

A Newsletter for Law Enforcement Professionals

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WINTER 2011 | VOL. 27, NO. 1

Perry Township Police Department Stays Cutting Edge with IACP NetSM

Deputy Chief Brian Carbenia of the Perry Township, Ohio, Police Department checks IACP Net daily for trends and news relating to policing.

Deputy Chief Carbenia keeps a folder on his desk specifically for articles and policies he finds on IACP Net—by having one resource to research issues and network with other law enforcement leaders, Carbenia can maximize his time and accomplish more.

“The synthetic drug K2, or ‘spice,’ has recently blown up in our county,” noted the deputy chief. “It was recently a

Quest posted by another agency on IACP Net, so we used some information from that Quest-ResponseSM thread to educate officers on K2—bring it to light.” Perry Township quickly learned how and where to search for K2. “We’re finding it all over the jurisdiction when we didn’t even know to look before. That’s where IACP Net was essential,” Carbenia said.

Keep Your Technology Cutting Edge
IACP Net’s value touches all areas of law enforcement administration, from staying current on legal issues to researching equipment. “Our cur-

rent radio system is outdated and doesn’t have sufficient coverage,” said Carbenia, noting that the department is looking at a wholesale upgrade to gain encryption and improve coverage. “There are lots of dead spots—it’s an officer safety issue when officers can’t talk to dispatch or other officers. A new radio system will resolve those issues.”

I get on IACP Net every morning for Quests, new articles, and other information—it keeps us abreast of what’s going on in law enforcement.”

In addition to upgrading its radios, Perry Township is looking to install laptops in cruisers to increase efficiency. “We’re trying to keep officers on the streets as much as possible,” said the deputy chief. “Our officers already work very hard—we had 21,000 calls for service last year for a population of 28,000. If officers have MDTs in their cruisers, they don’t have to drive back and forth to the station to file reports. “I love IACP Net for research like this,” Carbenia said. “We can go out and see what other people have put out there.

Continued on page 3

Maximize Manpower and Minimize Budget Hurdles with IACP Net

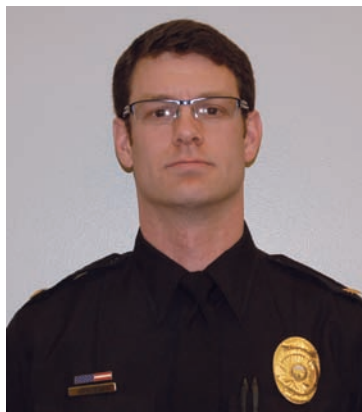
Handle management issues quickly and efficiently.

As a law enforcement leader, you know the challenges of running a modern police agency. From dealing with the city council to filling shift schedules, all while working to keep the budget in line, there are new demands on your time and talent every day.

But it is managing the other talent in your agency that likely causes the most headaches. Many law enforcement executives and command staff members throughout the country utilize IACP Net to find solutions for the human resource-related issues they face every day. By handling these issues quickly and efficiently with IACP Net, these leaders can get more accomplished and be on the leading-edge of law enforcement management.

Let’s take a look at how IACP Net can be your go-to resource for human resource management. With budgets tightening

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Deputy Chief Brian Carbenia,
Perry Township, Ohio, Police Department

FAST Search	
Title	Quantity
Discipline	1,872
- Early Warning Systems	480
Ethics	2,784
- Code of Conduct or Ethics	728
Field Training	861
Fitness for Duty	873
Job Descriptions	1,502
Leadership Skills	611
Line Inspection	286
Off Duty	1,461
Overtime	1,215
Performance Evaluations	1,391

FAST Search highlights thousands of human resource-related documents on IACP Net.

Maximize Manpower...continued from page 1

across the country, many departments are increasing workloads in order to accomplish more with fewer resources. By logging into IACP Net and visiting the FAST Search section of the Home page, you can quickly find resources on a wide variety of topics to help you quickly adjust your department to these changing duty demands. You can start updating your agency's job descriptions by reviewing over 1,000 samples on IACP Net from other departments around the country. Building on what other organizations have already written allows you to quickly revise your agency's descriptions and get your staff working under these new guidelines in no time.

Once the job descriptions are complete, you may also need to update performance evaluations to accurately measure your staff's performance of their new duties. IACP Net again steps in as your go-to resource, with over 140 downloadable performance evaluations in the Forms Database. In fact, IACP Net is your one-stop shop for evaluations on every rank from Patrol Officer to Chief of Police, plus many civilian and corrections positions.

IACP Net Makes the Difficult Jobs Simpler

Now let's look at an unpleasant but necessary management task—dealing with troublesome employees. Once again, IACP Net is a vital resource to help you maintain control.

With the Quest-ResponseSM service on IACP Net, you can network with other law enforcement administrators from your state and around the country to share ideas on employee management techniques and find new and innovative solutions to implement at your agency. By sharing information through IACP Net, you can discover how other departments have modified their codes of conduct to incorporate the use of social networking sites, how they limit visible tattoos or facial hair for officers, and what obstacles they've faced while implementing early warning systems to identify problem employees at their agencies. Reduce the stress and hassle of managing personnel at your department by networking through IACP Net.

A Vital Resource in Good Times and Bad

Of course, the economic news is not all bad. Many departments have turned the corner on the doom-and-gloom budgets, and are actually looking to add officers this year. For these departments, IACP Net is a great place to turn for interview questions, training resources to get these new hires up to speed, and retention techniques to make sure the officers trained from your department's budget stay with your agency.

IACP Net continues to grow, making it a vital resource to help both you and your department become more efficient and effective. Discover how the service can benefit your agency by calling to schedule a free demo of IACP Net today. See why over 4,000 effective law enforcement leaders choose IACP Net to find and share innovations, policies, and solutions for the business side of policing. Call us at **800.227.9640** today.

Quest-Response Recognition Program

The 2011 IACP Conference is still 10 months away, but your chance to win a trip to Chicago for the conference starts in February. IACP Net's 2011 Quest-Response Recognition Program kicks-off next month, and again you can qualify to win up to \$1,000 in reimbursed travel expenses plus a free conference registration (up to \$350) to attend the event. To qualify, simply respond to two or more Quests through the Quest-Response service in any month from February through August. The more months you qualify, the better your chance of winning!

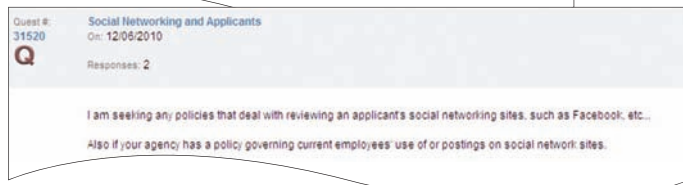
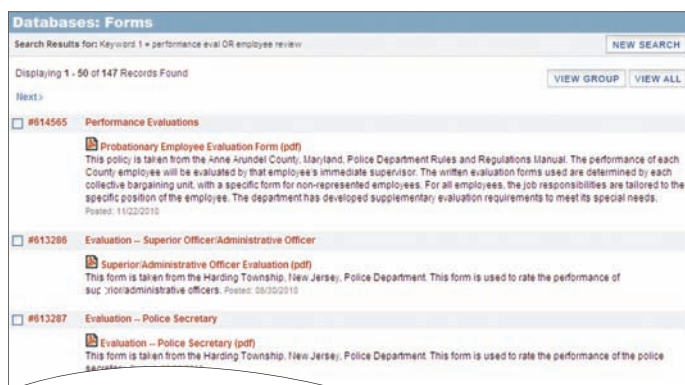
For complete rules, visit the Quest-Response Recognition Program customer bulletin on IACP Net, or call us at **800.227.9640**.

Join the Net!

IACP Net puts the experiences of more than 1,700 law enforcement agencies at your fingertips. Annual memberships to IACP Net range from \$500 to \$1,600, with special pricing for departments with under 10 sworn. To join IACP Net, or for more information, call

800.227.9640
www.iacpnet.com

Below is a Results page for a keyword search of "performance eval" and/or "employee review" in the Forms Database.



Shown above is a sample Quest as posted in the Quest-Response service of IACP Net.

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Perry Township Police Department Stays Cutting Edge...continued from page 1

Share Knowledge with Other Departments

IACP Net contains institutional knowledge from law enforcement leaders. "You can't get that at the library or the general Internet, where you have random people commenting. IACP Net has a dedicated base of law enforcement management information," Carbenia said.

The deputy chief also finds value in networking via IACP Net, in addition to making calls to chiefs in his area and attending face-to-face meetings with local law enforcement executives. "I can network with local chiefs via phone or in person, but there are only so many. With IACP Net, I can put a Quest out there and know that hundreds of law enforcement executives will look at it," said Carbenia. "I can share some of my knowledge and experience with them as well," he added.

Manage Information with IACP Net

IACP Net also helps Carbenia manage information by giving him what he needs, when he needs it. The deputy chief plans to consult IACP Net when the department seeks CALEA® accreditation. "You can't know everything," he noted. "IACP Net helps me know what to look for—trends, news, articles, policies from accredited departments, publications. For example, it would be difficult for me to buy all the subscriptions to law enforcement magazines found on IACP Net. Luckily, IACP Net compiles them so I can research things I actually want to know about. We're also looking at social media as a communications option; the resources IACP Net has on the subject are very helpful."

Deputy Chief Carbenia's research folder continues to grow with his daily use of IACP Net. "I would encourage departments to spend 15 to 20 minutes a day using IACP Net," he said. "You'll find information on TASER™ issues, school resource officers, and so much more—it's a funneling point for great information."

IACP Net Creates Revenue and Confidence in Loves Park, Illinois

Loves Park faces community change and new challenges.

Loves Park, Illinois, is a diverse city 90 miles northwest of Chicago with a wide range of socioeconomic groups. "Loves Park has changed over the last 20 years. We have more single parents, some neighborhoods have turned into rental areas, and there's been an increase in property crime, criminal damage, and burglaries," noted Deputy Chief Rodney Scott of the Loves Park Police Department.

To help combat this rise in crime, the deputy chief makes a point of involving the community in department activities and information. Aside from an active Neighborhood Watch program and a thriving, user-friendly website, the department alerts the community when there is a rash of crime. "We recently started alerting the community through text or email when there is a burglary or other crime," said Scott. "We can get the community's feedback and let them know they need to be more vigilant."

IACP Net enables the Loves Park Police Department to streamline operations and consider new ways of doing things. "We're always evaluating everything we do here, to be better, cheaper—more efficient and effective," pointed out Scott. "IACP Net is an important tool for that. I probably log on to IACP Net every day."

Create Revenue with IACP Net

Like most law enforcement agencies, the Loves Park Police Department is facing tough financial times. "We've had budget cuts, so we have fewer dollars than last year," noted the deputy chief. That said, the department has avoided laying off officers and other employees by cutting only discretionary funding and using IACP Net to discover new ideas to generate revenue.

"I've used IACP Net to find creative ways to create revenue," said Scott,

who used IACP Net's Quest-Response service to seek revenue-generating ideas. "We implemented a \$200 administrative towing fee for citizens whose cars are towed." Scott also used Quest-Response to find information about charging insurance companies for processing accident scenes. "It's a good way for the city to recoup money," said the deputy chief. IACP Net itself is a money-saving tool for the Loves Park Police Department. "IACP Net more than pays for itself by making our department more efficient and effective. It's a great investment," Scott noted.

Confirm Hunches with IACP Net

Deputy Chief Scott was also able to confirm his suspicions about the potential dangers of adding "sleeper holds" on suspects as a part of the department's use of force policy. After posting a Quest on lateral vascular restraints, he received feedback from other departments on the self-defense move. "We were leaning toward not implementing that restraint in our department. IACP Net solidified my decision to exclude that from our policy manual," he noted. "We're not going to implement lateral vascular restraints—an officer had suggested it, but it's not widely accepted in Illinois."

Deputy Chief Scott encourages other departments to join the service and use it to solve problems at their agencies. "I consider IACP Net a one-stop shop for any question any police administrator may have about law enforcement," he said. "When you're juggling this many issues—as every department is—it's great to have a support system like IACP Net."



Deputy Chief Rodney Scott,
Loves Park, Illinois, Police Department

"IACP Net more than pays for itself by making our department more efficient and effective. It's a great investment."

IACP Net Conference Update

Congratulations to IACP Net winners!

LogIn, Inc., the company that produces IACP Net, was once again a proud sponsor of the IACP Conference. Our contingent in Orlando enjoyed meeting so many law enforcement leaders, and hearing how IACP Net helps agencies around the country, and the world, be more efficient and effective.

Many of you stopped by our booth in the exhibits hall to catch up on the latest updates to IACP Net, as well as register to win the mini-computer given away by LogIn. Congratulations to Chief Bryan Ross of the Spring Township, Pennsylvania, Police Department. His business card was pulled from all the entries, and he left Orlando with the netbook.

As the prize recipient from the 2010 Quest-Response Recognition Program, Lt. Ken Watson of the Northampton, Massachusetts, Police Department received \$1,000 in reimbursed travel expenses to attend the event, plus a free conference registration. The lieutenant was excited to attend his first IACP Conference, and he took full advantage of the opportunity, attending several educational and training seminars. Lt. Watson also enjoyed Host Chief's Night at Universal Studios in Orlando.

Overall, the 2010 IACP Conference was a great success for LogIn, and we truly enjoyed speaking with many of you and learning how IACP Net helps you and your departments face the daily challenges of law enforcement administration. As we enter 2011, IACP Net will once again be active and exhibiting at law enforcement exhibitions from coast-to-coast. We hope to see you at one of these upcoming conferences during the first half of the new year.

- CALEA Spring Conference, March 23 – 25, 2011 in Bethesda, Maryland
- Ohio Chiefs of Police Conference, April 11, 2011 in Newark, Ohio

If we don't catch you at one of the above conferences, we hope to see you in the second half of the year. As always, be safe and we'll see you on IACP Net!



Pat Dobin, IACP Net Customer Service Associate (at left) and Chief Bryan Ross of the Spring Township, Pennsylvania, Police Department pose in front of the exhibit hall in Orlando. Chief Ross was the winner of a mini-computer given away by IACP Net at the IACP conference in Orlando.



Lt. Ken Watson of the Northampton, Massachusetts, Police Department (at left) and Shelley Rose, President and CEO of LogIn, Inc., in the IACP Net booth on the show floor in Orlando. Watson was the winner of the Quest-Response Recognition Program for 2010.



PURSUILTS

Join Pursuits®! Pursuits, the national police pursuit repository, helps you make better pursuit-related decisions based on hard data. For details, visit www.login4pursuits.net



Get Recognized for Your Service.

Apply today

for the 2011 Excellence in Victim Services Award.

The IACP Victim Services Committee and LogIn, Inc., have created an award to honor law enforcement agencies that have made exemplary efforts in providing innovative service to victims of crime. The Excellence in Victim Services Award recognizes agencies that utilize best practices

such as effective partnerships, training methods, and performance monitoring tools to place victims at the center of their problem-solving strategies. Let your community know that you place the needs of crime victims at the center of your public safety efforts.

For more information or to apply for nomination, visit the IACP website at www.theiacp.org, contact Christina Horst at evsa@theiacp.org, or call (800) 843-4227 ext. 837. All nominations must be submitted and postmarked no later than May 6, 2011. One representative from each winning agency will be provided complimentary conference registration, transportation costs, and three nights of hotel lodging for the 118th Annual IACP Conference in Chicago, Illinois, on October 22 – 26, 2011.



Log in for the business side of policing.



Net Works is a publication of IACP Net. IACP Net is produced by LogIn, Inc., in cooperation with the International Association of Chiefs of Police since 1991.

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New Additions to the IACP Net Database

For assistance locating database documents, please call the IACP Net hotline at **800.227.9640**.

Legal Training and Concerns for Conducted Energy Weapons

Conducted energy weapons (CEWs) are being used by thousands of law enforcement agencies around the world. While the effectiveness of CEWs is quite impressive, there is growing concern about when and upon whom individuals should use these devices.

Document No. 614428

Active Shooter—Going in Alone

Solo entry doesn't fit every active shooter scenario, but if the shooter is actively killing, we must stop him as quickly as possible. Sometimes we can get lucky and all arrive together, but not that often. **Document No. 614342**

Suspicious Photography, Photographers' Rights and Law Enforcement

It seems that there are photographers everywhere you look. What do you do when the cameras are focused on a bridge, public buildings, stadium, science lab, or nuclear power plant? What do you do when the cameras are focused on you? **Document No. 614294**

Preserving Community-Oriented Policing in a Recession

Widespread budget cuts have forced law enforcement agencies to do more with less. During such tough periods, officials often find it easy to go after programs that consume time and resources—even if they yield tangible results. Can law enforcement agencies really afford to cut community-oriented policing programs? **Document No. 614248**

GPS Device Hits the Spot

For rural law enforcement agencies, communication in isolated areas can be challenging. A Nebraska sheriff's office is finding that a device developed to help outdoor enthusiasts communicate from remote areas also has a place in law enforcement. **Document No. 614173**

Energy Conservation as a Budget Multiplier

By proactively taking certain steps now, law enforcement agencies can begin to decrease operating costs. Leaders can demonstrate how they have reduced their bottom line through energy conservation at fundamental budget levels, convincing government officials that they are not only aware of the crisis but are actively engaging in a solution. **Document No. 614028**