



Summer 2016

The Standard

President's Message

from Greg Peterson, Chief, Grand Chute Police Department 



Greetings everyone,

As I compose this message, the Wisconsin Law Enforcement Accreditation Group is enjoying a level of success that is unlike any

in our 20 years of existence. With 73 participating agencies and several more expressing interest in future enrollment, we are impacting police professionalism on a scale that could have hardly been imagined just a few short years ago. In fact, in just the past six years, participation in the program has increased nearly 200%.

While there are many reasons for the success of the past few years, perhaps none were as impactful as the one that occurred on April 01, 2008. On that date a letter was received by several WILEAG board members. It came in the wake of a board meeting that failed to garner a quorum and several prior meetings that failed to achieve any meaningful results. The author minced no words when he chastised the board for “the lack of follow up and follow through, the hand wringing, the endless revisiting of the same topics with no closure, the repeat no-shows, (and) the expectant looks of constituents and key partners.” It was, as the author called it, a deserved “trip to the wood shed,” for failing to fulfill the important mission for which the board had been as-

sembled. He went on to say, “WILEAG’s future is in our hands and the time has come to act and act decisively.”

Needless to say, the message contained in that letter was received; LOUD AND CLEAR! The proof is found in the success described in my first paragraph. So, who was the author of this call to action, and why have I decided to share this bit of history at this particular moment? The answer to the first question is, the author is none other than Jim Scrivner, longtime WILEAG board member. The reason for sharing this information is it serves as a fitting tribute to Jim, who, after 20 years of promoting police professionalism in Wisconsin, stepped down from the board on May 02.

Jim Scrivner joined the governing board at its second meeting in 1996, representing the Wisconsin Insurance Alliance. He brought a diverse background to the board, having spent over 12 years with the Madison Police Department, achieving the rank of captain, before leaving to join the Madison Area Technical College as a consultant and acting chair of the law enforcement program. He later enjoyed a successful career in the insurance industry, before starting his own insurance and risk management consulting business.

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Visit the WILEAG website for the list of current WILEAG participating agencies (Core and Accreditation), the on-site assessment calendar and sponsor information!

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



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In reflecting on his time on the board, Jim noted he “has always been interested in elevating the level of professionalism in law enforcement.” Never was that interest more apparent, or bluntly stated, than in his 2008 letter!

Over Jim’s 20 years of service to WILEAG, he has had an immeasurable impact on policing in the State of Wisconsin. Without his vision, commitment, leadership, and tireless effort, we might well be the same floundering organization taken to task in that memorable 2008 letter. Theologian and philosopher Albert

Schweitzer once said, "At times, our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us."

On behalf of the entire WILEAG governing board, I would like to express our deep gratitude to Jim for “lighting the flame” that has served as the impetus for our success over the past eight years. His passion for policing professionalism has been a driving force within the Wisconsin Law Enforcement Accreditation Group and will be felt in the State of Wisconsin for many years to come!



Calendar of Events



WPLF Chiefs Conference August 8-10, 2016

Come see us at the WILEAG booth and participate in the Exhibitor Passport Program.



Board Meetings

June 27th, 2016
August 29th, 2016
October 3rd, 2016
November 7th, 2016
December 19th, 2016

WILEAG/WIPAC Training

October 20th, 2016—Assessor Training
October 21st, 2016—Advanced Assessor Training

Agency On-Sites

September 13-15, 2016—Port Washington PD
October 18-20, 2016—Baraboo PD
December 6-8, 2016—Wausau PD
December 13-15, 2016—Grand Chute PD



Featured Board Member
Lisa Otterbacher
Chief of Police
Whitewater Police Department



Lisa Otterbacher currently serves as an At-large member of the Wisconsin Law Enforcement Accreditation Group (WILEAG) Board, and is a past president of the Wisconsin Police Accreditation Coalition (WI-PAC). She began her law enforcement career with the Whitewater Police Department on April 24, 1990 and during her 26 years with the agency she has held the rank of sergeant, patrol lieutenant, and administrative lieutenant. In September of 2011, she was promoted to her current position of chief of police.

Lisa holds a Bachelor's Degree in Criminal Justice from Upper Iowa University and a Masters Degree in Administration of Justice and Security from the University of Phoenix. She is a 1998 graduate of Northwestern University's School of Police Staff and Command.

Throughout her professional career, Lisa has been heavily involved in Sensitive Crimes and was a member on the Wisconsin Coalition Against Sexual Assault (WCASA) Board, which sought to set political agendas specific to sexual assault policy and State Statute development. She also was a committee member on the Walworth County Multi-Jurisdictional Sexual Assault Task Force. Lisa has been actively involved in accreditation since 1993, serving as the departments Accreditation Manager from 2000 through 2011 when she was promoted to her current position.

In her personal life she has dedicated time to her family and community, serving 15 years with the Whitewater Volunteer Rescue Squad and currently serves as a youth director with her church, participating in many mission trips and youth events.



Lisa's thoughts on Accreditation:

"I have been passionate about law enforcement accreditation since 1993, when my predecessor, Chief James Coan, introduced me to concept of accreditation. As I read through each of the accreditation standards and assessed our department's policies and procedures against the standards, my mind immediately questioned "why wouldn't every law enforcement agency be accredited."

Accreditation isn't just a certificate, but rather the adherence to foundational principals a department operates within through every facet of their profession. As department personnel review standards and collect corresponding proofs they quickly see how basic, yet critical, each standard is to the foundational principals of ethics, integrity and professional policing. Successfully adhering to accreditation standards both is a credit to every member of the department because such recognition can only be accomplished through a team of highly dedicated personnel.

Accreditation remains a powerful, independent and long-standing resource that creates the necessary checks and balances, that supports professional policing. It is my hope that current and future chiefs, sheriff's, city managers and mayors throughout the State of Wisconsin see the value of accreditation and seek to support and cultivate law enforcement accreditation. WILEAG throughout the State of Wisconsin."



Featured Accredited Agency
Baraboo Police Department
Sauk County
Population 12,048 25 Sworn Personnel



The city of Baraboo is located northwest of the Madison metropolitan area along the Baraboo River. The city has a police service area of approximately 7.5 square miles with a population of approximately 12,048 (a slight grow in population since the department's 2010 accreditation) citizens. There are approximately 5,161 households and 3,016 families residing within the city. The City of Baraboo has the largest library of circus information in the United States. It is a host to a tourist activity because of the Circus World Museum and its close proximity to Devil's Lake State Park.



Mark Schauf has served as the Chief of Police for the City of Baraboo since January 2011. He started his full time law enforcement career as a patrol and neighborhood officer in the City of Eau Claire in 1995 and after family changes brought him closer to where he and his wife were raised, he was hired as a sergeant in Baraboo in August 1999. In Baraboo, he held the position of patrol sergeant, patrol lieutenant and operations lieutenant prior to his appointment as Chief. Craig Olsen, was the Chief for Baraboo police when the team achieved its first accreditation in 2010.

As the leader of a WILEAG accredited agency, I have been able to use the standards as a directing path of change and barometer to test what we are doing and how we are doing it. In the face of challenges and negative media about policing, we focus our efforts to continue using the best practices in law enforcement as a discussion and persuasive point with both the officers and public. Maintaining the standards forces a conscious evaluation of administrative decisions inclusive of budget and equipment. Before we make policy decisions, we use the standards set forth by WILEAG as a litmus test to ensure that we follow the basic leadership test of doing the right thing, at the right time for the right reason. As we fight for new costly equipment at budget time, the WILEAG accreditation places us among the "top tier" departments in Wisconsin and I relay that to our elected officials.

There are financial implications reaching and obtaining the standards, including the annual fees and labor dollars assuring staff obtain and record proofs. Some of this is assuaged by the discounts realized from our insurance carrier, CVMIC, as we are able to use or certification to prove compliance with best practice. I would pursue the maintenance of these standards even without these financial benefits. The cost of doing the right thing in the current climate of our country if measured in pennies will be paid back in dollars. The community has benefited from our certification by having a police force that is dedicated to best practice.

Accreditation is a team sport; this was a lesson learned through our first evaluation cycle. Having worked hard to attain the proofs and get our certification, we relaxed. It was when our next assessment came about that I realized that accreditation cannot be a leader's intent without buy in from all members of the department. The line officers and staff need to believe in the "why" of accreditation. Buy in comes from involvement with the belief in what we are doing by helping to constantly develop practices within the standard and find the "proofs", by all of the staff. One or two members of the department may be able to hurry to compile information and be successful in assessment, but the bigger realization of accreditation comes from all members of the agency working to the goal.

I highly recommend any department seeking the Accreditation Certification or the Core Standards Certification. Getting the certification is difficult and maintaining it is even more burdensome if you see it as a job. When you look at it as the cost of being among the best in our state and use that as a leadership tool in directing your agency, the certification takes on a new life and becomes a way of policing in the modern era.



Featured Core Standards Verification Agency
West Milwaukee Police Department
 Milwaukee County
 Population 4,200 20 Sworn Personnel



The Village of West Milwaukee is 1.12 square miles and located in the center of Milwaukee County with a population of 4200. It is bordered by the City of Milwaukee to the East and South, the City of West Allis to the West and the VA Medical Center to the North. The Village has several major roads running through it and with the redevelopment of the Miller Park Way corridor the population can soar to 10 times the resident population.



Chief Dennis Nasci Started his Law Enforcement career with the Bernalillo County Sheriff's Department in Albuquerque New Mexico in 1981. He held assignments in all 4 of the departments divisions which had a complement of 265 sworn personnel. He held specialty assignments in the Traffic Unit, Range Staff, SWAT Team and as an Instructor. He was a state certified instructor in New Mexico for Accident Investigation, Background Investigations, Firearms, Swat, EVOC, PIT, Defensive Tactics and Officer Survival. In February 2007 Chief Nasci was hired as the Assistant Chief in the Village of West Milwaukee. He was selected as the interim Chief in August of 2009 and appointed as the Chief of Police on January 1, 2010. Chief Nasci is a graduate of Wayland Baptist University with a Bachelor's of Science in Criminal Justice. Is a graduate of the 190th session of the FBI National Academy and the 26th session of the DEA Drug Unit Commanders Academy.

Although I was aware of WILEAG it was not until 2011 that I started a review of all of the department policies and the facility with accreditation in mind. In September 2013, I was informed that WILEAG was close to rolling out the Core Standards Verification program for smaller agencies. I was very interested and asked for materials to start the process even though the Pilot Agencies were still working the bugs out. As the Core Program was rolled out we were ready to start the submission process. In February 2014 we signed on and the review process began. We received our Core Standards Verification in July of 2014.

This process has been very beneficial to the police department as we knew we would find deficiencies in our policies and practices. With Policies and Procedures verified that are up to date and standards we met our promise to the community that we will always strive to do our best.



For a smaller agency, I was concerned how I would be able to provide the staff time much less the cost to obtain accreditation. The Core Standards Verification program bridged the gap many of us faced as we contemplated how we could become accredited. The costs are more than reasonable and the time spent now is for maintenance of the standards which can be done over the three year accreditation period. The time spent both initially and for maintenance of our accreditation will pay tenfold from the risk Management perspective and that not only benefits the community, it helps to support and protect our personnel.

I would encourage any agency that is thinking about the Core Standards Verification Program to have their team attend the assessor training before you put your files and proofs together. As we worked through the submission phase we sent more info then needed which makes it harder for the assessor to complete the review, and we had several policies that were new and as we learned need to be referred as wet ink policies since we did not have some of the proofs. Those of us that have been through the process are willing to share our resources, insight and assistance.

Wisconsin Police Accreditation Coalition

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



Best Value and Resource for \$50!

The Association of Accreditation Managers

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 concepts of police accreditation or CORE Standards verification. 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 or CORE Standards verification
- 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 status or the Core Standards Verification Program.

The annual membership fee is \$50.00. WI-PAC meetings are held four times a year at the Middleton Police Department. 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 or CORE verification. 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, Shorewood 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

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>WILEAG Bronze Sponsor</p>	<p>Policy writing, organization, guidance with proofs and/or role of Accreditation Manager. 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 Gold 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>Mutual Insurance Participants</p>	<p>Mutual Insurance League of Municipalities Email: dennis@lwmmi.org dennis@lwmmi.org</p>	<p>The following offer is specifically for the Core Standards Verification Program: Insured members are reimbursed the cost of WILEAG membership for the first 3-years.</p>
	<p>Jerry Matysik Regional Support Manager Lexipol, LLC Office: 949-276-9970 Cell: 715-828-6337 www.Lexipol.com</p>  <p>WILEAG Gold Sponsor</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>Next Generation Public Safety Software</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>Mike Jungbluth – Program Manager 262-468-1008 Email: program.manager@wileag.info 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>