

**CITY OF EDGERTON
CITY HALL
12 ALBION STREET
EDGERTON, WI**

**PUBLIC SAFETY COMMITTEE
Monday, October 5, 2020 at 5:45 p.m.**

1. Call to Order, Roll Call.
2. Confirmation of Appropriate Meeting Notice Posted Friday, October 2, 2020.
3. Approve July 6, 2020 Public Safety Committee Minutes.
4. Discuss & Consider 2021 Police Department Budget.
5. Discuss South Main St. Traffic Survey.
6. Update on Probationary Office Whitney.
7. Police Chief Report.
8. Adjourn.

cc: All Committee Members City Administrator
All Council Members Department Heads
Newspapers

NOTICE: If a person with a disability requires that the meeting be accessible or that materials at the meeting be in an accessible format, call the City Administrator's office at least 6 hours prior to the meeting to request adequate accommodations. Telephone 884-3341.

Notice is hereby given that a majority of the Common Council is expected to be present at the above scheduled noticed meeting to gather information about a subject over which they have decision-making responsibility. The only action to be taken at this meeting will be action by the Public Safety Committee.

**JULY 6, 2020 PUBLIC SAFETY COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Jim Burdick called the meeting to order at 5:46 p.m. Committee members present were Jim Burdick, Anne Radtke (remotely), and Robert Reynolds. Also present were Police Chief Robert Kowalski, City Administrator Ramona Flanigan, Mayor Christopher Lund, and Reporter Sam Martino.

Chief Kowalski confirmed the agendas were properly posted on Thursday, July 2, 2020 at the Post Office, Edgerton Library and City Hall.

ELECT CHAIR:

A Radtke/Burdick motion to nominate Jim Burdick as Chair, passed on a 3/0 roll call vote.

APPROVAL OF PUBLIC SAFETY MINUTES:

A Radtke/Burdick motion to approve the March 2, 2020 Public Safety Committee meeting minutes passed, all voted in favor.

DISCUSS POLICE DEPARTMENTS LAW ENFORCEMENT PRINCIPALS POSITION STATEMENT:

Chief Kowalski stated that with everything currently going on in our world in regards to police, he felt it was important for the Edgerton Police Department to express to the citizens of Edgerton the departments principals.

A Reynolds/Radtke motion to approve the Police Departments Law Enforcement Principals Position Statement, passed, on a 3/0 roll call vote.

Chief Kowalski also stated that all of the officers are signed up for de-escalation training.

DICUSS PURCHASE OF 2020 BUDGETED POLICE SQUAD:

Chief Kowalski stated that the reason for the delay on the purchase of the new squad was due to factories being shut down.

A Reynolds/Burdick motion to approve the purchase of a 2020 Dodge Durango Police 4x4 SUV in the amount of \$28,062.00, passed, on a 2/1 roll call vote. Anne Radtke voted against the motion.

Aldersperson Radtke stated that she feels they should stay with purchasing the same motor vehicles they have purchased in the past. Chief Kowalski stated that in doing research they found that the Dodge Durango is cheaper to maintain than the Dodge Charger.

DISCUSS POLICE TRAINING:

Chief Kowalski expressed the importance in training especially during these difficult times. Some of the training the Officers will have is Crisis Management, De-escalation, and Mental Health.

INTRODUCE NEWLY HIRED POLICE OFFICER GAVIN WHITNEY:

Chief Kowalski stated that Officer Whitney comes from the Clinton Police Department which makes him familiar with the Rock County systems. Officer Whitney also has a military background. He is currently working and had a call so is unable to attend the meeting. Officer Whitney was official sworn in today by Judge Pope.

POLICE CHIEF'S REPORT:

Chief Kowalski stated that the department is doing well and all of the Officers are happy to be working for the Edgerton Police Department.

Being no other business before the Public Safety Committee, a Radtke/Reynolds motion to adjourn passed, all voted in favor.

Robert Kowalski/Ino
Police Chief



USING POLICY TO ACHIEVE OPERATIONAL EXCELLENCE

MENASHA (WI) POLICE DEPARTMENT

The 31 sworn officers of the Menasha (WI) Police Department protect a population of about 17,500 located on the northwest side of Lake Winnebago. The department has been using Lexipol since 2011.

THE CHALLENGE

Chief Tim Styka still keeps a copy of the department's old policy manual—a physical reminder of how much has changed in the way the Menasha (WI) Police Department (MPD) manages its policies.

"When I became chief in 2011, I inherited a department that was in good shape," he says. "Our practices were very sound—but our policy manual was not. We had policies that were yellow, policies printed on mimeograph paper. I knew we were doing a lot of good things, but we were working off operational knowledge, as opposed to taking the time to document the information."

Chief Styka saw opportunity in this challenge. He wanted the MPD to achieve accreditation through the Wisconsin Law Enforcement Accreditation Group (WILEAG), and he knew a better policy management system would help. "There were three things we knew we needed to do to bring the department to the next level," he says. "We expanded the use of body cameras, we provided education on the

principles of procedural justice and implicit bias, and we committed to updating our policy manual."

THE SOLUTION

In 2009 and 2010, Chief Styka served on a committee of Wisconsin law enforcement professionals providing oversight to Lexipol. "So I

was familiar with the manual from the ground up," he says. "It made sense to have a product that would assist us in staying current on policy changes and legislative changes."

When Lexipol's Wisconsin service became available in 2011, the MPD was one of the first customers. "We took the state master content and compared it to our existing policies," Chief Styka says. "If there was verbiage in our old policies that we needed to maintain, we identified and added that. But there were also a lot of things in our policies that we didn't want to keep."

He points to the Vehicle Pursuit Policy: "Ours was a decent policy, but it was very long and complex. It had

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The average agency takes 2 to 5 years to complete the accreditation process. We did it in about 18 months, and one of the big reasons was because we had many of the policies in place.”



things like the definition of a high-speed pursuit versus a moderate-speed pursuit.” The content provided by Lexipol allowed the MPD to simplify the policy while still providing valuable guidance. “Many agencies in our area have gone to very restrictive pursuit policies that basically say don’t pursue,” Chief Styka says. “We will still pursue, but our policy makes clear it’s only under very specific circumstances unique to each situation. Before we adopted the Lexipol policy, those circumstances were difficult to figure out.”

The MPD also uses Lexipol’s scenario-based Daily Training Bulletins (DTBs). “DTBs are what really make the policy manual come alive for our agency,” Chief Styka says. “Policy review is completely different when you’re giving people real-life examples. Some of the scenarios appear so real it seems like they came from our department. But it’s because they reflect universal issues officers are facing. DTBs help our officers make good decisions.”

THE RESULTS

The MPD is realizing many benefits from its investment in Lexipol, including:

- *Increased transparency.* “When updates were released in the past, you’d either have no discussion, or you’d get the individual supervisor’s spin on it,” Chief Styka says. “With Lexipol, we receive release notes for every update, and we pass that on to the officers so they can understand why the change is being made. They also see the changes marked in the side-by-side comparison. So there’s utter transparency about what’s changed.”
- *Enhanced efficiency.* The MPD has moved from a pen-and-paper policy update process Chief

Styka calls “arduous” to using Lexipol’s electronic workflow tools. “It’s way more efficient, and efficiency is a cost-savings,” he says.

- *Fast-tracked accreditation.* Chief Styka credits the Lexipol policies with drastically reducing the amount of time it took for the department to achieve WILEAG accreditation. “The manual assisted us in probably about 70 to 75 percent of the content that we needed,” he says. “The average agency takes two to five years to complete the accreditation process. We did it in about 18 months, and one of the big reasons was because we had many of the policies in place. A lot of agencies have to rewrite their policies as they’re going through accreditation. We just made a few tweaks.”
- *Reduced personnel complaints.* “We were averaging about three citizen complaints a year,” Chief Styka says. “Since implementing Lexipol, as well as the additional training and expanded use of body cameras, the number of complaints has significantly decreased. The number has dropped to less than one per year and only one complaint in the past seven years has been sustained.”

There’s an intangible benefit, too—the confidence that comes from knowing the MPD’s policies reflect national best practices in law enforcement. “Recently Wisconsin made some changes in its use of force language, and it was a big change for some agencies,” Chief Styka says. “But our policy was already in line with the new language. That’s happened several times, and it just reinforces that with Lexipol, we’re ahead of the curve.”



Are Your Policies Putting You At Risk?

Operating a law enforcement agency brings countless challenges. Law enforcement leaders must keep up with frequent changes in laws and regulations, maintain positive community relations and ensure officer safety – all with reduced funding.

Many agencies rely on outdated, inadequate policies for guidance on these complex issues. And that in turn leaves them vulnerable to physical, financial and political risks.

Achieve Peace Of Mind With Lexipol

Lexipol's Law Enforcement Policies and Training solution provides:

- State-specific policies vetted by law enforcement professionals and public safety attorneys
- Updates in response to legislation, case law and evolving best practices
- Daily, scenario-based training to bring policy to life
- 24/7 access to your policies via a web-based platform and mobile app

Proven Results

After implementing Lexipol, Oregon agencies experienced...

45%



Reduction in frequency of litigated claims

48%



Reduction in severity of claims paid out

(Source: CityCounty Insurance Services)

Colorado member agencies that implemented Lexipol had...

37%



Fewer claims

67%



Lower incurred costs

(Source: Colorado Intergovernmental Risk Sharing Agency)

Experience The Benefits Of Lexipol's Law Enforcement Services



Keep your personnel safe
Easy-to-understand policies and training provide consistent, clear guidance for officers to follow



Save time and money
Comprehensive, continuously updated policy content means you'll spend fewer resources on creating and maintaining your policies



Reduce liability
Policies that reflect federal and state laws and law enforcement best practices provide a strong legal defense



Improve access to policy content
Your policy content is available anytime, anywhere through an online platform and mobile app



Improve policy understanding
Daily scenario-based training helps your personnel learn and apply your policies



Enhance accountability
Reporting features let you track policy acknowledgment and training

Policies Designed To Protect

170+ policies covering high-risk areas for your department, including:

- Use of force
- Vehicle pursuits
- Body-worn cameras
- Social media
- Biased-based policing
- Standards of conduct
- Officer-involved shootings
- Search and seizure
- Mentally ill subjects
- Traffic operations
- Public recording of law enforcement activity

Trusted By More Than 3,000 Public Safety Agencies In 35 States



"Lexipol is the only provider that has policy that has been vetted by other chiefs, industry experts and lawyers. All you have to do is tailor the policies to your agency's needs."

Chief Steven Vaccaro
Mokena (IL) Police Department



"Calling Lexipol an insurance policy doesn't do it justice, because it doesn't capture the enormous power that partnering with Lexipol provides."

Sergeant Bryan Ward
Cumberland County (PA)
Sheriff's Office



SOLUTIONS PROPOSAL



PREPARED FOR:
Edgerton Police Department
Chief Robert Kowalski
(608) 884-3321

PREPARED BY:
Karen James
kjames@lexipol.com
(949) 325-1230

2611 Internet Blvd, Ste 100
Frisco, Texas 75034
(844) 312-9500
www.lexipol.com

Executive Summary

Public safety agencies today face challenges of keeping personnel safe, reducing liability and maintaining a positive reputation. Add to that the dynamically changing legislative landscape and evolving best practices, and even the most progressive, forward-thinking agencies can struggle to keep up.

That is why Lexipol is pleased to present the Edgerton Police Department with a proposal for a customized policy management, update and training solution.

Our program is designed to save you time and money while protecting your personnel. Our team of public safety lawyers and policy experts continually monitor national and Wisconsin-specific policy changes. We then use these updates to help provide the content and training your department needs to minimize risk and effectively serve your community.

AGENCY GOALS

The Edgerton Police Department is looking for a way to access comprehensive policies to limit agency risk and enhance personnel safety. By using Lexipol, you will achieve peace of mind knowing your policies are up-to-date and legally defensible. The incorporated policy training component reinforces your staff's understanding of policies and provides individual training acknowledgement.

Once you have high-quality policies in place, you want to be sure your personnel use them. The Lexipol program offers online access to your agency's policies through a web-based platform and mobile app. This flexibility allows your personnel to easily reference policies and complete training in the field. Using Lexipol's program will provide the Edgerton Police Department with:

- Policies that reflect up-to-date industry standards and best practices
- Content specific to the laws and practices of Wisconsin
- Daily scenario-based training that reinforces your agency's policies
- Timely updates in response to new legislation and case law

THE LEXIPOL ADVANTAGE

Lexipol was founded by public safety experts who saw a need for legally defensible policy content that was continually monitored and updated based on legislative changes. Since the company launch in 2003, Lexipol has grown to represent more than 3,000 public safety agencies across the United States.

Lexipol is the only company with public safety professionals, attorneys and subject matter experts working together to provide essential policies and policy management tools, from continuous updates to mobile access to daily training. Our legal and content development teams follow a rigorous multi-step process to evaluate content for new policies and policy updates, reviewing thousands of pieces of legislation each year.

Agencies that use our policy service have clear, effective policy manuals that reflect the true values and philosophy of their agency. Proven benefits of using the Lexipol system include reduced risk and cost associated with litigation, reduced time spent developing and maintaining policy, and an

increased ability to focus resources on other agency priorities. We look forward to working with the Edgerton Police Department to realize these same benefits.

Scope of Services

Policy Manual

Legally defensible, up-to-date policies are the foundation for consistent, safe public safety operations and are key to lowering liability and risk. Lexipol's comprehensive policy manual covers all aspects of your agency's operations.

- More than 155 policies researched and written by public safety attorneys and subject matter experts
- Policies based on State and federal laws and regulations as well as nationwide best practices
- Content customized to reflect your agency's terminology and structure

Daily Training Bulletins (DTBs)

Even the best policy manual lacks effectiveness if it's not backed by training. Lexipol's Daily Training Bulletins are designed to help your personnel learn and apply your agency's policy content through 2-minute training exercises.

- Scenario-based training ties policy to real-world applications
- Understanding and retention of policy content is improved via a singular focus on one distinct aspect of the policy
- Each Daily Training Bulletin concludes with a question that confirms the user understood the training objective
- Daily Training Bulletins can be completed via computers or from smartphones, tablets or other mobile devices
- Reports show completion of Daily Training Bulletins by agency member and topic

Policy Updates

Lexipol's legal and content development teams continuously review state and federal laws and regulations, court decisions and evolving best practices. When needed, we create new and updated policies and provide them to your agency, making it simple and efficient to keep your policy content up to date.

- Updates delivered to you through Lexipol's web-based content delivery platform
- Changes presented in side-by-side comparison against existing policy so you can easily identify modifications/improvements
- Your agency can accept, reject or customize each update

Web-Based Delivery Platform and Mobile App (Knowledge Management System)

Lexipol's online content delivery platform, called KMS, provides secure storage and easy access to all your policy and training content, and our KMS mobile app facilitates staff use of policies and training completion.

- Ability to edit and customize content to reflect your agency's mission and philosophy
- Efficient distribution of policies, updates and training to staff
- Archival and easy retrieval of all versions of your agency's policy manual
- Mobile app provides in-the-field access to policy and training materials

Reports

Lexipol's Knowledge Management System provides intuitive reporting capabilities and easy-to-read reports that enhance command staff meetings and strategic planning.

- Track and report when your personnel have acknowledged policies and policy updates
- Produce reports showing completion of Daily Training Bulletins
- Sort reports by agency member, topic and other subgroups (e.g., shift, assignment)
- Reduce the time your supervisors spend verifying policy acknowledgement and training completion

Standard Policy Cross-Reference

Making the transition to Lexipol starts with understanding how your agency's current policy content compares with Lexipol's master policy content. Our Standard Policy Cross-Reference service provides a logical method to distinguishing between the two.

- Analysis of your existing policies and procedures to identify content similar to Lexipol's state specific master content, as well as content unique to your jurisdiction and not covered within the Lexipol manual
- Your existing policies returned with annotations and tips to integrate into the Lexipol master content
- One-on-one review with your agency to discuss the cross-reference report

- (4) eNewsletters or Bulletins (2 upper, 2 lower)
- (2) Featured deals (2 per PC)
- (2) Facebook Product Posts
- (1) Product Category Listings
- (1) Buyers Guide OR (1) Sponsored Editorial
- (1) Company Spotlight Article
- (1) Dedicated Company Page
- (1) Sitewide Component (pending available inventory)
- (1) Lead Form
- Quarterly SMART segment reporting
- Up to 3 Directory Listings
- Unlimited Press Release & Video Posting

- (6) eNewsletters or Bulletins (4 upper, 2 lower)
- (6) Featured deals (2 per PC)
- (4) Facebook Product Posts
- (3) Product Category Listings
- (1) 'How to Buy Guide'
- (1) Custom Content article (incl. promotion)
- (1) eBlast
- HTML coding support, if needed
- Premium charge for specialty list distribution
- (1) Company Spotlight Article (new or updated)
- (1) Dedicated Company Page
- (1) Sitewide Component (pending available inventory):
- (1) Lead Form
- Quarterly SMART segment reporting
- Up to 3 Directory Listings
- Unlimited Press Release & Video Posting



Prepared By: Karen James
Phone: (949) 325-1230
Email: kjames@lexipol.com

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Valid Through: 1/1/2021

Overview

Lexipol is America’s leading source of state-specific policy and training solutions that reduce risk, lower litigation costs and improve personnel safety in public safety agencies. The services proposed below are designed to guide your agency in providing up-to-date, legally defensible policy and training content to your personnel.

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
1	Annual Law Enforcement Policy Manual & Daily Training Bulletins (12 Months)	USD 5,695.00	10%	USD 569.50	USD 5,125.50
	Subscription Line Items Total			USD 569.50	USD 5,125.50
1	Law Enforcement Standard Policy Cross-Reference	USD 2,065.00		USD 0.00	USD 2,065.00
	One-Time Line Items Total			USD 0.00	USD 2,065.00
				USD 569.50	USD 7,190.50
				Discount:	USD 569.50
				TOTAL:	USD 7,190.50

*Law Enforcement pricing is based on 10 Law Enforcement Sworn Officers. Cross Reference Professional Services pricing is based on 200 pages.

Discount Notes

10% LWMMI member annual subscription discount.

Stalker Radar Data Summary

- **700 S. Main St.**
 - Date: 7/16/2019 thru 7/23/2019
 - Recorded: **19271** vehicles passed.
 - Average Speed: 26.56 mph.
 - Average Speed Over: 29.01 mph
-
- **700 S. Main St.**
 - Date: 9/3/2020 thru 9/10/2020
 - Recorded: **44141** vehicles passed.
 - Average Speed: 26.58 mph.
 - Average Speed Over: 32.31 mph
-
- **700 S. Main St.**
 - Date: 9/11/2020 thru 9/17/2020
 - Recorded: **33569** vehicles passed.
 - Average Speed: 26.35 mph.
 - Average Speed Over: 31.36 mph
-
- **500 S Main St.**
 - Date: 9/18/2020 thru 9/22/2020
 - Recorded: **19930**
 - Average Speed: 26.3
 - Average Speed Over: 30.79 mph