



June 2014

The Standard

President's Message

from Greg Peterson, Chief, Grand Chute Police Department



Greetings everyone.

This morning, while reading an article online, I learned a long, snowy winter and cold spring, followed by a quick warm-up and rain, offer perfect conditions for growing mosquitoes. The DNR has referred to this spring's hatch as a "bumper crop." I know I don't need to tell this to anyone who's tried to spend time outside in the past few weeks. You know, as do I, that Mother Nature is playing a cruel joke on those of us who like to spend our few days of Wisconsin summer outdoors. The only bright spot about being driven inside is it takes away some of the sting (pun intended) of sitting at the computer and penning another President's Message.

From what I've learned recently, I'm not the only one who's been toiling away indoors. As you may recall, I reported in the last newsletter that our Core Standards Verification Program was launched at the winter W.P.L.F. Conference. This is the program designed to enable small agencies with limited resources to raise their level of professionalism in a manner similar to an agency pursuing full accreditation. In fact, our first two Core Standards

agencies were recognized in February. Well, in just the few months that have passed since then, interest in the program has taken off in a dramatic way. A total of 10 agencies have applied for the program and another five have expressed their desire to do so. While I had every confidence this program would be a success, the initial interest has exceeded even my expectations. My hat is off to the 15 chiefs who immediately seized the opportunity to pursue organizational excellence!



If I could single out one of these 15 chiefs, Mark Kohl, of the Shawano Police Department, I'd like to say thank you on behalf of WILEAG. Mark was a member of the WILEAG Governing Board for approximately two years, representing the two-year criminal justice colleges in the state, while serving as the Criminal Justice Division Chair at the Fox Valley Technical College. He served on the Board during a period of time when much of the Core Standards Verification Program development occurred, and his extensive policing and education experience proved invaluable during these discussions and many others.

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Mark's appointment to the position of Shawano police chief was clearly cause for celebration, but, unfortunately, it also coincided with his resignation as the two-year college representative on the Board. While his presence on the Board will be missed, the silver lining is he wasted no time in deciding to pursue Core Standards Verification for the Shawano PD. Thank you, Mark, and good luck!!

I'd also like to thank **ProPhoenix Next Generation Public Safety Software**, who recently renewed their Gold Level Sponsorship of WILEAG.



Next Generation Public Safety Software

ProPhoenix is committed to creating and delivering leading application software through the use of state of the art technology and techniques. They provide a fully integrated suite of software solutions ranging from dispatch and records management to mobile computing and information sharing, with a focus on implementing best practices in the industry. ProPhoenix is a company with a "singular vision to shift the paradigm of the public safety industry." As such, their name has become synonymous with an award

issued annually by WILEAG; the **ProPhoenix Significant Program of the Year Award** (more information about this award can be found on page 4 of this publication). The award is granted to an accredited agency that has demonstrated innovation in developing and implementing a program that benefits their community. Past awards have been issued to the Janesville Police Department for their Domestic Violence Intervention program and the Milton Police Department for their Craigslist Safe Exchange program (page 4 provides details on both programs).

Partnerships are the key to success in policing, and the Wisconsin Law Enforcement Accreditation Group truly values its partnership with **ProPhoenix Next Generation Public Safety Software!**

In closing, I hope to see everyone at the summer W.P.L.F. Conference and encourage you to visit our booth in the vendor exhibit area. In the meantime, keep your citronella candles lit and your bug zappers handy, and try to enjoy summer.



Calendar of Events



June 10-12	Waukesha PD Accreditation On-site
June 16 (re-scheduled)	WILEAG Board Meeting
July 28	WILEAG Board Meeting
August 13	WIPAC Meeting
September 9-11	Muskego PD On-site
September 15	Core Program Assessor Training (1/2 day)
September 25	Accreditation Manager Training (Menasha)
October 20	WILEAG Board Meeting
October 21-23	Milton PD On-site
November 12	WIPAC Meeting
December 5	WILEAG Meeting
December 16-18	Reedsburg PD On-site



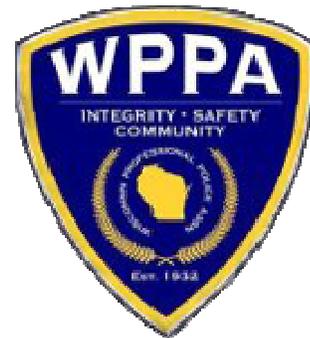


Featured Board Member

James L. Palmer

Executive Director

Wisconsin Professional Police Association



Jim Palmer, representing the Wisconsin Professional Police Association (WPPA) – 2008 to present.

Jim received a BA degree from UW – Madison and his law degree from Valparaiso University School of Law where he was editor of the law review. He is admitted to practice law in both Wisconsin and Federal courts and is an active member of the American Bar Association, the State Bar Association of Wisconsin and the Association of Wisconsin Lobbyists.

Before being appointed Executive Director of the WPPA in 2003 he was in private practice. He became the WPPA representative on the WILEAG board in 2008.

Jim offered the following reflections on his involvement with WILEAG:

“ I have been proud to play a role in WILEAG’s critical efforts to promote and instill the use of best practices within Wisconsin’s law enforcement community. The accreditation process enhances the professionalism of our state’s rank-and-file officers, our law enforcement administrators, and the communities they serve to protect and keep safe.”

One of the founding principles, unique to WILEAG, was (and still is) that it is an independent non-governmental body, free of political influences and conflicts of interest (real or appearance of). Further, it was felt that the Board should represent a broad cross section of law enforcement, professional, business and community interests. Today the By-Laws provide for a Board of up to fifteen members with appointed representatives from the following listed organizations and six at-large seats (appointed by the Board itself):

- ✦ Badger State Sheriff’s Association
- ✦ Wisconsin District Attorneys Association
- ✦ Wisconsin Chiefs of Police Association
- ✦ Wisconsin Chiefs of Police Association - Fourth Class Cities and Villages
- ✦ Wisconsin Police Executive Group
- ✦ Wisconsin Insurance Alliance
- ✦ Wisconsin City/County Managers Association
- ✦ Wisconsin Attorney General’s Office
- ✦ Wisconsin Professional Police Association

At-large positions are currently held by representatives from 4-year and 2-year College Programs, the Cities & Villages Mutual Insurance Company, WI FBINA graduate association and several police chiefs (active & retired) with accreditation experience in their agencies.



Next Generation Public Safety Software

**WILEAG
Gold Sponsor**

Does your agency have an innovative program?

Be recognized at the next winter Chiefs Conference with the ProPhoenix Significant Program of the Year Award

ProPhoenix Next Generation Public Safety Software is the exclusive “gold” level sponsor of WILEAG. The WILEAG Governing Board recognizes ProPhoenix support by annually awarding an innovative program developed by a WILEAG agency that supports the vision of both ProPhoenix and WILEAG.

The first **ProPhoenix** Significant Program of the Year Award was issued in 2012 to Chief David Moore - Janesville Police Department for the domestic violence intervention program. The Janesville Police Department’s Domestic Violence Intervention (DVI) team was implemented with the goal to reduce the number of domestic violence incidents in the City of Janesville by increasing victim utilization of local resources while providing prosecutors with highly detailed investigative reports so that repeat offenders could be prosecuted. The DVI team partnered with community organizations including the YWCA, local hospitals, and the Office of the District Attorney.



The 2013 **ProPhoenix** award was issued to Chief Daniel Layber and the Milton Police Department for the Craigslist Safe Exchange Program. The Milton community and surrounding jurisdictions had been experiencing issues of fraudulent on-line transactions and even robberies as a result of Craigslist and other online sales. The Milton Police Department’s Craigslist Safety Exchange Program opened the police department lobby for transactions in a safe environment for both the seller and the buyer.



Now its YOUR AGENCY’S TURN. Most every agency has a significant and innovative program specifically designed to meet the needs of their community. The 2014 **ProPhoenix** Significant Program of the Year Award will be issued during the 2015 Winter Chiefs Conference (February 2015) to an agency Chief / Sheriff in front of their peers. WILEAG staff will remind all WILEAG agency CEOs during the month of October 2014 with an email. Award applications will be due December 31st, 2014 with the award being announced at the February 2015 Chiefs Conference.

Who is eligible for this ProPhoenix award consideration?

Any WILEAG agency - accredited or core program; even agencies 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.



WILEAG Staff - Program Manager Rick Balistreri

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

Website: <http://www.wileag.info/>

Dear Chiefs and Accreditation Managers,



The WILEAG Board is extremely grateful to the Wisconsin Police Chiefs Association and Leadership Foundation for their support of Law Enforcement Accreditation and the Core Standards Verification Program. As you know, WILEAG has historically given agency awards during the banquets of the WPLF summer and winter chiefs conferences. We were notified that the WPLF has discontinued the banquet during the summer Chiefs Conference August 10-13; therefore the WILEAG Board has decided to hold all agency awards, Accreditation - Core Standards Verification - ProPhoenix Innovative Program of the Year, to be presented at the formal WPLF banquet taking place during the Winter Chiefs Conference (Feb 2015).

Understanding this change, and the disappointment of delayed recognition / acknowledgement, WILEAG will be presenting the large plaque to accredited agencies during a community meeting of their choice following notification of having achieved accredited status. A smaller version of the plaque will be presented during the Chiefs Conference. Core agencies will also receive their large plaque once the Board has awarded Core Standards Verification status; a smaller version of the plaque will be presented during the Chiefs Conference. I will be your point of contact prior to the Chiefs Conference to confirm your conference attendance or that of an agency representative.

Staying true to the Wisconsin experience lately, I hope to take the “sting” out of any disappointment by saying that the Board decision to issue all 2014 awards at the winter conference was made in the interest of keeping the presentation dignified and giving you and your agency the attention that is deserved. This decision meets with the support of the WPLF.



ProPhoenix Significant Program of the Year Award **NEW ELIGIBILITY FORMAT IN 2015**

ProPhoenix Next Generation Public Safety Software is the exclusive “gold” level sponsor of WILEAG. The WILEAG Governing Board recognizes ProPhoenix support by annually awarding an innovative program developed by a WILEAG agency that supports the vision of both ProPhoenix and WILEAG.

- Only fully accredited agencies will be eligible and their innovative / significant program will be identified by the assessment team during the on-site assessment.
- There will be no need for the candidate agency to submit an application as the assessment Team Leader will provide program information in the written final report and presentation to the Board. All agencies with on-sites in that calendar year will be considered for the award.
- The WILEAG Governing Board will make a selection and issue the award at the Chiefs Winter Conference. A presentation can also be conducted at a community meeting of choice.



Featured Agency
West Allis Police Department
Milwaukee County
Population 60,700 132 Sworn Personnel



The City of West Allis is a direct suburb of the city of Milwaukee with a population of approximately 60,700 within 11.4 square miles. The police department consists of 132 sworn officers and 28 full time civilian employees.

Chief Chuck Padgett began his law enforcement career with the West Allis Police Department in 1988. He held positions of Patrol Officer, Corporal (DARE Officer), Detective, Patrol Lieutenant, Detective Lieutenant, Patrol Captain, Training Bureau Captain, Deputy Chief – Support Services, and Deputy Chief – Operations. He was appointed Acting Chief of Police on 11/17/2012 and Chief on 05/02/2013.

Q: How have you benefited as the recently appointed CEO coming from within the agency?

A: Being an accredited agency when I assumed the role of Chief made the transition easier for me as the process was already in place and standards were available for guidance during significant incidents that occurred. We completed the re-accreditation process during my time as Acting Chief and that process helped me to become more familiar with the accreditation process and it's benefits to the department and city than I was previously.

Q: How has the community benefited?

A: The community has benefitted from our accreditation in that they have officers who are aware of their roles and responsibilities. The organization is professionally run and organized with the assistance of the accreditation process and maintenance.

Q: How have agency personnel benefited?

A: Personnel on the department benefit from accreditation by having up to date standards and directives that are constantly reviewed and modified to comply with accreditation standards and keep up to date with any legal or other changes affecting our procedures. The standards and directives are accessible to and shared with all employees on the department. It also provides them the confidence that they can go to a resource and find answers to questions they may have regarding most appropriate procedures and requirements for performing their job functions.

Q: How do you suggest winning over the “old-timers” and other skeptics inside the agency as well as appointed and elected officials in the community?

A: Convincing skeptics, elected officials and reluctant long time officers/employees as to the benefit of accreditation I would suggest thorough communication to them and educating them on what accreditation really is and how it works. Most of the skeptics and critics of it are that way due to a lack of understanding of what accreditation really is and can do for an agency. I would also suggest getting the groups who may be reluctant involved in the accreditation process. By them being involved they will learn more about it and recognize the benefits on their own.

Wisconsin Police Accreditation Coalition

W75 N444 Wauwatosa road
Cedarburg, WI 53012
(262) 375-76200
www.wi-pac.org



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 agencies involved in accreditation
- Guidance in file construction and Standards interpretation
- 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. Membership would also be equally beneficial to agencies interested in pursuing WILEAG's Core Standards Verification Program.

The annual membership fee is \$50.00. WI-PAC meetings are held four times a year in Madison. Remaining 2014 meeting dates are August 13th, and November 12th. Meetings start at 10 am and are usually done by noon.

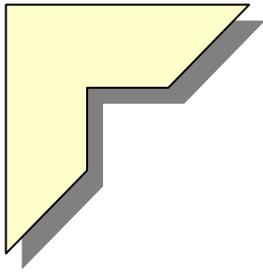
We encourage you to attend a meeting and see how we can help you in your efforts towards accreditation. For further information please contact a member of the Executive Board or visit our website at www.wi-pac.org.

- President Captain Mark Ferguson, Glendale Police Department
- Vice-President Chief Steve Kopp, Town of Beloit Police Department
- Secretary Chief Pete Nimmer, Burlington Police Department
- Treasurer Chief Tom Frank, Cedarburg Police Department

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

Sincerely,

WI-PAC Executive Board



Team Leader's Corner

Team Leader's Corner features advice and recommendations from assessment team leaders based upon their observations and experiences during candidate agency on-site assessments. The featured assessment team leader this issue is:

Chief Tom Frank - Cedarburg Police Department

One Team Leader's Perspective: Guidance for Assessors and What Accreditation Managers Can Expect... On-site Documentation and Information Gathering

I am sure everyone does their very best to prepare for an on-site. This most likely includes; reviewing the agency's submitted documents, previous assessment report (if there is one), department website/other social media, agency yearly report if available, plus communications with the accreditation manager and accreditation team members. As most of you know, the days you spend at the on-site are very busy and packed with all sorts of information and activity. Having participated in numerous mocks and on-site assessments, I have tried to develop a better way to compile and organize all of this information to make sure that nothing has been overlooked and to assist with the writing of the final report.

As an Assessment Team Leader, I have developed my own personal check list. There is so much more to the assessment than just looking at the files. I feel confident that if I walk away from the on-site having addressed all of the below points, I will have a very comprehensive insight of that agency, and I will be much better informed and prepared to provide a recommendation the WILEAG Board, and to complete a final report that has all the necessary information.

On-site Checklist and Guide for Assembling the Final Report that is Submitted to the Board

Introductory Materials

City history, population, demographics, industry, special events, residential make-up (APQ, citydata.com)
Special concerns regarding resources, geography, other
Agency size, Sworn, civilian, dispatch, command structure (agency organizational chart), budget
UCR type 1 crimes / UCR type 2 crimes
Number of previous accreditations or first time?
Paper or electronic filing system?
PFC, optional powers?
Facilities, year built, remodeled when, problems and/or outstanding design/equipment

Assessment Findings

List of key personnel involved with assessment
Tour, locations, interviews, key observations, static display, proofs secured during the tour
File work; electronic or paper, organization of the files, labeling, highlighting, etc.
Number of files sent back and reasons (good assessor documentation will include repair recommendations)
Attitude of department personnel overall and toward the accreditation process
Observations during roll call and ride-a-longs
Community inputs to include the phone bank, public hearing and mailings received by WILEAG staff
Interviews with union officers
Other interviews with division supervisors, trainers, administrative personnel, etc.

Conclusion

Number of standards in compliance, N/A, and non-compliance; repairs made and repairs not accomplished
Budget hardships
Community involvement (block watch, citizen's police academy, etc.)
Agency attitude toward accreditation
Special innovative programs the agency is proud of; **Remember the ProPhoenix Significant Program Award!**
What issues or problems has the agency solved or worked with the community to address (quality of life issues)
A nice caveat... provide pictures of the visit (tour, areas of interest within the agency, public session)



WILEAG Member Update



Agency	CEO	Accreditation Manager
* Baraboo	Mark R. Schauf	Sgt. Ryan Werner
Bayside	Scott McConnell	Same as CEO
Beaver Dam (City)	Acting Chief John Kreuziger	Same as CEO
* Beloit (City)	Norm Jacobs	Jillian Peterson
Beloit (Town)	Steven J. Kopp	Sgt. Laura Palmer
* Brown Deer	Steven C. Rinzel	Lt. Lisa Kumbier
Burlington	Peter Nimmer	Kim Hardesty
* Cedarburg	Thomas J. Frank	Same as CEO
Cudahy	Thomas Poellot	Capt. Christopher Kraker
* Evansville	Scott A. McElroy	Sgt. Patrick Reese
* Glendale	Thomas Czarnyszka	Lt. Don Haffner
* Grand Chute	Greg I. Peterson	Lt. Colette Jaeger
Hartland	Robert J. Rosch	Viki Dobbertin
* Janesville	David J. Moore	Lt. Rick Larson
* La Crosse	Ron Tischer	Lt. Patrick Hogan
* Menomonee Falls	Anna M. Ruzinski	Capt. Terry Hansen
* Middleton	Charles Foulke	Capt. Troy Hellenbrand
Milton	Dan Layber	Detective Brad Justice
Milwaukee	Edward Flynn	Capt. Paul L. Felician
* Muskego	Craig A. Moser	Sgt. Peter Lynkiewicz
* Oshkosh	Scott D. Greuel	Lt. Kevin Konrad
Pewaukee - Village	Timothy Otto	Lt. Mark Garry
* Port Washington	Kevin Hingiss	Capt. Michael Keller
Reedsburg	Timothy M. Becker	Sgt. Patrick Cummings
* South Milwaukee	Ann M. Wellens	Capt. Jill Kallay
Superior	Charles F. LaGesse	Sgt. Mark McGillis
* UW Madison	Susan Riseling	Lt. Clark Brunner
* Watertown	Timothy J. Roets	Capt. Mark Meddaugh
* Waukesha PD	Russell P. Jack	Specialist Erin Christensen
Waukesha Sheriff	Daniel J. Trawicki	Deputy Jennifer Wallschlaeger
Wausau	Jeffrey G. Hardel	Lt. Nathan Pekarske
* West Allis	Charles Padgett	Capt. Steven Beyer
* Whitewater	Lisa Otterbacher	Capt. Brian Uhl
Winnebago Sheriff	John F. Matz	Lt. Lara Vendola-Messer

* Indicates CURRENTLY ACCREDITED (20 agencies).

There are 34 WILEAG member agencies.

WILEAG Chiefs Conference Awards



Accredited 2013
Glendale PD



Accredited 2013
Cedarburg PD



Accredited 2013
Grand Chute PD



Accredited 2013
West Allis PD



Accredited 2013
Port Washington PD



Core Standards Verified
January 2014 - Town of Beloit PD



Accredited 2013
Watertown PD



Accredited 2013
Baraboo PD



Core Standards Verified
January 2014 - Village of Jackson PD



Accredited 2013
Oshkosh PD



Accredited 2013
Evansville PD



ProPhoenix Award 2013
Milton PD

Photos taken by Chief Tom Czaja, Fox Point PD



Announcing the **New**

Core Standards Verification Program

for small law enforcement agencies

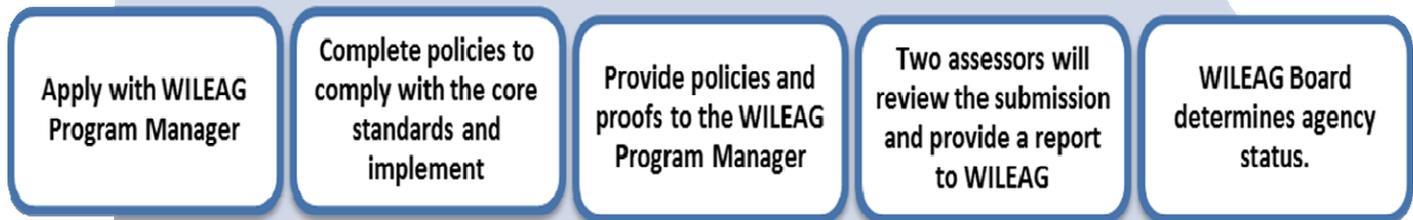
The program is designed to serve smaller Wisconsin law enforcement agencies.

It is available to agencies serving cities, villages and towns under 10,000 population and sheriff's offices serving counties with a county population of 30,000 or less.

The Wisconsin Law Enforcement Accreditation Group (WILEAG) has identified 39 CORE standards from within the 235 4th Edition standards in its ACCREDITATION PROGRAM.

These 39 select standards and the associated agency policies are at the heart of the program. They are focused on:

- Key Federal & State statutory mandates related to law enforcement.
- Requirements arising from case law.
- Inherent issues related to high risk law enforcement operations.
- Sensitive areas involving community relations.



The program serves 2 purposes for agencies that successfully participate:

1. It provides independent verification that the agency is meeting minimum expectations in essential areas of operations and management.
2. It serves as a stepping stone to full accreditation for those agencies that aspire to that level of professional excellence.

\$100 Sign-on Application

\$300 Annual Fee

Member benefits include FREE attendance at all CVMIC – WILEAG Sponsored training courses, FREE access to CVMIC legally reviewed model policies and access to the CVMIC newsletter.

Core Standards Verification Program

Member Agencies

AGENCY	CEO	MGR	Verification Date
Beloit (Town) <i>Pilot Agency</i>	Chief Steven J. Kopp	Sgt. Laura Palmer	Successful 01/20/2014
Big Bend (Village)	Chief Donald J. Gaglione	Same as CEO	
Clear Lake (Village)	Chief Tim Strohbusch	Same as CEO	
Darlington (City)	Chief Jason King	Same as CEO	
Jackson (Village) <i>Pilot Agency</i>	Chief Jed M. Dolnick	Same as CEO	Successful 01/20/2014
Kiel (City) <i>Pilot Agency</i>	Chief David Funkhouser	Capt. Tom Meyer	<i>Files Currently Under Review</i>
Phillips (City) <i>Pilot Agency</i>	Acting Chief Mike Hauschild	Same as CEO	<i>Files Currently Under Review</i>
Shawano (City)	Chief Mark Kohl	Lt. Mike Musolff	
Wrightstown (Village) <i>Pilot Agency</i>	Chief Perry Kingsbury	Same as CEO	Successful 02/24/2014
West Milwaukee (Village)	Chief Dennis Nasci	Lt. Mark Rather	<i>Files Currently Under Review</i>



The Wisconsin Law Enforcement Accreditation Group (WILEAG) has identified 39 **CORE** standards from within the 235 4th Edition standards in the ACCREDITATION PROGRAM. The Core Standards Verification Program highlights the standards that can be described as “high risk” for Wisconsin law enforcement agencies; those standards that address mandates, statutory requirements and inherent risk. The core standards are focused on:

- ◆ Key Federal & State statutory mandates related to law enforcement.
- ◆ Requirements arising from case law.
- ◆ Inherent issues related to high risk law enforcement operations.
- ◆ Sensitive areas involving community relations.

Interested in WILEAG’s newly released program targeting law enforcement agencies serving cities, towns, and villages with a population of 10,000 or less and sheriff’s offices serving a county population of 30,000 or less? Contact the WILEAG Program Manager for further information.

Training Announcements

FREE

September 15th, 2014 Core Standards Assessor Training (1/2 DAY)

Pre-requisites to attend this course: Previously attended and successfully completed assessor training courses (101 and/or Advanced), assessor experience by having conducted at minimum 3 (three) accreditation on-sites and an excellent working knowledge of Wisconsin mandated standards.

The Wisconsin Law Enforcement Accreditation Group (WILEAG) has identified 39 **CORE** standards from within the 235 4th Edition standards in our Accreditation Program. The Core Standards Verification Program highlights the standards that can be described as “high risk” for Wisconsin law enforcement agencies; those standards that address mandates, statutory requirements and inherent risk.

We are seeking assessors who can conduct remote / electronic assessments at their own pace. There is no compensation (per diem) but this assessment process provides you with the opportunity to hone your skills, work through 39 standards over weeks of time and assist smaller law enforcement agencies in their pursuit of law enforcement excellence. There are currently 6 Core Standards assessors: Jill Kallay, Kevin Konrad, Todd Christensen, Tom Frank, Robert Fletcher and Rob Abraham; there are now 10 Core agencies with many more in pending status! The 3.5 hour training session will review the program, forms and documentation. Dropbox is frequently used and therefore we will spend some time going over that "cloud" type system.



One more caveat... **LUNCH IS PROVIDED** and you know that CVMIC lunches are incredible!

Note: While everyone is welcome to attend this training session, final individual appointment as an assessor is awarded following approval by the WILEAG Board of Directors.

GO TO <http://www.cvmic.com/RollCallWebTraining/index.html> to enroll in WILEAG / CVMIC sponsored training courses.



Training Announcements



FREE

Accreditation Manager Training September 25th, 2014 (FULL DAY) To be held in the FOX VALLEY!!!

Accreditation Manager Training is sponsored by WIPAC and CVMIC.

In order for a law enforcement agency to become WILEAG accredited 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 Manager. This program was developed by Wisconsin Police Accreditation Coalition (WI-PAC) to provide an agency with a sound understanding of the accreditation process and an opportunity to develop/enhance the skills of their Accreditation Manager. Training will cover:

- ◆ The respective roles of WILEAG and WI-PAC.
- ◆ Resources available through WI-PAC to assist agencies in the accreditation process.
- ◆ A general review of the accreditation process including: inquiry, application, agency profile and questionnaire, self-assessment, on-site assessment, WILEAG Governing Board review, and file maintenance.
- ◆ File construction & proof of compliance including: standards and dimensions, accreditation compliance reports (ACR), proofs, wet ink, and file construction (manual and electronic).
- ◆ Examples of completed files.
- ◆ Mock on-site – including the purpose and the role it plays in assisting an agency in the preparation for their formal on-site evaluation by WILEAG assessors.
- ◆ Formal on-site – a step by step review of the on-site process.

The morning format will be lecture style with a great opportunity for questions and discussion. In the afternoon participants will break up into small groups and have an opportunity to review files from accredited agencies and ask questions from those agency accreditation managers concerning the construction of the files. The last 2 hours of the program will be devoted to a panel discussion led by members from WILEAG & WI-PAC where participants will be encouraged to ask any remaining questions concerning the accreditation process and the roles of both WILEAG and WI-PAC. Presenters for the morning part of the program will be:

- ◆ Chief Pete Nimmer – Burlington PD – WIPAC Secretary
- ◆ Chief Lisa Otterbacher – Whitewater PD – WILEAG Board Member
- ◆ Captain Mark Ferguson – Glendale PD – WIPAC President and WILEAG Board Member
- ◆ Rick Balistrieri – WILEAG Program Manager

Target Audience – new and current accreditation managers, agency staff involved in the accreditation process and any staff members from agencies that are considering Accreditation or Core Standards Programs. Chiefs of Police or Sheriffs, who may be the agency accreditation manager or lead person for the accreditation/core process, or who will be involved in accreditation or core standards.

GO TO <http://www.cvmic.com/RollCallWebTraining/index.html> to enroll in any of the WILEAG / CVMIC sponsored training courses.



NEW HIRE MENTORING PROGRAM

CVMIC and presenter Rick Balistrieri have partnered to publish a 3-part series of 1-hour webinars that will assist you and your agency in creating, establishing and maintaining a new-hire (volunteer driven) mentoring program within your city, village or town. The goal is employee retention and success.

Webinar #1 – October 15th, 2014 / Program Development - Part 1

Human resources specialists estimate that replacing an employee costs at least twice their annual salary. Mentoring for newly hired employees has proven effective in staff retention. Research shows that people leave when no one is interested in their career progress and they feel that no one cares about them. Mentoring satisfies both of these issues.

This session will focus on:

- Why establish a formal mentoring program
- Where and how to begin a mentoring program
- The structure of a successful program
- Securing support from the existing workforce



Webinar #2 – November 5th, 2014 / Program Development - Part 2

This session will continue with what was discussed in Part 1 and focus on:

- Creating and publishing your directive
- Mentor characteristics and guidelines
- Selecting mentor candidates
- Putting the pieces together
- Assessor and protégé pairing
- Forms, questionnaires, evaluations
- Q & A



Webinar #3 – December 10th, 2014 / Training the Mentor

It is recommended that you view the first two parts of this series before attending this session. Doing so will help you establish the foundation and direction for your new-hire mentoring program.

This session will focus on training new mentors in very specific and key dimensions that include:

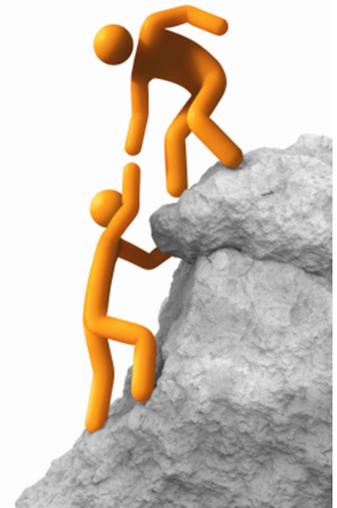
- The concept/philosophy of mentoring
- Individual strengths and weaknesses
- Emotional intelligence
- Problem identification/root analysis
- Communication skills/active listening
- Integrity/building trust
- The power of contagiousness

Target Audience for this session: This will be a comprehensive hour for new mentors or those who intend to train the trainers.

Note: Mentor training is a full-day experience, this webinar will provide basic guidance.

WEBINAR REGISTRATION:

<http://www.cvmic.com/sub2/webinarSchedule.asp>





Wisconsin Law Enforcement Accreditation



ON-SITE ASSESSMENT SCHEDULE

Month	2014	2015	2016
JANUARY	MIDDLETON	OSHKOSH & PEWAUKEE (Village)	WAUSAU
FEBRUARY	MENOMONEE FALLS	OPEN	GLENDALE
MARCH	JANESVILLE	BELOIT (City)	WEST ALLIS
APRIL	LA CROSSE	UW-MADISON	WATERTOWN
MAY	SOUTH MILWAUKEE & BAYSIDE	BROWN DEER	WAUKESHA SHERIFF
JUNE	WAUKESHA	WHITEWATER	CEDARBURG
JULY	Historically Avoided	Historically Avoided	Historically Avoided
AUGUST	Historically Avoided	Historically Avoided	Historically Avoided
SEPTEMBER	MUSKEGO	MILWAUKEE	PORT WASHINGTON
OCTOBER	MILTON	BELOIT (Town)	BARABOO
NOVEMBER	OPEN	HARTLAND	EVANSVILLE
DECEMBER	REEDSBURG	WINNEBAGO SHERIFF	GRAND CHUTE

Agencies with WORK IN PROGRESS - not yet scheduled for an on-site assessment:

Beaver Dam (City)	Cudahy	Burlington (<i>New Agency in 2014</i>)
Superior		



Accreditation 2014 Fee Schedule

Item	Cost	Explanation
Start Up Application Fee	\$300 One-time fee	The initial application fee covers staff time for processing, program installation and guidance.
Annual Membership	\$600 Annually	Annual membership is invoiced in December; payment is due in January.
On-Site <i>(re-accreditation is required every 3-years)</i>	\$150 Administrative Fee	Staff time coordinating the on-site assessment. The application fee does not cover assessor lodging, mileage and per diem.
On-Site Final Invoice	Approximately \$650 for a typical agency	Assessor lodging, mileage and per diem. Your agency is invoiced AFTER the on-site event and all expenses have been compiled. Are you a CVMIC agency? CVMIC will contribute up to \$500 toward the cost of the on-site process.
Decals	 \$4 each	Durable, appropriate for adhering to fleet vehicles. Add shipping and handling.
Lapel Pin	 \$3 each	Add shipping and handling.



Core Standards Verification Program 2014 Fee Schedule

Item	Cost	Notes
Start Up Application Fee	\$100 one-time fee	The initial application fee covers staff time for processing, program installation and guidance.
Annual Membership	\$300 annually	<p>Annual membership is invoiced in December; payment is due in January.</p> <p><i>Member benefits include FREE attendance at all CVMIC - WILEAG Sponsored training courses, FREE access to CVMIC legally reviewed model policies and access to the CVMIC newsletter.</i></p> <div style="text-align: center;">  <p>CVMIC Cities & Villages Mutual Insurance Company</p> </div>
File Assessment (re-verification is required every 3-years)	-0-	In an attempt to maintain minimal program costs, Core Standard Verification agencies are required to provide an assessor to conduct at minimum one Core assessment in a 3-year period. Assessors are required to attend annual WILEAG assessor training.

Accreditation Manager Resource Guide

Resources	Contact Info	What you can expect...
<p>Custom Service Information-LLC - CSI -</p>	<p>Tim Kriz Email: csi-llc@hotmail.com</p>	<p>Policy writing, organization, guidance with proofs and/or role of Accreditation Manager. 2014 fees range from \$500 to \$3000. CVMIC agencies get up to ½ half of that fee paid by CVMIC (up to \$1500).</p>
	<p>http://www.cvmic.com/</p>  <p>WILEAG Silver Sponsor</p>	<p>Access to up-to-date standards that have gone through legal review, the CVMIC newsletter, have staff trained as assessors (the level of understanding about accreditation goes up dramatically) and members can attend CVMIC / WILEAG co-sponsored programs for free.</p>
	<p>Tom Frank Email: tfrank@deercreektech.com http://www.deercreektech.com</p>	<p>Deer Creek Technologies provides software applications for: Document Management/Training/Testing/Review/Compliance Employee Early Warning System provides complete reporting and review functionality. Pricing is affordable for every budget.</p>
<p>International Association of Chiefs of Police</p>	<p>http://www.theiacp.org/</p>	<p>Free Model Policies</p>
	<p>Jerry Matysik Regional Support Manager Lexipol, LLC Office: 949-276-9970 Cell: 715-828-6337 www.Lexipol.com</p>	<p>Policy Writing, Policy Updates, and Training. The training (Daily Training Bulletins) consists of real-life scenario-based training with an emphasis on high-risk, low-frequency events. The Daily Training Bulletins can be completed in just a few minutes. As Lexipol President Gordon Graham says, "Every Day is a Training Day." Fee based on agency size. WMMIC, CVMIC, and WCMIC each contribute to the costs of a subscription.</p>
	<p>Email: sales@prophoenix.com http://www.prophoenix.com</p>  <p>WILEAG Gold Sponsor</p>	<p>ProPhoenix has a singular vision to shift the paradigm of the public safety industry by creating and delivering leading application software through the use of state of the art technology and techniques. They are achieving this goal by providing competitively priced solutions, employing best practices and lessons learned, and most of all by listening to the needs and ideas of our clients in the evolution of the Phoenix software.</p>
	<p>http://www.wi-pac.org/</p>	<p>Organization of Accreditation & Policy Managers who have proven to be an outstanding network of support. \$50 annual membership fee, quarterly meetings.</p>
	<p>Rick Balistrieri – Program Manager 414-813-0005 Email: wileag@sbcglobal.net http://www.wileag.info/</p> 	<p>WILEAG staff member providing guidance, forms and templates while serving as a liaison to the Wisconsin Law Enforcement Accreditation Group Governing Board.</p>



WILEAG Sponsors in 2014



PROPHOENIX®



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 citizens.



Wisconsin Chiefs of Police Association Leadership Foundation

WPLF continues to support WILEAG as a “SILVER” sponsor. Their ongoing support and partnership is greatly appreciated as we work together in the pursuit of law enforcement excellence in the State of Wisconsin.



The CVMIC Executive Board continues to support WILEAG and State 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, re-accreditation, Core Standards Verification or re-verification.
- Any member that is WILEAG or CALEA accredited is allowed to opt out of the CVMIC Law Enforcement portion of the Risk Assessment process.
- Their community will be acknowledged with having attained the maximum score on the CVMIC Law Enforcement portion of the Risk Assessment.



Rural Mutual Insurance Company became a sponsor of WILEAG in 2013. The WILEAG Board of Directors welcomes Rural Mutual’s support of law enforcement excellence.

WILEAG is a 501(c)(3) non-profit organization. If you are interested in sponsorship or have questions please email Jim Scrivner, WILEAG Governing Board Secretary, at jbscriv@aol.com