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***Discipline Report***  
***Waupun Police Department***

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***Mark Colker***

***1024***

<b>Date</b>	<b>Discipline Action</b>	<b>Supervisor</b>	<b>Notes</b>
03/13/2002		Deputy Chief Dale Heeringa	Spoke to Colker about calling in sick on 03/08/2002 while on a trade day working for Maxwell. Stated that he was sick and has never abused his sick time at our P.D. also advised he was not allowed to use trade days in the near future and to have this approved by myself or a Lt. Before it's posted on the board. Mark also upset about all the back biting and talk about himself and Maxwell.
02/27/2002	Counseling	Deputy Chief Dale Heeringa	Spoke to Mark about excessive use of the squad car cell phones. Many calls to his x-wife in Milwaukee during his divorce. Totaled \$14.52 in last phone bill. Mark agreed to pay this fee. And stated this would not happen in the future. Told to only use cell phones for Police use.
12/29/2001	Memo	Lt. Hendricks	On 12/29/01 I found paperwork in the Fondy DA basket for Ricky Wuesthoff 2nd OWI. There wasn't a 27 attached to the paperwork and there was extra paperwork attached. I made the corrections and will again tell mark about the corrections. Last week I had to give him back traffic criminal paperwork for Dodge Co. and tell him the correct way to do it.
12/29/2001	Memo	Lt. Hendricks	On 12/21/01 I received info that Colker had been stopped twice for traffic violations by Dodge Co Sheriff officers. I met with Welles at the So on the 21st. Their in house showed on written warning from speed issued by Hopp on 9/1/01. I found out that the other deputy was Sullivan. I talked with Sullivan on 12/29/01. He advised that he stopped Colker at the end of Nov or beginning of Dec for going thru the stop sign on Libby at Watertown. He said that he would have issued a citation to anyone else for the way that he went thru the stop sign. He didn't recognize Colker but noticed that he had a uniform shirt on under his jacket. He ended up giving Colker a verbal warning,. Sullivan then went on to say that either the next night or two nights after he stopped Colker , he was coming back into town at the end of his shift again and observed a veh south bound on S Madison going 42 MPH. He then noticed that it was a squad car , sees that it's Colker and watches him pull into Maxwell's driveway. He made contact with Colker in her driveway and just said something to Colker about of it was just you driving so fast. It's Sullivan's opinion that Colker must think that because he's an officer, he drive however he wants.
12/19/2001	Memo	Lt. Hendricks	I found paperwork in the Dodge DA basket that Colker had prepared for a 3rd OAR on McCann. There wasn't a 27 in the pile nor were there 3 copies of the criminal complaint for 3rd time OAR. I returned the entire packet to Colker and sent him an email instructing him on the proper way to do it requesting also that when we completed the corrections, he should return it to the Dodge DA basket
12/18/2001	Memo	Lt. Hendricks	Mark was again suppose to be a DAAT training, helping out Hraban at 9am. (Last week he left Hraban an email saying that he couldn't make it) At 9:20AM Colker called the PD to tell him that he would be here around 9:40AM and that he was in town. Colker showed up at 9:55AM.
11/27/2001	Verbal	Deputy Chief Dale Heeringa	Left locker open with loaded firearm unsecure in locker room. Placed in my locker to get it back.
11/14/2001	Written	Lt. Hendricks	Written Warning for wearing a goatee on probation. Mark has been verbally advised on 09/21/01 about having a goatee. Then again he was observed wearing a goatee on 10/28/01. Mark was given a copy of the written warning.
11/13/2001	Written	Lt. Hendricks	On 10/28/01 I talked to Colker about wearing a goatee again. I had already spoken to him about the same thing on 9/21/01. I brought this subject up at the staff meeting on 11/6/01 and was advised to make this infraction a written warning.
10/28/2001	Counseling	Lt. Hendricks	I talked to Mark about a narrative (2001-006928) that I had reviewed in which there were numerous mistakes. At the end of the narrative the initials were mjc. I asked Mark who typed that narrative - he said that he didn't know but that he was typed his own narratives in the past. I asked him who is allowing him to type narratives under their rights to get into that portion of the program. He didn't know. I advised him that he is under no circumstances to type his own narratives and that whoever is allowing people to do this are just as wrong. While talking to Mark about this I noticed that he had a goatee again. (Just talked to him about it on 10/21/01) His first excused was that he didn't have a proper razor and then he popped up with skin irritation. I advised him that the goatee would be gone before he returned to work. I first talked to Mark at 6:50AM on the 28th. When he returned to work at 3pm same date, the goatee was gone.
10/02/2001	Memo	Deputy Chief Dale Heeringa	Failed to notice missing ammo box out of squad, didn't check squad over as required. Ammo box in Lt. Office
09/24/2001	Counseling	Deputy Chief Dale Heeringa	Spoke to Mark and Andi Maxwell ref to the need to do and complete there paperwork from the last weekend being a Burglary at the Union--Marijuana smell at West View Apts.--and paperwork in general. Advised Mark that this is a required part of his job and he must to paperwrok on all matters that a Officer is called to. Said that he understood.
09/21/2001	Verbal	Lt. Hendricks	On 9/21/01 I observed Colker had a goatee. I asked him if he knew that he was to have no facial hair while on probation. He responded yes he knew that. He said that he would shave.

09/17/2001	Memo	Chief Tom Winscher	<p>Andi and Mark both sent email telling them to complete reports when they are handling a case. They did a report on the back of a ticket, but not with the complaint. The following email was sent. Ref complaint number 6081, I receive a call from a council person wanting to know what is going on. I checked the complaint and found no narrative by either of you. I also looked at the ticket and found minimal information on the back of the citation.</p> <p>First, from this day forward, be sure you take the time to dictate a police report which becomes part of the record. The back of the ticket is not sufficient. Take the time to do a report so we are able to respond to these questions. It may have appeared that this was a nothing report when you took it, but they are the ones that end up being a problem.</p> <p>Second, one of you is to do a police report which should be entered into the record with the complaint. When I talk about a report, I mean a report that tells where you were, what you did and who you talked to in completion of this complaint. I need the information. When you have completed this on your very next day of duty, please print it out and put a copy in my box.</p>
09/04/2001	Verbal	Lt. Burroughs	<p>At approx. 4:47pm, Colker had traffic stop that lasted until 5:49pm. He was assisted by A. Maxwell. I checked on him and asked if he needed assistance which he did not. It was later learned that the officers phoned an off duty officer seeking advice and that officer arrived in their personal vehicle at location and assisted also advising what citations to write. Colker was advised to contact the shift supervisor in the future not off duty officers when he needs assistance.</p>
08/15/2001	Verbal	Lt. Hendricks	