



CITY OF ANTIGO

POLICE AND FIRE COMMISSION MEETING

GAME ON

Monday, September 30, 2019

623 EDISON ST, ANTIGO

12:00 PM

Call to Order

Discussion and Action May Occur on Any of the Following Agenda Items:

1. Approval of Officer Joseph Husnick Promotion to Night Shift Sergeant

Any Other Matters Authorized by Law to be Considered

Adjournment

Upon reasonable notice, efforts will be made to accommodate disabled individuals through appropriate aids and services. For additional information, contact Jaime Horswill, 700 Edison Street, Antigo, Wisconsin 54409. (715) 623-3633 extension 100. Members of and possibly a quorum of members of other governmental bodies may be in attendance to gather information. Any governmental body other than that specifically referred to above will take no action.

DATE MAILED: September 25,2019

ROBERT HUNTER



To: Mayor and City Council
From: Eric Roller, Public Safety Director/Police Chief
Date: September 30, 2019
Re: Approval of Officer Joseph Husnick Promotion to Night Shift Sergeant

On September 4, 2019 I posted for the Night Shift Sergeant promotion. I received three letters of interest from officers that had currently been on the night shift.

I met with Captain Duley and Detective Sergeant Rustick to discuss the applicants and talked with our current Sergeants on their feelings on the next night shift sergeant. Everyone involved in the process felt that Officer Husnick would be the obvious choice to promote to sergeant.

Officer Husnick has demonstrated his leadership ability over the last number of years and has been proactively involved in many aspects of the department. Officer Husnick has prepared himself for this promotion with an extensive amount of training, including the Leadership in Police Organizations, this is a three week leadership development course. Officer Husnick has shown a great work ethic and is always looking to advance the department forward. I would recommend that Officer Husnick be promoted to the night shift sergeant.

Joseph Husnick

1222 Second Avenue
Antigo, WI 54409
715-610-7571
jhusnick@antigo-city.org

5th of September 2019

Chief Roller

Antigo Police Department
840 Clermont Street
Antigo, WI 54409

Chief Roller,

I am writing to express my interest in the Shift Sergeant vacancy within the Police Department. As you are aware, I have been employed with the department since the spring of 2011. Prior to that I was employed by the Langlade County Sheriff's Department giving me a total of 14 years of law enforcement experience.

During my 14 years as a law enforcement officer I feel that I have grown and developed myself personally and professionally. I believe that my communication and organizational skills have been well demonstrated especially during my position as a patrolman for the City of Antigo. While currently on night shift as a patrolman, I feel that I have gained a large amount of knowledge about not only the department, but myself in general. I have gained a strong confidence in myself and developed personal goals that I would like to achieve in my career. One of them being a leader in a future supervisory position.

Through the years, I have been privileged to have worked for and with several great mentors and have taken their advice and learned from their examples and actions. I have gained an addiction for this department and the City it serves, and I want to continue to be able to give back by becoming a leader for its future members, and the members of the community.

If I was given the opportunity to take on this role, I would have two main goals for the shift that I would like to accomplish immediately. My first being a deep sense of teamwork. I believe that in this profession, we cannot become a cohesive unit without each other. Almost everyday we are faced with situations that can be difficult, or easy, depending on how well we work with each other. As a shift supervisor, I would want to be a leader that keeps a "team"

Attachment: night shift sergeant (3023 : Night shift Sergeant)

atmosphere on the shift. I would be available for the Officer's that I work directly with at all costs, and strive to be a role model and mentor.

My second goal that I would strive to accomplish is a sense of security and officer safety. I want to be the one that the troops can count on. I want to be the leader that knows who their teammates truly are on and off duty. Being the leader that will keep officer safety at the forefront of the shift so we can all go home. I would also strive to verify that all officers actions are meeting the standards of the Antigo Police Departments policy and procedures. I would like to lead with a common sense approach to all situations.

When answering what I think are important goals for the Police Department to proactively progress forward, I feel the answer is in the question. Be proactive. During my years of service I have come to realize that the best way to connect with the community, and move forward with the department's goals are to be just that, proactive. I believe that making as many contacts as I can with the community, being visible whether on foot, or in a squad car shows the community that we belong, we are out there, and available for when they need us. I want to continue to be proactive as I have through the years and to continue with forward thinking and by leading other officers by example.

My passion has shown through my work, my successes, and my eagerness to continue learning about the profession I have chosen.

If chosen, I would continue to make sure that the department's goals and our mission is met. Along with being an approachable, sensible leader who uses common sense and a passion for his department. Thank you for your consideration in this position.

Sincerely,



Joseph Husnick

Patrolman

Antigo Police Department

Attachment: night shift sergeant (3023 : Night shift Sergeant)

Joseph Husnick

Patrolman

Joseph Husnick

1222 Second Avenue
Antigo, WI 54409

715-610-7571
jhusnick@antigo-city.org

Skills

Drug Recognition Expert

OWI/SFST Instructor

Crisis Negotiator

Leadership in Police Organizations graduate

Police Chaplain coordinator and liaison

Experience

Antigo Police Department / Patrolman

May 2011 - PRESENT, Antigo, WI

Night shift patrolman proactively patrolling the city of Antigo with an emphasis on Operating While Intoxicated violations. Responding to calls for service including medical emergencies. Community relations presentations and publisher of the Badge Bulletin. Social Media contributor.

Langlade County Sheriff's Department / Dual Officer

November 2004 - May 2011, Antigo, WI

Corrections Officer in a jail setting maintaining order and providing security to inmates and the community. Part-time Sheriff's Deputy responding to calls and practicing proactive policing.

Northwest Airlines / Customer Service-Ramp Agent

August 2008 - November 2008, Mosinee, WI

Preparing regional jets for passengers and handling baggage. Working with passengers, pilots, and maintenance at the airport to ensure a safe and easy flying experience.

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Education

Leadership in Police Organizations

IACP Leadership development training program.
Learning to apply modern behavioral science and discussing leadership strategies among several regional law enforcement agencies.

February 2017 - April 2017, Rhinelander, WI

Nicolet Technical College / Associate's Degree, Criminal Justice

August 2003 - May 2005, Rhinelander, WI

Antigo High School / Diploma

August 1999 - May 2003, Antigo, WI

Volunteer Activities

Antigo Optimist Club member 2015-Present: Volunteering with Stand for Kids, Optimist Club-Antigo School District Fisheree.

Crusade for Kids program 2009

Shop with a Cop program 2007-Present

Antigo High School Lock-In Supervisor 2008-2009

Antigo High School Phy-Ed chaperone 2010-2011

Professional Trainings

Leadercast attendee NTC

Leadership in Police Organizations

IACP Drugs and Alcohol Impaired Driving National Conference 16' / 18' /

Wisconsin Crisis Negotiators Association 15' / 16' / 17' / 18'

OWI/SFST Instructor for Antigo Police Department 16'/17

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ANTIGO POLICE DEPARTMENT

ERIC ROLLER
CHIEF OF POLICE & DIRECTOR OF PUBLIC SAFETY
EROLLER@ANTIGO-CITY.ORG

DAN DULEY
CAPTA
DDULEY@ANTIGO-CITY.ORG

September 14, 2019

Eric Roller
Chief of Police/Director of Public Safety

Chief Roller,

I, Andrew Hopfensperger, am writing this letter to you to serve as my intent for applying for the third shift sergeant position.

I have been a patrolman with the police department since January of 2013, and I have worked on third shift since the end of my field training. During the past six years I have obtained and earned other duties/positions as well such as one of the department's evidence custodians, and also a tactical operator on the special response team. I have also assumed other duties such as placement and care of the speed board, keeping stock on blood kits, and organizing and maintaining department paperwork and blood kits at the hospital. I have also recently been selected to be the third shift field training officer.

I believe I am a considerable candidate for the sergeant position because of my loyalty, integrity, proactive approach, communication skills, and good character within the department; all of which I believe have been observed. I have accomplished, experienced, and learned a great deal in the past six years and I enjoy being part of the department. If selected, I would also be supervising the shift I currently work.

Questions Answered:

Please explain why you feel you are the most qualified candidate for the position and explain your past experiences that will benefit the Antigo Police Department now and in the future.

I believe I am qualified because I can be relied on and trusted by my fellow officers and supervisors to make good decisions. I am familiar with department policies and procedures, city geography, and I work well with other officers, deputies, and dispatchers. I am also proficient in patrol operations and tactics, and I have a proactive patrol approach. I ensure that at the end of my shift, the relieving shift knows what went on during my shift when my sergeant is not present.

I am approachable and I would work with the officers on my shift, and give direction or feedback when needed or asked. I have experienced high stress situations, as every officer does, and a critical incident while on patrol. All of which I have learned from. I learned from the mistakes I made during the incidents, which will benefit me in the future for giving directives, organizing

Attachment: night shift sergeant (3023 : Night shift Sergeant)



ANTIGO POLICE DEPARTMENT

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DAN DULEY
CAPTAIN
DDULEY@ANTIGO-CITY.OH

assets/resources, and ensuring everything is being done correctly. I have also learned from the things I have done correctly, which ensures my capability.

What do you see yourself accomplishing as a night shift sergeant for yourself and your officers?

I would accomplish becoming a better police officer and person from the experiences and responsibilities I would undertake. I would encourage and promote proactivity and patrol to my fellow officers. I would ensure that my officers complete any tasks or assignments given and get the job done as soon as possible. I would also see that any work being done is of good quality. For example, if second shift would pass down follow up or if they needed assistance in searching for a suspect from a prior call, we would make good effort to get the statement before the end of the shift and also search for the suspect. I would also keep up walking the beat, hospital walk throughs, home checks, winter parking enforcement, and just being out and about whether it's by squad, bicycle, or foot.

What do you think are important goals for the Antigo Police Department to proactively progress forward and how would you help accomplish those goals?

I think the police department is doing a good job of progressing. We are acclimating to a new and modern CAD and report system, we have acquired a K-9, we have good and practical inter-department trainings, and three social media accounts. I feel we are also doing a great job with progressing in community policing. Our officers give kids ice cream tokens for wearing bike helmets and we stop out at high school sports events. We have a DARE officer and a school liaison officer. We are a team and we need to continue working together as such.

We are progressing, we just need to make sure we keep it up. Patrolmen need to patrol. Presence or preventive patrol is a very big part in keeping the peace, deterring criminal activity, and being seen doing our jobs by citizens in the community. In order to arrest the bad guys, we need to be looking for them. Sometimes at night there is little to no activity in the city, but it is still important to be out there surveilling the dark streets and alleys making it known to everyone that the police department is always on watch.

Being selected for sergeant from a group of other great officers and candidates would be an honor, and I would further hone my skills as a police officer.

Thank you for your consideration

Andrew Hopfensperger Jr.
Andrew Hopfensperger Jr.
Patrolman

Attachment: night shift sergeant (3023 : Night shift Sergeant)

September 10, 2019

Chief Roller,

Please accept my letter of interest for the night shift Sergeant position. Below I will detail my qualifications and experience which highlight why I feel I am qualified for the open Sergeant Position, and goals that I would focus on accomplishing as night shift Sergeant in partnership with my coworkers and what I feel are important goals to set in order to further progress the Antigo Police Department forward.

I have served as a Patrol Officer for the Antigo Police Department for over seven years. I have approximately nine years of law enforcement experience total. As part of my current role with the Antigo Police Department, I have served as an Officer in Charge for two of my six nights for the past six plus years.

In 2015 I was granted the opportunity of being Antigo Police Department's first K9 Officer. Since obtaining the K9, I have performed demonstrations for the public and during these demonstrations I have been able to inform the public about the role of the K9 within our community. I have also spoken to children and teachers at local schools. I have also spoken to members of the community at: The Boys and Girls Club, the Antigo Lions Club, The Langlade County Tavern League, Antigo Optimist Club, and the Retired Educators Association. I have had many positive interactions within the community in which I serve. This has also given me added experience interacting positively with a diverse population within our community. I have received feedback that I have represented the Antigo Police Department well during these demonstrations and I am very proud to have been chosen for the K9 Officer position. I appreciate the confidence that has been placed in me to represent the Antigo Police Department and being given the opportunity to make the program something that our whole community can feel great pride in.

As the sole K9 handler in Langlade County, I have been on call for the past five years. One key responsibility of being a K9 handler is to be readily available to other officers, departments, and jurisdictions reliably and with short notice. I have taken phone calls on my off days and times when I have been sleeping, or just enjoying my off time to come in and assist any way that I can and have felt proud to be trusted with this added responsibility. I have proven that I am available when needed and called upon, even on my off time. I am confident that other officers know that I will always be there for them.

In addition to my current role, I also have previous law enforcement experience in the City of Crandon, and with the Forest County Sheriff's Office working as a Police Officer and Deputy Sheriff respectively. During my time in Crandon as a Patrol Officer, the majority of my time was spent working alone during the busy afternoon shifts into the night shifts. I had been trusted by my leadership in these roles to handle countless incidents alone and often with no backup and I always felt confident in my abilities to perform my job duties effectively. During my time with the Forest County Sheriff's Office I routinely handled serious incidences on my own and have been commended for my duties by administration. Forest County has a diverse population with three Native American Reservations in the County. I feel

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working closely with the Reservations has also given me the unique opportunity to see how different cultures feel towards law enforcement and how to best serve their needs. I have gained a multitude of experience from my time spent in these roles, that I feel is invaluable. I have also maintained close professional relationships with my coworkers at these Departments. I have also served as Officer in Charge in Forest County, overseeing nightly patrol operations. I am proud to have received positive feedback from the deputies that worked with, regarding my leadership abilities, while serving in these roles.

During my tenure with the Antigo Police Department I have been involved in many critical incidents, including two high profile active shooter calls. These incidents have required me to make quick and effective decisions that have not only affected me, but other officers and the members of our community. In my experience, critical incidents have the effect of putting a great mental and physical strain on the public as well as a strain on the professionals called upon to handle them. During stressful times, competent leadership is crucial within a department. I have no doubt about my ability to handle incidents such as these with humility, resilience, and professionalism.

Recently, I have also recently moved from third shift to second shift working with a newer officer. I know how busy second shift can be, jumping from call to call, and I am proud that the Chief and Captain have the confidence in me to be the Officer in Charge during the busiest shift. I enjoy how rewarding it is to serve in a leadership role to new Officers.

I feel that leadership is not just a higher ranking title, but is a combination of important traits that all Officers have the opportunity to display on a daily basis. I would love the opportunity to continue growing in my leadership skills if given the opportunity to serve as Sergeant.

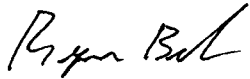
A very important goal for our team to strive for would be to foster a strong team mentality for third shift. I feel that we have the potential to perform better as a team, and work together more effectively. I would accomplish this by encouraging all Officers to perform more walkthroughs at local establishments and lead by example as their Sergeant. I feel that we have the potential to apprehend more individuals who are on probation, have warrants, or are out consuming alcohol with a "no consumption of alcohol" bond condition. I feel that if we make a greater presence it will act as a deterrent and this could result in less serious complaints like bar fights, in the long run. This will also help with community relations and show the public that we are a proactive department that is out working hard in their community. I would also like to see our department continue our "night shift beat" and get out of our squads and walk the beat as much as time allows. I feel that it is important that third shift remains proactive with a goal to always improve. Another great option, that I personally utilize, is performing added foot and bike patrol, even when the weather is not ideal. It's unbelievable what an Officer can observe while performing these tasks.

If given the opportunity to become the third shift Sergeant I believe an important goal for the Antigo Police Department to proactively progress forward would be through increased community relations. I believe departments always need to reassure the members of our community that we are not only here to respond to crime, accidents, and traffic stops, but also that we get out of our squads and walk the

beat, and perform walkthroughs as much as possible. After critical incidents that have been on the news, our community has really come together and I would like to foster this feeling on a daily basis. Having improved community relations and increased interaction, including on social media, is a great way to support our community and move the department forward while maintaining the secure presence that Antigo Police Department has become known for. I have seen first-hand in my role as a K9 Officer how much a simple hello can change someone's perception of law enforcement and in today's climate it is important that the community members see us as not just Officers, but one of them too.

In closing, I believe that my training and years of experience would make me an excellent Sergeant. My personal drive to lead by example with a goal of always striving toward forward progression within our agency will always remain a constant goal of mine. I believe that together, with myself in an increased leadership role that we can strive toward a more progressive department that all of us can be proud of. I respectfully ask for the opportunity to lead my fellow officers as their Sergeant, with a shared goal of moving the Antigo Police Department forward.

Sincerely,



K9 Officer Ryan Bula

Attachment: night shift sergeant (3023 : Night shift Sergeant)