

**April 2013** 

## **President's Message**

#### from Greg Peterson, Chief, Grand Chute Police Department



As I understand the calendar, spring is supposed to be upon us, but apparently someone forgot to tell the weatherman. As I'm typing this message

there's a trace of snow flurries in the air. On top of that, Mother Nature played a cruel joke last week when I returned from a tropical vacation only to have to clear six inches of snow from the driveway, most of which was intent on blowing back into my face, no matter which direction I aimed the snow blower. Not exactly the 85 degree Caribbean breeze that had been hitting my face 24 hours earlier. Oh well, thankfully, we're continuing to generate heat on the WILEAG front.

One example is our great experience at the Wisconsin Chiefs of Police Association annual conference in February. The annual conference represents an excellent opportunity for us to visit with representatives from our 34 WILEAG member agencies and introduce ourselves and law enforcement accreditation to those who might not be familiar with us. The latter was an undeniable success, with 29 agencies

visiting our booth in the conference vendor area. There's no doubt in my mind about the allure of accreditation, but I concede a few of those visitors might have been attracted by our drawing for an iPad and iPad mini. A visit by a WILEAG member and a non-WILEAG guest qualified each for the drawing. Though each drawing was done separately, LaCrosse PD captain Robert Lawrence and his guest, Bangor PD chief Scott Alo, defied the odds, as both were selected as winners. Congratulations Robert and Scott!

The conference also gave me the opportunity to visit with Jeff Reit, representative for ProPhoenix Public Safety Software. ProPhoenix is a gold level sponsor of WILEAG and also sponsors our annual ProPhoenix Significant Program Award, which recognizes innovative programs developed by WILEAG agencies that support the vision of ProPhoenix and WILEAG. This was certainly a fortuitous visit, as Jeff shared an interest in finding ways to assist ProPhoenix's client agencies in their pursuit of accreditation. Not wanting to miss the opportunity to strengthen WILEAG and our relationship with partners in pursuit of law enforcement excellence, we've proposed forming a working group to explore Jeff's idea. The possibilities are exciting to consider!

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There is also good news on the training front, with plans being solidified for assessor and assessor team leader training. Assessor training is scheduled for May 02 and assessor team leader training for May 03. The training is co-hosted by WILEAG, the Cities and Villages Mutual Insurance Company and the Wisconsin Police Accreditation Coalition (Wi-PAC), and will be conducted at CVMIC's training center, 9898 W. Bluemound Rd., Wauwatosa. There's still plenty of time for budding assessors and team leaders to register for the training. In addition to the assessor and team leader training, accreditation/policy manager training will be offered on September 26, 2013 at the CVMIC training center. This training is invaluable to anyone about to take on the role of accreditation manager in their organization.

Finally, as I mentioned in the last newsletter, the 4<sup>th</sup> Edition Standards were rolled out on January 01. Now, I'm pleased to report that our first three onsite assessments under the 4<sup>th</sup> Edition have been scheduled. First up is the Evansville Police Department, in November 2013, followed by the Middleton PD in January 2014. Squeezed in between these two, in December 2013, is the third onsite at the Grand Chute Police Department . . . my agency.

Needless to say, the stress level around 1900 Grand Chute Blvd. has escalated in the last month. We've

been working hard for two years to develop policies and procedures designed to comply with the WILEAG standards, but there remains more than a few "loose ends" to be tied up. Still, after a thorough examination of our progress and a "here's what we're in for" meeting with my



staff, the decision was made to go for it. Any of the accredited chiefs reading this will appreciate my apprehension, but the pressure is intensified just a bit by my role with WILEAG. What did Nietzsche say? "That which does not kill us, makes us stronger." Hopefully, the experience of self-assessment and our pursuit of accreditation will result in a stronger organization emerging on the other end.

In closing; back to the weather. Regardless of what I see out the window, the long term forecast is heartening. Fortunately, the same can be said for policing in Wisconsin. Law enforcement professionals across the state continue to pursue excellence in various ways, and the Wisconsin Law Enforcement Accreditation Group remains your partner in these pursuits.



# 2013 Calendar of Events



April 23-25	Watertown Police Department On-Site
May 2	Assessor Training (see page 10)
May 3	Team Leader Training (see page 10)
May 3	Oshkosh Police Department On-Site (CALEA Agency / Dual Accredited)
May 8	WI-PAC Meeting
May 21-23	Waukesha County Sheriff's Department On-Site
June	Cedarburg Police Department On-Site
August 7	Cedarburg Police Department On-Site WI-PAC Meeting Police Chiefe Conference in Creen Pay
August 11-14	WI-PAC Meeting Police Chiefs Conference in Green Bay Port Washington Police Department On-Site
September	Port Washington Police Department On-Site
September 26	Accreditation Manager Training (see page 11)
October	Baraboo Police Department On-Site
November	Evansville Police Department On-Site
November 6	WI-PAC Meeting
December	Grand Chute Police Department On-Site



Next Generation Public Safety Software

WILEAG Gold Sponsor

# **Submit Your Significant Program ProPhoenix Recognition**

ProPhoenix Next Generation Public Safety Software became the first exclusive "gold" level sponsor of WILEAG. The WILEAG Governing Board chose to recognize ProPhoenix support by annually awarding an innovative program developed by a WILEAG agency that supports the vision of both ProPhoenix and WILEAG.



WILEAG Board Member Chief Lisa Otterbacher with 2012 award recipient Chief David Moore - Janesville Police

In the Fall of 2012, the **Janesville Police Department** became the first recipient of the **WILEAG-ProPhoenix Significant Program Award** and was recognized at the Wisconsin Chiefs of Police Conference for their establishment of the department's Domestic Violence Intervention (DVI) team.

The Janesville Police Department's Domestic Violence Intervention (DVI) team was implemented in February, 2010 with the goal to reduce the number of domestic violence incidents in the City of Janesville. Domestic disputes are often a repeat occurrence and it seemed to the Department as though many victims were not using the support services available to them. They hope to reduce domestic violence incidents by increasing victim utilization of local resources while providing prosecutors with highly detailed investigative reports so that repeat offenders can be prosecuted. The DVI team partners with community organizations including the YWCA, local hospitals, and the Office of the District Attorney to aid in accomplishing this goal.

WILEAG and ProPhoenix will once again be recognizing an agency with the <u>ProPhoenix Significant Program Award</u> during the 2013 Fall Chiefs Conference. Take the time to submit your agency's problem solving innovation or intervention and bring your program to the forefront!

Who is eligible for this award consideration? Any WILEAG agency - accredited or in the self-assessment phase.

What type of program is considered? An innovative or intervention type program that your agency created and utilizes to benefit the community you serve.

How do I submit my program for consideration? WILEAG Program Manager Rick Balistrieri will send the award application to all agency Chiefs via email during the month of April. Applications will be due by June 1st, 2013. The award will be presented at the August Chiefs Conference in Green Bay.



### Featured Agency

## Menomonee Falls Police

Waukesha County Population 35,700 58 Sworn Personnel





Anna Ruzinski has been the chief of the Menomonee Falls Police Department (MFPD) for the past 5 years. Prior to joining MFPD, she had over 26 years with the Milwaukee Police Department. She is a graduate of the FBI National Academy and active in many State and local law enforcement organizations and initiatives.

In her own words: "I have always stressed to my personnel the need to be a professional and to be courteous toward the citizens being served. A department which treats citizens with respect will earn the respect back. It is only through true citizen cooperation combined with a well-trained professional police department that a community can maintain safety for all. Accreditation assists in this process."

#### **MFPD History of Accreditation**

Originally the MFPD was nationally accredited through CALEA, in 1992. Going through this process ensured that MFPD had up-to-date policies that provide the standard guidelines for its National Sheriff's Association. In 2012, Meofficers to achieve excellence in the performance nomonee Falls was rated the 60th safest city with of their duties. Once accredited through CALEA, MFPD sought and received State accreditation through WILEAG in 1998. It has been accredited ever since, with the latest re-accreditation in 2011.

CALEA in 2008 at the end of the accreditation cycle because it was no longer a viable option due to cost and its assessors' lack of knowledge of the law enforcement environment and standards in the State of Wisconsin. WILEAG offers a more affordable means to be accredited while maintaining the law enforcement standards unique to our State.

#### **Thoughts on Accreditation**

Being an accredited agency instills a confidence within the MFPD. There is a consistency, continuity and certainty in the way we do business. This confidence emanates to the citizens, municipal government, and the law enforcement community. It promotes a culture in the department that instills professionalism, integrity, and honor. Adopting, training, and following the WILEAG standards lessens issues of liability, and allows our officers to use the proper discretion when serving the citizens. It garners a trust in the department from the community, increasing our effectiveness. MFPD is proud to be an accredited agency.

When officers are provided the tools and guidelines through WILEAG accreditation they can achieve much. MFPD enjoys a very healthy cooperative relationship with the citizens. We work closely with our Neighborhood Watch. In 2009, the Menomonee Falls Neighborhood Block Watch was voted the best in the country by the a population of over 25,000 in the nation based on UCR crime statistics per capita. It was the only city in Wisconsin to make the top 100 cities. Accreditation is a large part of our success. As the head administrator of MFPD. I believe in ac-The MFPD discontinued its affiliation with creditation so much that it caused me to seek out and become part of the WILEAG Board. My accreditation manager, Captain Terry Hansen is an assessor for WILEAG. I would offer any assistance to agencies seeking out this worthwhile endeavor.



# **Sgt. Brad Smith**

Milton Police Department
Rock County
Population 5.546 11 Sworn Officers

# WILEAG for Smaller Agencies

For smaller agencies looking to become WILEAG Accredited, the process may seem overwhelming because of the time commitment involved. Lack of personnel and limited resources can be a challenge to undertaking the process of accreditation. A creative solution may exist in your neighboring technical college or university. The Milton Police Department (11 sworn) successfully partnered with criminal justice degree seeking students to assist with the process.

The Milton Police Department is a small agency with limited staff and resources; however, accreditation was important to our department. Our personnel are busy with existing assignments so it was critical for us to find a way to maximize efficiency. It seemed natural to connect with a local technical college to help us undertake the accreditation process.

We enlisted the assistance of two criminal justice students from Blackhawk Technical College who were eager to network with our agency. The students received training on what documentation must be produced by our agency and how that documentation is required to be organized. These students created the required files for each enumerated WILEAG standard. Under department supervision, the students then performed an initial review of the department policy manual to locate language that met individual enumerated WILEAG standards. In the course of that review we were able to identify areas in need of policy updates.

This collaboration was beneficial for both the Milton Police Department and volunteers. The time dedicated by our student volunteers helped us to keep our staff focused on their primary duties. At the same time it provided invaluable experience for the students. One of the volunteers is in the final process to be hired with an accredited WILEAG agency that was very impressed to learn of his volunteer work with us. The other volunteer is finishing up his Associates Degree and this experience will certainly benefit him as he seeks future employment in public safety.

# 4TH EDITION STANDARDS POINTS OF INTEREST

The following guidelines apply to the implementation of the 4<sup>th</sup> Edition Standards that went into effect on January 1st, 2013:

- \* An agency accredited under the 3<sup>rd</sup> Edition Standards prior to 2013 will have the option of reaccrediting under the 3<sup>rd</sup> or 4<sup>th</sup> Edition for their next reaccreditation.
- \* An agency that started selfassessment prior to January 01, 2013, but has yet to achieve accreditation, can choose to become accredited under the 3<sup>rd</sup> Edition up until December 31, 2015.

Note: If the process cannot be completed by December 31, 2015, then the 4th Edition will apply.

- \* Any agency beginning the process after January 01, 2013 will be required to proceed under the *4th Edition Standards*.
- \* Agencies with an option of the 3<sup>rd</sup> or 4<sup>th</sup> Edition will need to declare their choice by June 01, 2013 by notifying Rick Balistrieri at wileag@sbcglobal.net.
- \* Assessor and Team Leader training attendees (see pages 8 & 9 of this newsletter) will receive a CD loaded with the 3rd Edition Standards, 4th Edition Standards, 3rd-4th Edition Crossover, Chapter Summaries, ACRs, APQ and a 3-year Proof Table.
- Not attending training? Contact WILEAG Program Manager Rick Balistrieri and request a 4th Edition CD mailer.



#### Featured board Member

# Tamara L. Mayzik

City of South Milwaukee - City Administrator





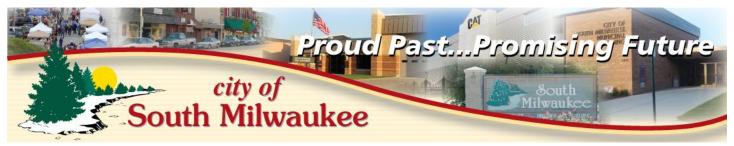
Tami is the City Administrator (2003 to present) of the City of South Milwaukee, population: 21,230. The police department with 33 sworn personnel has been WILEAG accredited since 1997. She has served on the WILEAG Board since 2008 representing the WI City/County Managers' Association.

#### **Tami's Observations about Accreditation**

The accreditation process is a commitment to the community to provide professional police services at a high standard. The rigorous standards that accredited agencies are held to are truly "best practices". These standards help to ensure that citizens receive efficient and effective services. When a police department has undergone the process and is awarded accreditation, the community can rest assured that an outside party has reviewed the department's policies and procedures and finds that not only does the department have the necessary policies and procedures but has demonstrated through required proofs that the policies and procedures are implemented. The proofs show that the policies are not just some well written documents sitting on a shelf but actual guiding documents that assist the department in day-to-day operations.

From a city administrator's prospective, accreditation gives me similar assurances. I know that an outside agency that knows more about police operations and best practices than I do, has reviewed my department's policies and practices and has said that we are meeting very high standards.

It is reassuring to have that independent assessment and quite honestly means one less thing I have to worry about. Some of a community's greatest exposures to liability are through public safety. Police departments often don't deal with people on the best days of their lives. Officers are frequently involved in chaotic situations that can quickly escalate creating a dangerous environment for participants and by-standers alike. Knowing that officers have been thoroughly trained and have the resources to support them in these situations is vital.





# WI-PAC President Mark Ferguson Captain, Glendale Police

The Wisconsin Police Accreditation Coalition (WI-PAC) has a membership of over 30 agencies involved in the accreditation process. Our purpose is to enhance the quality of Wisconsin law enforcement service through promoting and supporting the concept of police accreditation. Through information sharing, network development and collaborative trainings, we assist our member agencies in achieving their goal of becoming WILEAG accredited.

#### **WI-PAC Benefits include:**

- Resource for accredited agencies
- Resource in attaining accreditation
- Network for communication and support
- Provide training and mentoring in achieving accreditation
- Provide sample policies and directives
- Assist with mock assessments
- Serve as a conduit to the Wisconsin Law Enforcement Accreditation Group

WI-PAC membership is open to any law enforcement agency interested in the process of obtaining or maintaining WILEAG accreditation. The annual membership fee is \$50.00. WI-PAC meetings are held four times a year at Upper Iowa University in Madison. Remaining 2013 meeting dates are May 8<sup>th</sup>, August 7<sup>th</sup>, and November 6<sup>th</sup>. Meetings start at 10 am and are usually done by noon.

We encourage you to attend a meeting and see how we can help you in your efforts towards accreditation. For further information please contact a member of the Executive Board or visit our website at <a href="https://www.wi-pac.org">www.wi-pac.org</a>.

- President Mark Ferguson Glendale Police Department
- Secretary Pete Nimmer Burlington Police Department
- Treasurer Jill Kallay
   South Milwaukee Police Department

We hope you consider joining us and look forward to seeing you at one of our meetings.

Sincerely, WI-PAC Executive Board

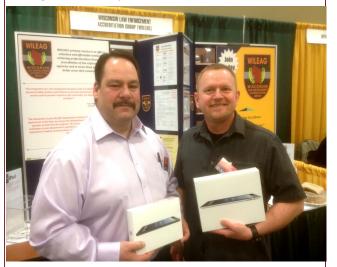


# WILEAG Staff Program Manager Rick Balistrieri



# Chiefs Conference Visitors iPad and iPad-Mini Winners

Here they are, the winners of the The iPad and iPad-Mini drawing that was held at the WILEAG booth during the February 2013 Chiefs Conference:



Bangor Chief Scott Alo

La Crosse Captain Robert Lawrence

Twenty-five representatives from seventeen different WILEAG agencies put their business cards into the iPad drawing while twenty-nine non-WILEAG agency representatives (individuals that stopped at the booth inquiring about accreditation or were sponsored by a WILEAG agency) were able to put a business card in the iPad-Mini drawing.

WILEAG will once again have a booth at the Chiefs Fall Conference in Green Bay, I hope to see you there.

WILEAG is now on Facebook so please, "Like" us.



The WILEAG website is under re-construction; visit often to see the updates: http://www.wileag.info/

#### **Staff Contact Information**

Email: wileag@sbcglobal.net Phone: 414-813-0005



# WILEAG Member Update



WILEAG Accredited Agencies	Members in the Process of Self-assessment		
Baraboo Police Department	Bayside Police Department		
City of Beloit Police Department	Town of Beloit Police Department ( <i>New</i> January 2013)		
Brown Deer Police Department	City of Beaver Dam Police Department		
Cedarburg Police Department	Cudahy Police Department		
Glendale Police Department	Evansville Police Department		
Jackson Police Department	Grand Chute Police Department		
Janesville Police Department	Hartland Police Department		
La Crosse Police Department	Town of Menasha Police Department		
Menomonee Falls Police Department	Middleton Police Department		
Muskego Police Department	Milton Police Department		
Oshkosh Police Department	Pewaukee Police Department		
Port Washington Police Department	Reedsburg Police Department		
South Milwaukee Police Department	Sheboygan Police Department		
UW-Madison Police Department	Watertown Police Department		
Waukesha Police Department	Waupun Police Department		
Waukesha County Sheriff's Department	Wausau Police Department ( <i>New</i> January 2013)		
West Allis Police Department	Winnebago County Sheriff's Department		

2013 WILEAG Fee Schedule	Cost	Explanation
Start Up - Application Fee	\$250 One-time fee	The initial application fee covers staff time for processing, program installation and guidance.
Annual Membership	<b>\$500</b> Annually	Annual membership is invoiced in December; payment is due in January.
On-Site: Re-accreditation is required every 3-years	\$150 Application	Fee covers staff time coordinating the on-site assessment.  The application fee does not cover assessor lodging, mileage and per diem.
On-Site: Final Invoice	\$500 Approximately for a typical agency.	Assessor lodging, mileage and per diem. Your agency is invoiced AFTER the on-site event and all expenses are compiled.  Note: CVMIC will contribute up to \$500 toward the cost of the on-site process.
Decals - WILEAG Logo 3.5" X 4"	\$4 each Plus shipping and handling	Durable - meant for fleet vehicles - proudly display that you are an accredited agency!
Lapel Pin - WILEAG Logo	\$3 each Plus shipping and handling	The lapel pin with backing can be applied to uniforms, sport coats or similar type material.



## WILEAG ON-SITE ASSESSMENT SCHEDULE



Month	2013	2014	2015	2016	2017
JANUARY		MIDDLETON 4 <sup>th</sup> Edition	OPEN	OPEN	MIDDLETON
FEBRUARY	GLENDALE	MENOMONEE FALLS	OPEN	GLENDALE	MENOMONEE FALLS
MARCH	WEST ALLIS	JANESVILLE	BELOIT (City)	WEST ALLIS	JANESVILLE
APRIL	WATERTOWN	LA CROSSE	UW-MADISON	WATERTOWN	LA CROSSE
MAY	OSHKOSH WAUKESHA SHERIFF	SOUTH MILWAUKEE	BROWN DEER	OSHKOSH WAUKESHA SHERIFF	SOUTH MILWAUKEE
JUNE	CEDARBURG	WAUKESHA	WHITEWATER	CEDARBURG	WAUKESHA
JULY	Historically Avoided	Historically Avoided	Historically Avoided	Historically Avoided	Historically Avoided
AUGUST	Historically Avoided	Historically Avoided	Historically Avoided	Historically Avoided	Historically Avoided
SEPTEMBER	PORT WASHINGTON	MUSKEGO	OPEN	PORT WASHINGTON	MUSKEGO
OCTOBER	BARABOO	MILTON	OPEN	BARABOO	MILTON
NOVEMBER	EVANSVILLE 4 <sup>th</sup> Edition	HARTLAND 4 <sup>th</sup> Edition	OPEN	EVANSVILLE	HARTLAND
DECEMBER	GRAND CHUTE 4 <sup>th</sup> Edition	OPEN	OPEN	GRAND CHUTE	OPEN

### **Agencies with WORK IN PROGRESS:**

Sheboygan	Bayside	Town Menasha	City Beaver Dam	Reedsburg	Pewaukee
Winnebago Co	Cudahy	Town Beloit	Wausau	Waupun	Pending Agency

# **Training Announcements**

All WILEAG and WI-PAC training is conducted in partnership with Cities and Villages Mutual Insurance Company (CVMIC) and will take place at the CVMIC Training Center, 9898 W. Bluemound Rd., Wauwatosa. This free training is sponsored by CVMIC; lunch is provided. Registration for Accreditation Assessor Training can be found at the following CVMIC link: <a href="http://www.cvmic.com/RollCallWebTraining/index.html">http://www.cvmic.com/RollCallWebTraining/index.html</a>.

NOTE: While everyone is welcome to attend the posted training sessions; final individual appointment as an assessor or team leader is awarded following approval by the WILEAG Board of Directors.

### **Assessor Training: May 2nd, 2013**

The Wisconsin Law Enforcement Accreditation Group (WILEAG) is hosting FREE training for individuals interested in becoming WILEAG assessors.

WILEAG assessor training benefits you, your agency and all of law enforcement in the State of Wisconsin. Upon completion of this course, assessors have the opportunity, along with two other team members, to evaluate another law enforcement agency for accreditation compliance. As an assessor you may influence another law enforcement agency with your experience and gain insights into their programs and/or policies that you can take back to your department!

This training session is recommended and open to anyone interested in becoming an assessor and for existing assessors due to the January 1<sup>st</sup>, 2013 release of the WILEAG 4<sup>th</sup> Edition Standards.

#### **TRAINING AGENDA**

- Introduction to Accreditation
- What is WILEAG?
- 3<sup>rd</sup> and 4<sup>th</sup> Edition Standards
- Assessor Role & Responsibility
- On-Site Chronology
- Assessing Agency Compliance
- On-Site Problem Solving
- Assessment Documentation
- Exit Interview
- Q & A Session
- File Review Exercise



### **Team Leader Training: May 3rd, 2013**

Wisconsin Law Enforcement Accreditation Group (WILEAG) on-site assessments require three assessors; one member takes on the responsibility of Team Leader and coordinates the team through the agency assessment process. WILEAG is seeking individuals wishing to take on this leadership role.

This FREE Team Leader training provides participants with the skill and direction to coordinate an assessment team through the static tour, file review, conducting interviews, compliance through documented observation / interview / paper proofs, making appropriate notations, problem solving, grievance procedures, and compilation of the final report and presentation to the WILEAG Board of Directors. The WILEAG Board makes its decision based upon the compilation of facts secured and relayed by the team leader.

With great responsibility comes great reward. Become a Team Leader.

#### **Accreditation / Policy Manager Training: September 26th, 2013**

In order for an organization to realize the best law enforcement practices it takes the commitment, support and hard work of many agency members. While the process is challenging, it is far less daunting when an agency has a skilled and knowledgeable Accreditation / Policy Manager or a trained individual in charge of the policy process.

Accreditation / Policy Manager Training, developed by the Wisconsin Police Accreditation Coalition (WI-PAC) and the Wisconsin Law Enforcement Accreditation Group (WILEAG), provides an agency with a sound understanding of policy development and the accreditation process. Accreditation / Policy Manager Training provides an opportunity for an agency to develop and enhance the skills of the Accreditation or Policy Manager.

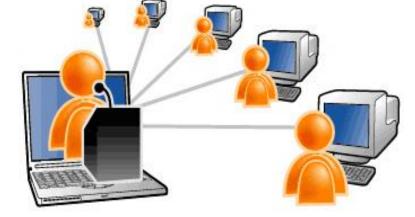
This policy development course will benefit EVERY law enforcement agency, not just those seeking accredited status.

Accreditation / Policy Manager Training will provide guidance in policy development, file construction, policy compliance (proofs), policy writing resources, an explanation of WI-PAC and WILEAG, the newly released (January 1<sup>st</sup>, 2013) 4<sup>th</sup> Edition Standards and an explanation of the WILEAG accreditation process.

The morning format will be lecture based; interaction encouraged. The afternoon format will provide participants with an opportunity to review files from established agencies and discuss the content / format with the agency's author or file manager.



Cities and Villages Mutual Insurance Company (CVMIC) is sponsoring and producing WILEAG webinars to be published throughout 2013. The first webinar, pertaining to the release of the 4th Edition Standards, should be released in May. WILEAG members will receive email notifications in advance of all webinars. Webinar links, for later viewing, will be posted on the WILEAG, WIPAC and CVMIC websites.





# WILEAG Sponsors







#### Next Generation Public Safety Software

In January 2012, **ProPhoenix** became our first corporate exclusive "GOLD" sponsor. The WILEAG Governing Board wishes to thank them for their support of law enforcement accreditation.

ProPhoenix Corporation www.prophoenix.com is a public safety and security software company, created in 2004, with headquarters in Moorestown (Burlington County), New Jersey. For the 18 months following its inception, ProPhoenix had the opportunity to literally re-invent the way Public Safety Software was designed, delivered, and maintained by utilizing the latest technologies available. By developing software from a "clean slate", ProPhoenix could implement lessons learned over the past 20 years, as well as best practices, to achieve the industry's leading application.

ProPhoenix was formed with a team of experts consisting of IT industry professionals and former Public Safety practitioners and Subject Matter Experts.

- ProPhoenix is recognized as a dominant vendor in providing high end enterprise level critical solutions to public safety agencies.
- ProPhoenix considers customers as the most valuable asset; demonstrates loyalty and respect on every encounter.
- ProPhoenix continuously improves employee quality of life, employees are proud to be a part of them.
- ProPhoenix is managed with integrity; fiscally responsible and profitable.
- ProPhoenix contributes to society by providing innovative solutions that save lives and provide security for citi-



The Wisconsin Chiefs of Police Association **Leadership Foundation** continues to support WILEAG as a "SILVER" sponsor. Their ongoing support is greatly appreciated.





COMPANY

The CVMIC Executive Board continues to support WILEAG and State MUTUAL INSURANCE Accreditation as a "SILVER" sponsor while encouraging the agencies it serves to pursue accreditation. CVMIC support includes:

- CVMIC contributes up to \$500 toward the cost of the on-site process for any CVMIC member seeking accreditation or re-accreditation.
- Any member that is WILEAG or CALEA accredited is allowed to opt out of the CVMIC Law Enforcement portion of the Risk Assessment process.



Rural Mutual Insurance Company is a **New** sponsor of WILEAG at the "BRONZE" level. The WILEAG Board of Directors welcomes Rural Mu-**Insurance Company** tual's support of law enforcement excellence.

