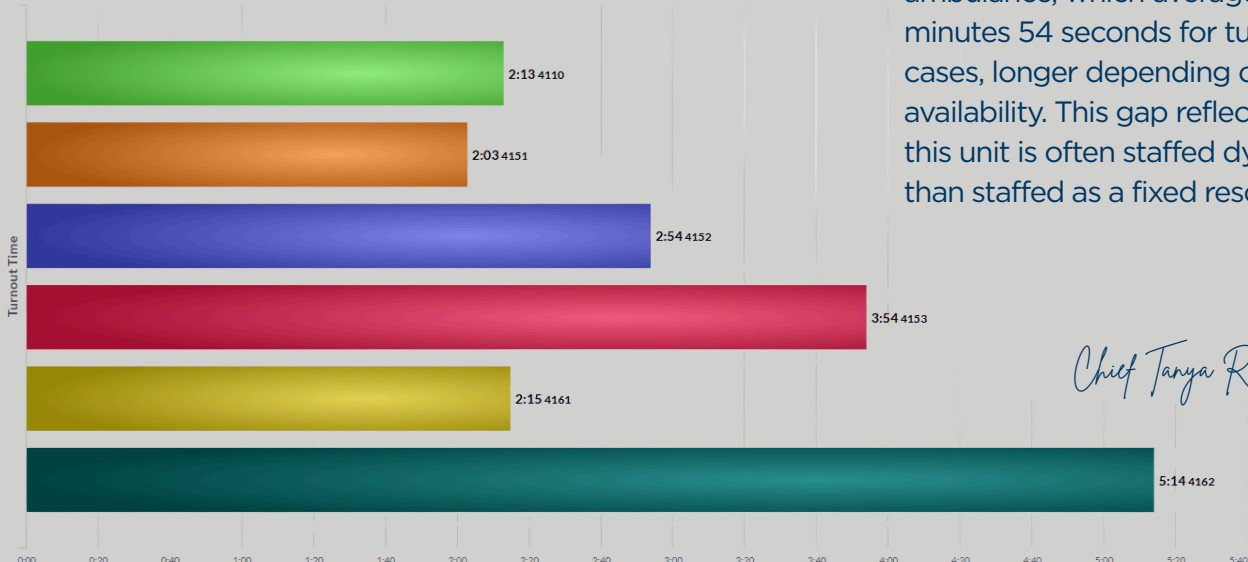
Greetings!

March has truly brought spring fire conditions to our area. The weather has fluctuated significantly, drying out fields and structures and increasing fire risk as the month progressed.

The department's turnout time data continues to show consistent performance from primary response units. On average, the first-out ambulance and apparatus are leaving the station in about two minutes or less, reflecting a well-trained and prepared operation that is ready to respond quickly when calls come in. In January 2026, the department updated apparatus numbering to better track secondary unit response times. Combined with each unit being connected to dispatch through CAD and the implementation of Phoenix G2 alerting, we now have more reliable and consistent data to clearly see these patterns. This allows us to better understand where delays occur and supports informed conversations about staffing, deployment, and how we continue to strengthen how we deliver service moving forward.

Where we see a difference is with the secondary units. When a second ambulance or supporting apparatus is needed, turnout times increase. This is often because crews are already committed to another call and must clear before responding, or personnel need to reassign, move to another unit, or shift staffing in real time. These situations reflect demand on department resources, not a lack of urgency. As call volume and overlapping incidents continue, these delays become more noticeable and are an important part of understanding our overall response capability.

90th Percentile Apparatus Turnout Time (Dispatch-> En Route)
01/01/2026-12/31/2026



One clear example of this is the second out ambulance, which averages closer to 2 minutes 54 seconds for turnout and, in some cases, longer depending on staffing and availability. This gap reflects the reality that this unit is often staffed dynamically rather than staffed as a fixed resource.

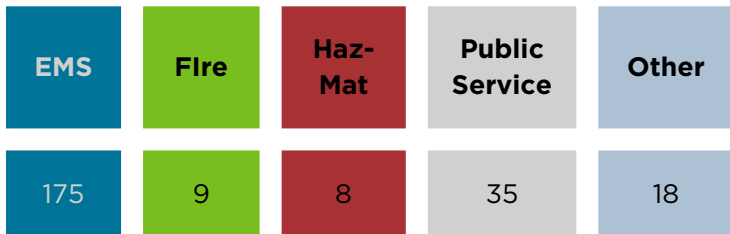
Chief Tanya Reynen



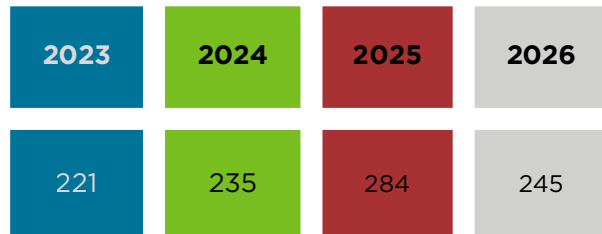
Operational Statistics

Incident Count Statistics

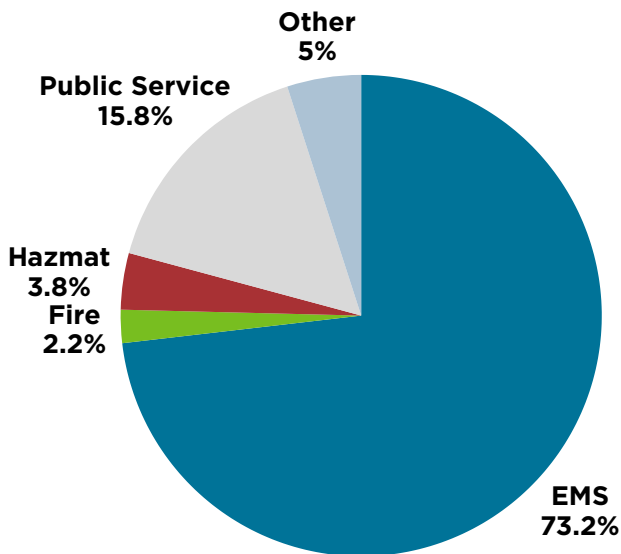
March 2026 Calls: 245



March Incidents by Year



Incident Percentages Year to Date

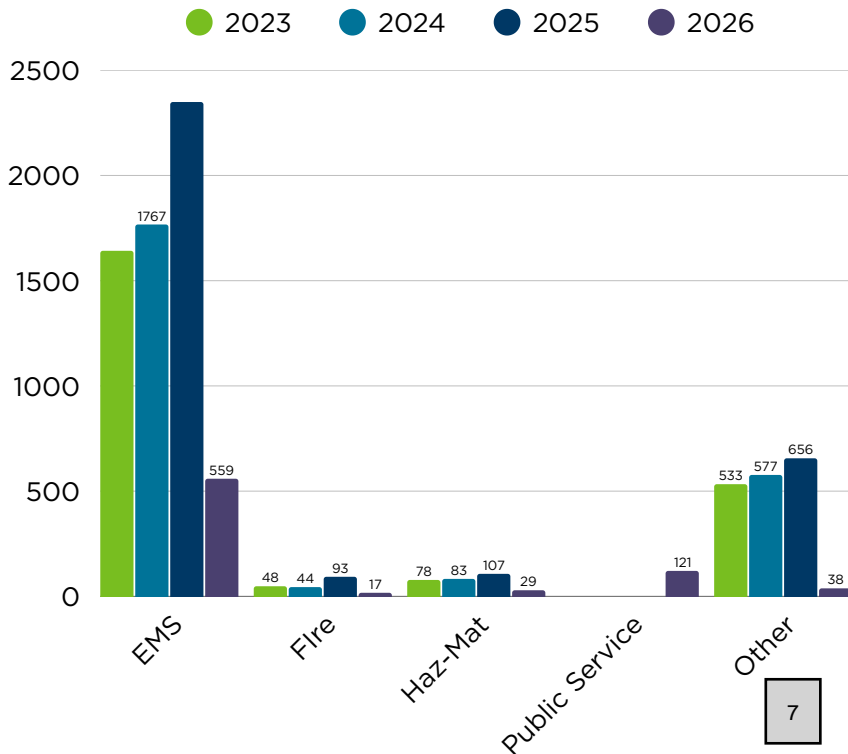


Incident count by Month



2026
Year-to-Date
Incident Count:
764

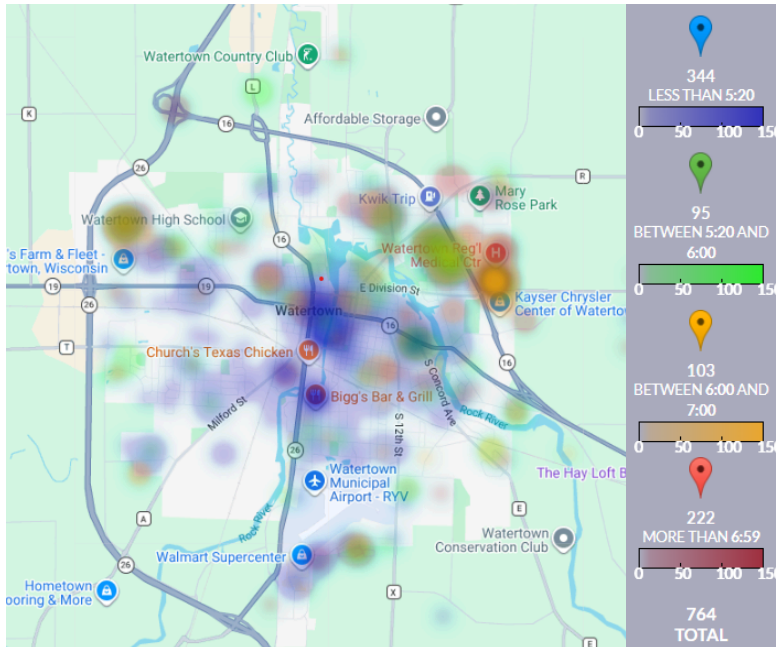
Year-to-Date Incidents by year and type



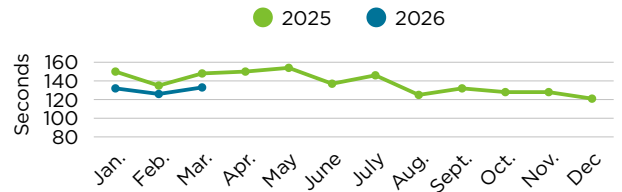
Public Service
 The category Public Service is for incidents such as Lift Assist, CO and Smoke Detector alarm malfunctions

Other
 Consists of Standby, Canceled calls, smoke in area, no patient found, controlled burn etc.

Year-to-Date Response Time Heat Map

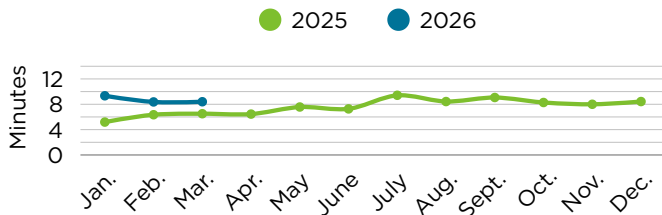


90th Percentile ALL ZONE TURN OUT TIME (Alarm>EnRoute)

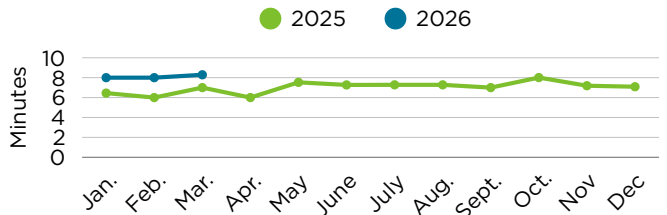


NFPA 1710 Benchmarks Turnout time
EMS: 60 sec. Fire: 80 sec.

90th Percentile ALL ZONE RESPONSE TIME (Alarm>First Unit Arrival)



90th Percentile CITY ZONE RESPONSE TIME (Alarm>First Unit Arrival)



Simultaneous Calls by Month- Year to Year

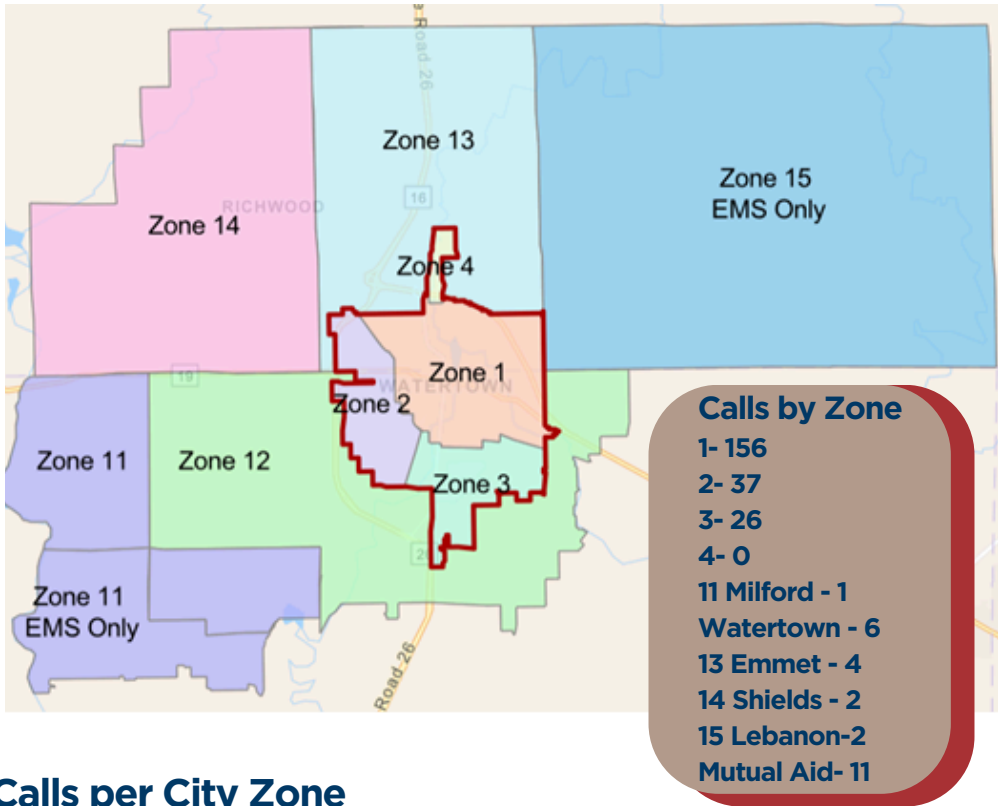
This means that the crew is out on more than one call at the same time.

	2024		2025		2026	
January	52	19%	79	28%	51	25%
February	39	18%	63	28%	26	16%
March	52	22%	93	32%	44	23%
April	31	14%	74	28%		
May	47	20%	103	34%		
June	68	27%	78	27%		

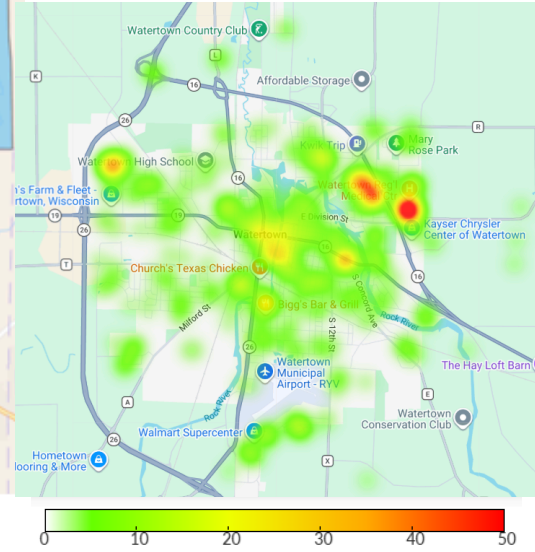
	2024		2025		2026	
July	57	24%	87	30%		
August	50	22%	60	24%		
September	66	25%	89	33%		
October	57	22%	70	25%		
November	64	28%	57	24%		
December	58	28%	80	29%		

Simultaneous Call Average
 2023 - 21.9%
 2024 - 22.4%
 2025 - 28.5%

Calls per Zone This Month



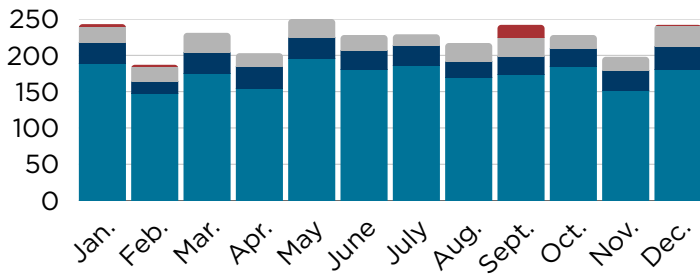
Year-to-Date Call Volume Heat Map



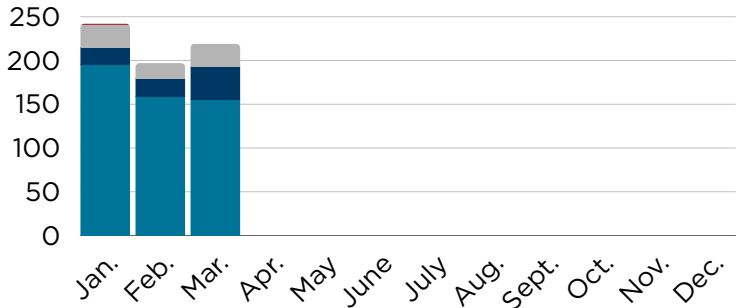
Calls per City Zone

● Zone 1 ● Zone 2 ● Zone 3 ● Zone 4

2025

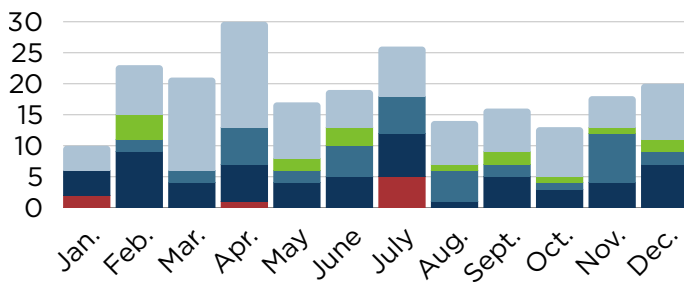


2026

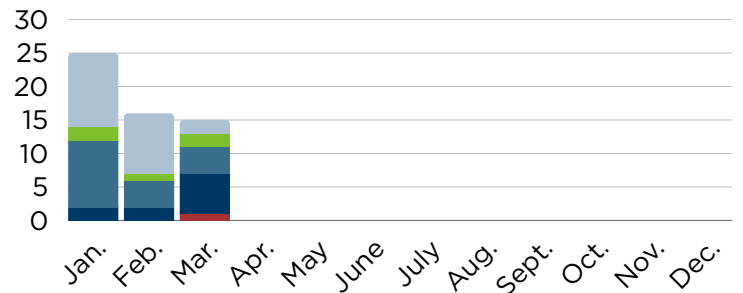


Calls per Township Zone

2025



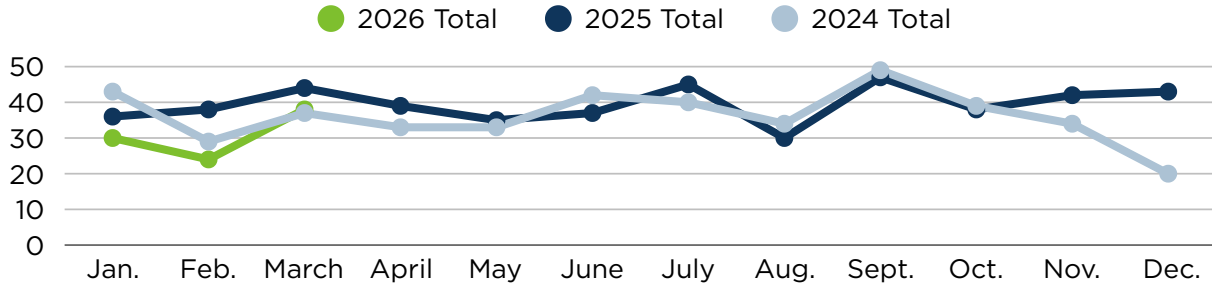
2026



● Milford 11 ● Watertown 12 ● Emmet 13 ● Shields 14 ● Lebanon 15

Off-Duty Callback Occurrences This Month

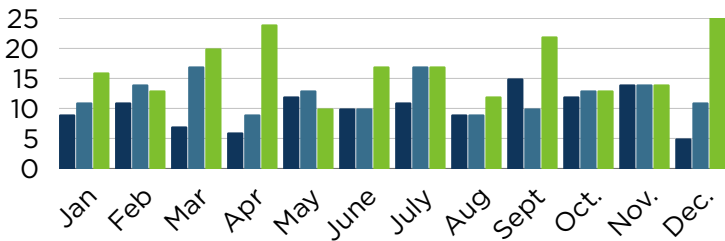
Number of People	0	1	2+	Total
Count	5	12	21	38



Off-Duty Callback Staff Trend

2025

Legend: 0 People (Dark Blue), 1 Person (Medium Blue), 2+ People (Green)



2026

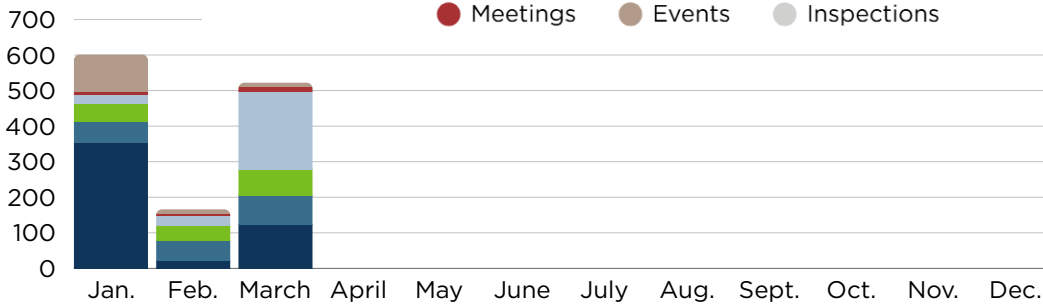
Legend: 0 People (Dark Blue), 1 Person (Medium Blue), 2+ People (Green)



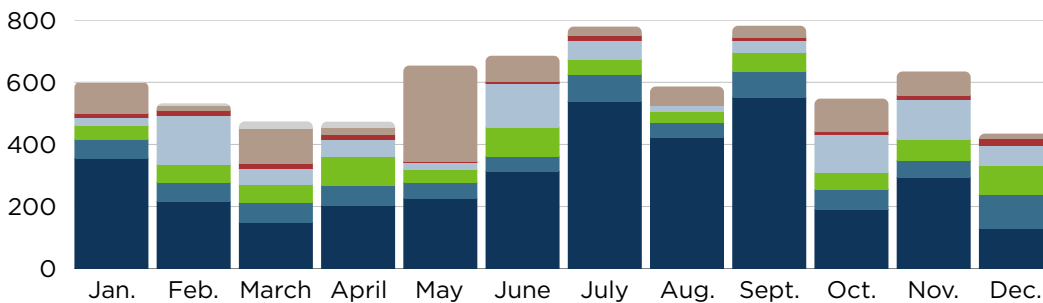
Total Monthly Overtime Hours

2026

Legend: Daily Staffing (Dark Blue), Multiple Calls (Medium Blue), Mutual Aid/Rural (Green), Training/School (Light Blue), Meetings (Red), Events (Brown), Inspections (Grey)



2025



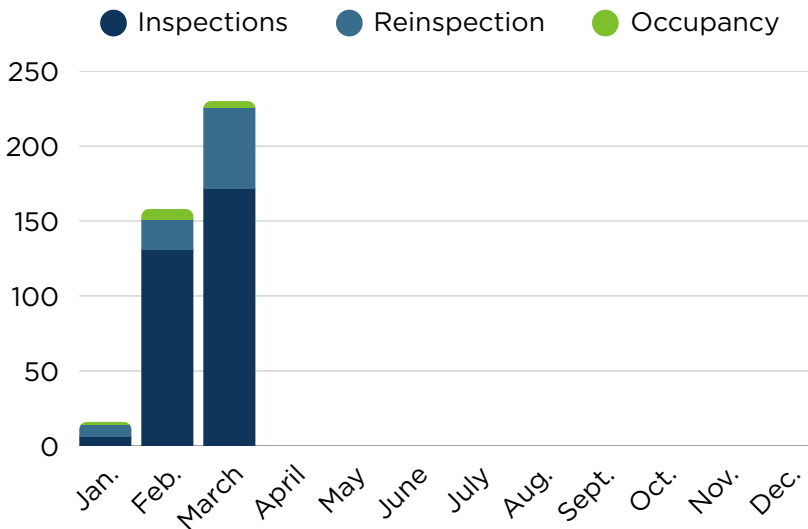
Overtime "Causes"
 In March, 8 staff completed the 40-hour aerial operator state certification course. This is the first requirement for an employee to be legally eligible to operate the ladder truck for emergencies. We hosted this course in house to minimize additional travel time expenses

Fire Prevention Updates

We have made an update to how we document and notify businesses of an inspection attempt. When a fire inspector arrives to complete an inspection and the property is not open or accessible, we now leave an **orange door hanger** with our contact information. This is called a "Notice of Site Visit." In addition to leaving that information for you, we log the visit into our systems so we can track our outreach and follow up as needed. This helps ensure we are making every reasonable attempt to connect with property owners and maintain inspection progress.

We are updating our pre-plan program to better prepare crews for emergency response. Pre-plans capture key building details such as layouts and hazards. These are available in our apparatus as we respond and for incident command. While inspections focus on safety for occupants, pre-plans strengthen our informed decisions on scene.

Inspections Completed



Inspection Progress

Total Inspectable Properties: 1198



This Months Calls for Service

- 5- Fire Alarm
- 1- Natural Gas Leak
- 1- Electrical
- 2- Complaint/Referral

Plans Reviewed Year to Date

5

Fire & Safety Tip Fall Prevention

Falls remain one of the leading causes of injury in the home and workplace, especially as we head into spring projects. Take a moment to keep walkways clear, use proper footwear, and avoid rushing tasks at heights.

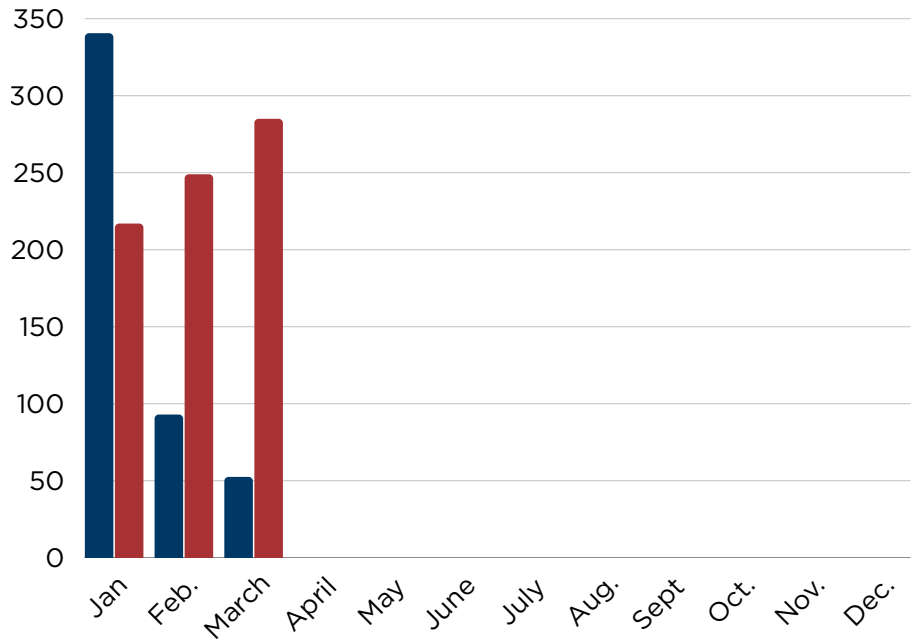
When using a ladder, make sure it is on stable ground, maintain three points of contact, and never stand on the top rung!

Training Highlights

- Tender Orientation
- Hose Pull
- Airway Management
- Aerial Operator State Certification
- Ladder Operations
- Health & Safety Meeting
- Hosted Wisconsin Fire Admin Association
- Dodge & Jefferson County Chiefs Meetings

Training Hours

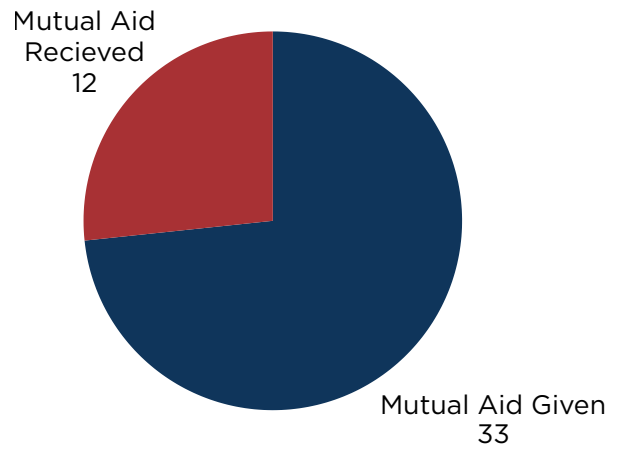
● EMS ● Fire



Incident Highlights

- 3 Mutual Aid Fire
- 3 Standby Mutual Aid
- 5 Mutual Aid Medical/Search
- 2 Grass Fires (simultaneous)
- 20 Lift Assists

Mutual Aid Given/Received Year to Date



Public Relation Highlights

- 1 Paramedic Student Ride Along
- 2 Health Occupation HS Student Ride along
- 5 Fire Station Tours
- Hosted Rogers Staff to Learn About Fire Service Operations.

