

Spring | 2019

THE ICAP UPDATE



2019 | **First Quarter**

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ANNOUNCEMENT

The ICAP Board of Directors will soon begin accepting nominations for the January 2020 through December 2023 term. Three seats are up for election at the end of this year. Find out more at www.icapiowa.com/election.

NEWS & EVENTS

what's happening. and when.

- 1**] ICAP Academy - Part I
May 9, 2019
- 2**] Memorial Day (ICAP Offices Closed)
May 27, 2019
- 3**] ICAP Educational Summit
June 6, 2019
- 4**] ICAP Board Meeting
June 13, 2019
- 5**] Independence Day (ICAP Offices Closed)
July 4, 2019
- 6**] Iowa City/County Managers Association Summer Conf
July 10-12, 2019

NOTICE

ICAP's new claims emergency line is available via 515-991-9554. This line is intended for emergency use only and is available 24/7 for use by ICAP members and agents. For claims occurring during normal business hours, please contact the claims department via 800-383-0116.

From the Team

Greetings -

And welcome to our first-ever specialty issue of *The ICAP Update*. We chose to focus this issue specifically on law enforcement because, well, it's time.

This is, in many regards, a challenging era for law enforcement. At the same time, it's also a very exciting one.

Though law enforcement officials have been the targets of violent crimes and heinous acts in several cities and states, they have also felt the rallying support of countless organizations and community members who stand behind and alongside them.

We've created this issue because we want law enforcement personnel to feel *our* support. We want them to know we are here for them - that we have resources for them - and that we, as a Pool, are committed to the safety, education and advancement of our member law enforcement agencies.

This is not only the rationale behind this special magazine, but also the reason ICAP continues to advance and develop its member offerings, including those for the specific benefit of member law enforcement agencies.

You can read more about a few of the Pool's many member service offerings in the pages that follow.

If you have questions or wish to learn more about any of ICAP's services or the resources we offer, you can always contact me.

I stand behind all of our member communities, and I'm happy to talk anytime you have questions or need help trying to get wherever it is you wish to go.

With best regards and belief in the blue,

Kasi Koehler, ICAP Marketing & Local Administration



Kasi has been a member of the ICAP team since 1991, and considers herself fortunate to enjoy frequent interactions with both ICAP members and agents. She often works "in the field," which means she is familiar with the risks and exposures faced by Iowa public entities. An Iowan by definition and by heart, Kasi resides in the Des Moines Metro area with her husband and their three sons.



DOGS HAVE BEEN USED IN LAW ENFORCEMENT SINCE THE MIDDLE AGES

A 2010 estimate suggests there are approximately 50,000 police canines active in the U.S.

Per a 2010 estimate by Jim Watson, then director of the North American Police Work Dog Association.

“

“This wouldn’t have been possible without tremendous support from city staff, elected officials and our awesome community.

Image credit: Polk City Police Department **Chief Kendig, Polk City Police Department**

Polk City K9 Program

The small Iowa community started its police K9 program in late-2018. Here’s why they did it - and how.



Image credit: Polk City Police Department

Written by Trace Kendig, Polk City Police Chief

Trace Kendig, originally from Elkhart, worked with the Windsor Heights Police Department for ten years prior to joining the Polk City Police Department in June 2016.

He began his law enforcement career in 2001 as an officer in Emmetsburg. He later worked with the City of Storm Lake police before moving to Windsor Heights.



[Read the article on the following page!](#)

Polk City K9 Program

Trace Kendig started as the police chief at Polk City Police Department in the summer of 2016. When he joined the department, he set a goal to get a K9 unit up and running.

Just one year later, in the summer of 2017, with the support of the community and Polk City City Council Members, Polk City Mayor Jason Morse formed a Police Canine Committee.

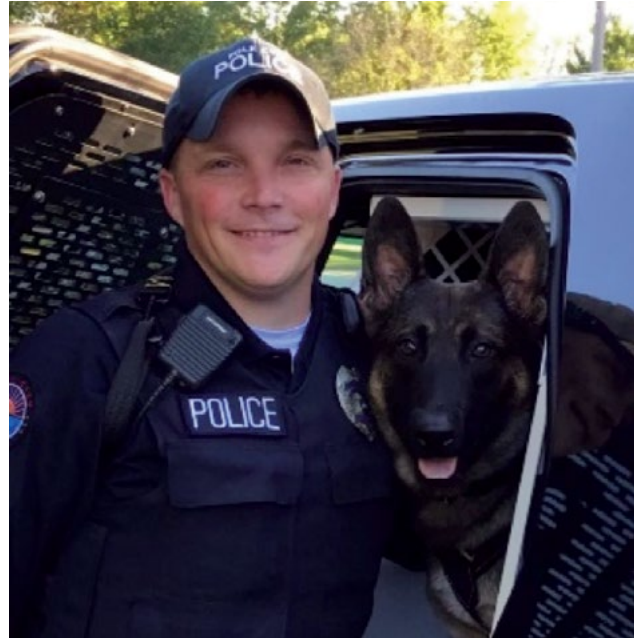
This committee included Chief Kendig, Officer Matt Aicher, city staff, city council members and community stakeholders. Together, these individuals spent several months researching costs, feasibility, fundraising, and potential canine vendors for the program.

In the early part of 2018, fundraising began when the Polk City Police Officers Association not only pledged \$5,000, but also sent the Polk City City Council a letter expressing intent to raise all of the funds needed to purchase a police canine.

Significant research on potential canine vendors was conducted, and Canine Tactical (Chariton, Iowa) became the clear choice as a vendor.

Committee members conducted a site visit to Canine Tactical, and Eudoris (E6) was selected as the department's canine. The next step in the process was to select a canine handler.

Officers underwent a competitive selection process, which included a physical fitness test and an oral board interview. Officer Aicher was ultimately selected to be Polk City's first-ever canine handler.



Officer Matt Aicher is shown with K9 Eudoris.

Image credit: Polk City Police Department

Officer Aicher and K9 Eudoris spent five weeks training at Canine Tactical in Chariton, Iowa.

From August 20, 2018 through September 21, 2018, they completed 250 hours of basic training and obtained a Full Mission Profile Certification from Canine Tactical. This certification includes Narcotic Detection, Suspect Apprehension, Tracking, and Article Searching.

In December, Officer Aicher and K9 Eudoris obtained a Second Layer Certification through Police Service Dogs Training Center based out of Oxford, Florida. This training was also completed at Canine Tactical in Chariton, Iowa.

The duo has invested a lot of time into training together, and they aren't done yet.

In fact, it is imperative Officer Aicher and K9 Eudoris continue to train on a regular basis, both on and off duty, in order to maintain and further build their skill set.

Officer Aicher and K9 Eudoris spend approximately 30 hours training each month. This includes two days per month of on-site training at Canine Tactical.

Such training has already paid off for the City. In the months since Officer Aicher and K9 Eudoris completed their basic training and certification, they have been deployed in multiple capacities.

They have not only been utilized in Polk City, but have also assisted neighboring jurisdictions when help was requested.

The addition of K9 Eudoris is a big step forward for the Polk City Police Department (PCPD) and the City of Polk City. It would not have become a reality if not for the efforts of Officer Aicher and the entire police department staff. Nor would it have been possible without tremendous support from city staff, elected officials and our community.

It is a common misconception that only big cities need K9 Units.

The truth is, K9 Units can benefit a jurisdiction of any

size. They are a powerful and cost effective tool for a law enforcement agency.

In the case of a search, a K9 can replace ten officers in covering the same amount of ground.

In addition, it is estimated the cost of a K9's hourly operation is less than a dollar.

And that's not even mentioning a K9's benefit when it comes to the safety of other officers. There are many scenarios in which it is safer to send in a K9 than it is a human officer.

There are many other benefits to having a K9 on the team. Perhaps one of the biggest ones is community outreach. Officer Aicher and K9 Eudoris are very active in our community and attend many of the local events.

They have attended civic organization meetings and participated in events in the town square. They've visited the local school, where they interacted with the students and staff. The team was even on TV!

It is really wonderful to see the exceptional work Officer Aicher and K9 Eudoris have done these last six months. Even better is the fact it is just the beginning of our canine program.

We are confident this program will be successful, and that it will benefit Polk City for many years to come.



TECHNOLOGIES
ARE CHANGING
THE WAYS
POLICE DO
BUSINESS.



LAW ENFORCEMENT TECHNOLOGY AND SAFETY

Written By **Colette Klier** | IT Risk Control Specialist

Now that 2018 has come to a close, it's time we look ahead to the technology, safety and policy challenges that will impact law enforcement in 2019.

As we look at existing and emerging challenges, we need to address how to navigate and provide solutions for the path ahead.

Employers and recruiters are looking for officer candidates who display technical aptitude, integrity, effective communication skills, knowledge of law, empathy for others and a spirit for public service.

Adequate training for recruitment - and continued training for retention - will always be in demand.

So, too, will an understanding of technology. Especially given smart technology has emerged on law enforcement "wish lists" to help keep officers safe.

This is something I've been hearing from command center employees, and it seems to be a frequent topic of discussion during my on-site cyber visits. Members are inquiring more and more about new technologies - what they mean, where we'll see them, and how to put them into play.

continued on next page

TECHNOLOGY & SAFETY *continued*

A few of the technologies in question relate to items that enable communication between an officer and a command center.

Gun sensor smart belts have come up, as have smart glasses.

The former can detect if a gun is pulled from its holster, and will send notice to command center staff when this is the case.

The latter comes equipped with an internal camera, as well as a heads-up display which can enable a command center team member to provide the officer visual information. The officer is able to view this without ever needing to take his/her eyes off the scene.

In addition to benefitting the officer, smart glasses can also be advantageous for command center staff, who can view - and take photos - of what the officer sees through the glasses.

Other Technologies That Will Impact Law Enforcement This Year

There are three key technologies that will continue to be ushered in for 2019.

- Next Generation 911 (NG911);
- Artificial Intelligence for 911 (AI911); and
- FirstNet.

These technologies will allow public safety answering points (PSAPs) to accept text, photos and videos from citizens during an emergency using IP-based networks instead of analog-based systems.

The transmitted data, like location accuracy, will provide dispatch with more complete information and enable the most relevant response from first responders.

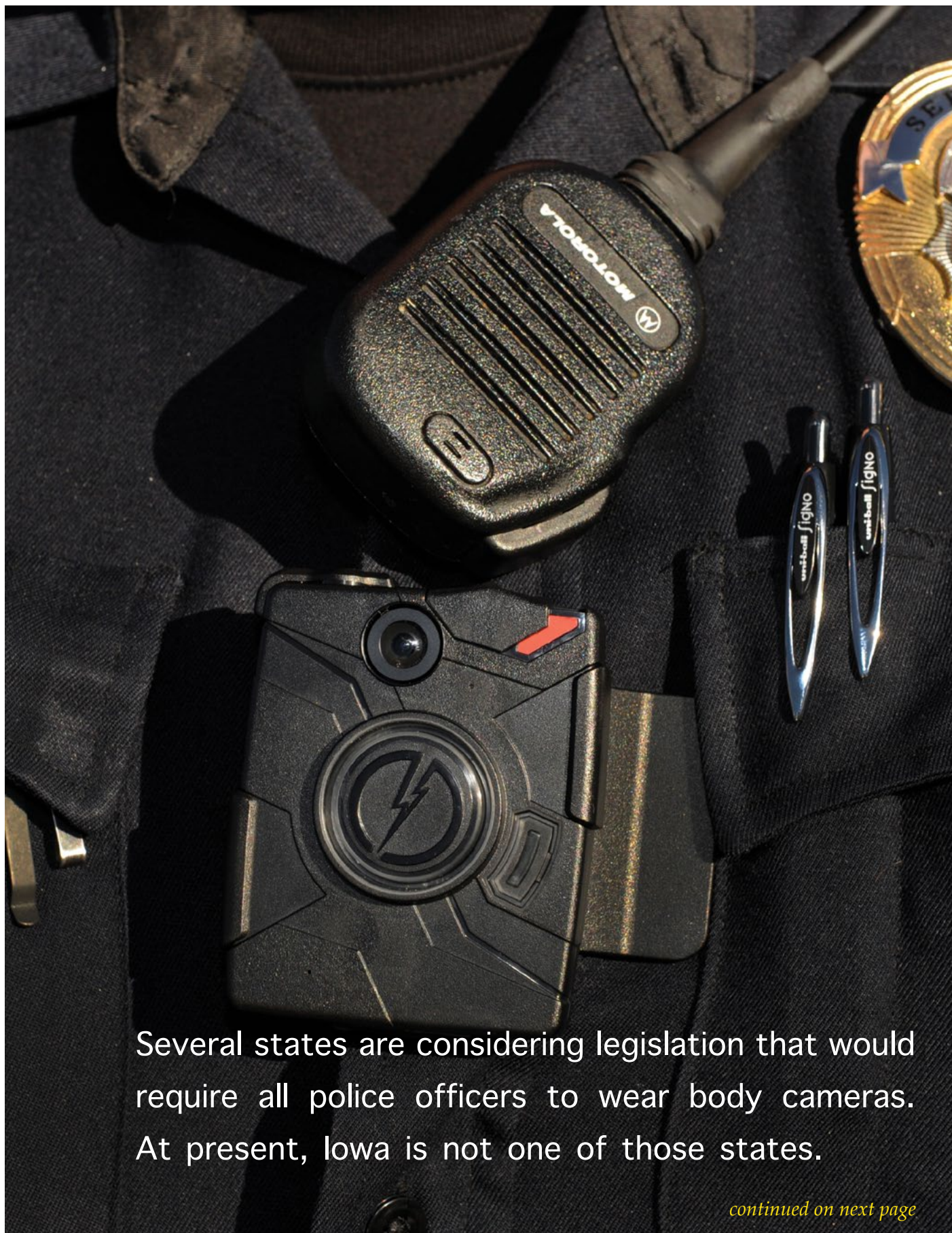
Similarly, a social media dashboard, integrated into a computer-aided design (CAD) system, will generate unlimited possibilities for PSAPs.

And, of course, we have existing technological “players.”

Body-worn cameras and drones will, of course, continue to prove useful tools for law enforcement. Both devices can be instrumental when it comes to surveillance, and can capture footage which may prove useful in solving a crime or recording an incident. Video evidence gathered from these devices can provide key evidence in the event of a civil or jury trial.

Drones, specifically, can improve the function of law enforcement personnel when it comes to emergency locations and search-and-rescue missions. We saw this several years ago, when Kossuth County successfully utilized a drone in an emergency search-and-rescue mission on the river.

Of course, use of both body cameras and drones should be done under clearly defined parameters. Law enforcement departments that utilize body cameras and/or drones should undergo adequate training, and appropriate policies and procedures should be put in place.



Several states are considering legislation that would require all police officers to wear body cameras. At present, Iowa is not one of those states.

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TECHNOLOGY & SAFETY *continued*

Other Items for Consideration

Security updates to jails and/or correctional facilities are other items worth considering. In doing so, remember to make video surveillance a top priority.

This is important. Video surveillance can help ensure the individuals in such facilities feel safe, and it can provide important evidence in the event of an incident involving violence or misconduct.

Placement of multiple cameras in large and/or common areas can provide several points of view and assist with maintaining order. Inmate and officer safety can be monitored in sober cells, intake, booking and medical units.

Camera placement on the exterior perimeter of a facility can document suspicious activity occurring outside to prevent contraband or smuggling into the grounds.

Video recording may also help protect your law enforcement officers in the event of a lawsuit or claim related to interactions with others and/or use of force.

With that, note that officers must be trained in current state code as it relates to citizens recording law enforcement interactions.

With 91% of adults using a smartphone and 97% using the internet (Pew Research, 2018), video recording devices are “out there.” Law enforcement personnel must understand - and be prepared to explain - when a situation can or cannot be recorded.

Similarly, law enforcement must understand what can and cannot be posted. We're talking social media here.

If your agency hasn't signed on with it yet, it's time. In fact, it's past time.

Social media platforms can be hugely advantageous when it comes to law enforcement departments communicating with the public. Residents should be able to ask questions



*Does your law enforcement agency have a social media presence?
If so, it is essential you have an appropriate policy in place!*

online the same as if they were meeting in your office. Law enforcement agencies can shift their social media and outreach efforts to accommodate this.

Of course, this should be done within the confines of established policies and procedures, and any employee allowed to post to such media should be properly trained on what is and is not appropriate.

Fortunately, ICAP can help with this. I am, of course, available to assist members with questions and concerns regarding technology and security.

In addition, the ICAP Board of Directors recently approved a limited-time grant opportunity to member law enforcement and corrections agencies that wish to implement a policy and training program. Learn more about this unique offering on page sixteen!

RESOURCES FOR YOUR ENTITY

DVDs, documents,
online videos
and interactive
courses are just
a few of the
training materials
available to
you via ICAP's
Resource
eLibrary.



If we've said it once, we've said it half a dozen times: it's a tough time for law enforcement.

According to the National Law Enforcement Officers Memorial Fund (NLEOMF), 144 law enforcement officers died in the line of duty in 2018. This is an increase over 2017, and, as noted by Craig W. Floyd, NLEOMF CEO, "reminds us public safety is a dangerous job and can come at a very steep price."

ICAP recognizes this, and is committed to doing our part to help keep law enforcement officers safe. We offer a number of resources with the goal of doing just that.

Take a look below to see a few of the many resources available to your agency. If you have questions or require assistance using any of these resources, please contact your ICAP underwriter or risk control representative for assistance.

- **The ICAP Grant** - Through The ICAP Grant, members of the Pool may receive up to \$1,000 in reimbursement for select loss control and/or risk management items.
- **ICAP Legal Access** - ICAP members can receive up to 180 minutes of free legal consultation each year.
- **Law Enforcement Policies and Training Grant** - ICAP helps member agencies afford the cost of qualified third-party programs that assist with policy review, implementation and agency-wide training.
- **Regional Training** - Quarterly, regional trainings are offered to all member law enforcement agencies and corrections facilities.
- **The Law Enforcement Portal** - Supervisory and managerial law enforcement officials can access recommended policies and procedures through the Law Enforcement Portal.
- **Cyber eRisk Hub** - ICAP partners with NetDiligence to provide ICAP members the eRiskHub, a cyber portal that provides access to the tools and resources necessary to help combat a data breach.
- **Member Education Events** - ICAP offers members a number of interactive events and activities. Our Educational Summit is fast-approaching, and this one is tailored to address the needs of law enforcement. Check out the event details on the following page!
- **Technology Valuation and Security Consultations** - On-site system evaluations, internal control risk assessments and consultative services are just a few of the many benefits to this service.
- **Breach Response** - ICAP members can call 855-643-2821 for a free consultation with a breach coach from the McDonald Hopkins Law Firm.

MEMBER
EVENT

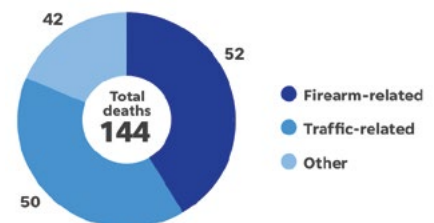
EDUCATIONALSUMMIT

Want to learn more about the technologies available for law enforcement? Join us for ICAP's 2019 Educational Summit!

The Summit will be focused on all things law enforcement. Featuring presentations from a range of professionals, including local officers and officials, this event will be one ICAP members and law enforcement personnel won't want to miss.

- WHO:** ICAP member representatives (and agents!)
- WHAT:** All things law enforcement: what every agency should know.
- WHEN:** Thursday, June 6 | 10 AM - 4 PM
- WHERE:** Hilton Garden Inn, 8600 Northpark Drive, Johnston
- WHY:** Check out the chart below - that's reason enough
- HOW:** www.icapiowa.com/education

Law enforcement officers deaths, 2018



SOURCE National Law Enforcement Officers Memorial Fund

Seating is limited and advance registration is required. Register online via the link above.

CURRENT CLIMATE: A DAY IN THE LIFE OF AN IOWA OFFICER

Featuring overviews by several Iowa officers, this 30-minute presentation will help attendees understand how daily activities, pressures and concerns vary by member agencies and departments.

PEER SUPPORT

What impact might an officer's activities and experiences have on daily life, relationships and self-esteem? Dr. Paul Ascheman, of the Peer Support Foundation, will tell us in this 45-minute presentation. Dr. Ascheman will review some of the potential effects of a career in law enforcement, and will offer information on a local, Iowa-based charity that offers emotional, peer support to local officers.

IN THE LINE OF DUTY DEATHS

The loss of an agency member is tragic enough, but the loss of a member through a line of duty death brings the loss to a different level. Such instances are emotionally traumatizing, and require significant planning and coordination. Local agencies must understand the dynamics of such a loss, as well as the need to assist neighboring entities who may suffer such a loss.

This 45-minute presentation will be offered by Dennis Reilly, Police Chief for the City of Grinnell, and Dennis McDaniel, Police Chief for the City of Johnston, who head the Iowa Police Chiefs Association (IPCA) Line of Duty Death (LODD) response team.

A COVERAGE PROVIDER'S PERSPECTIVE

A law enforcement agency's operations affect a provider on many levels. For ICAP, whose team is comprised of Iowans across the state, it isn't just about coverage.

This 30-minute presentation will review how ICAP representatives have been affected by member losses; it will help you understand how we handle related instances and claims; and it will review out how certain law enforcement activities are handled by various Pool departments.

WHAT CAN OFFICERS DO TO PROTECT THEIR AGENCIES, AND THEMSELVES?

From general safety to technology usage to security and IT, we have risk control recommendations for you. When should you use a body cam? How do you document use of force? What information must be made public? This 30-minute presentation is where you can learn more.

SOCIAL MEDIA & YOUR AGENCY

Does your agency have a social media presence? You absolutely should, and you should be communicating on it regularly. From public notices to event information and emergency situations, social media is there for you. It's a tool all law enforcement agencies should be taking advantage of. This 30-minute presentation will help you understand how - and why.

RESOURCES AND SERVICES AVAILABLE TO YOU

You know your agency can benefit from a number of service and resource offerings (see page 13). Learn more about those offerings, as well as how to get the most bang for (ICAP's) buck. We'll let you know which resources your entity has utilized, which ones you haven't, and what to do next.

**REGISTER
IN
ADVANCE**

LE POLICIES AND TRAINING GRANT OPP

We all know policy is an essential part of everyday operations in law enforcement.

We also know many law enforcement agencies face obstacles when it comes to implementing and enforcing policy and training for their team. ICAP understands this. And we want to help.

In today's society, when law enforcement agencies face increased scrutiny, robust policies and training are more important than ever.

ICAP is offering to assist member law enforcement and correction agencies afford the cost of qualified third-party programs that assist with:

- Policy review;
- Implementation; and
- Agency-wide training.

BIG NEWS:

ICAP is providing a limited time grant opportunity to member law enforcement and correction agencies that wish to implement a policy and training program.

This, ICAP's Law Enforcement Policy & Training Program, is in addition to the complimentary, regional training that is available to all ICAP members each quarter.

The grant offering is available for three (3) fiscal years from 7/1/2019 to 7/1/2022. It is not retroactive.

ICAP will provide grant funds in the year of application and thereafter, through the Grant Period, provided the member meets all Grant Contingencies.

In addition, ICAP is offering an early-adopter bonus to member agencies that sign up for the program prior to this May.

This bonus will be applicable to the first year of the program, per the chart below.

If your entity wishes to participate in the Law Enforcement Policy & Training Program, it should engage one of the following policy provider programs:

- Smith, Mills & Schrock Justice Team (The Team)
- Lexipol

Once a provider has been selected for your entity, you can forward your annual invoice with your completed grant application (www.icapiowa.com/le-training) to ICAP at 5701 Greendale Road, Johnston, Iowa 50131.

If you have questions or wish to submit your grant application electronically, please email Kasi Koehler via kasi@icapiowa.com.

GRANT AMOUNT:

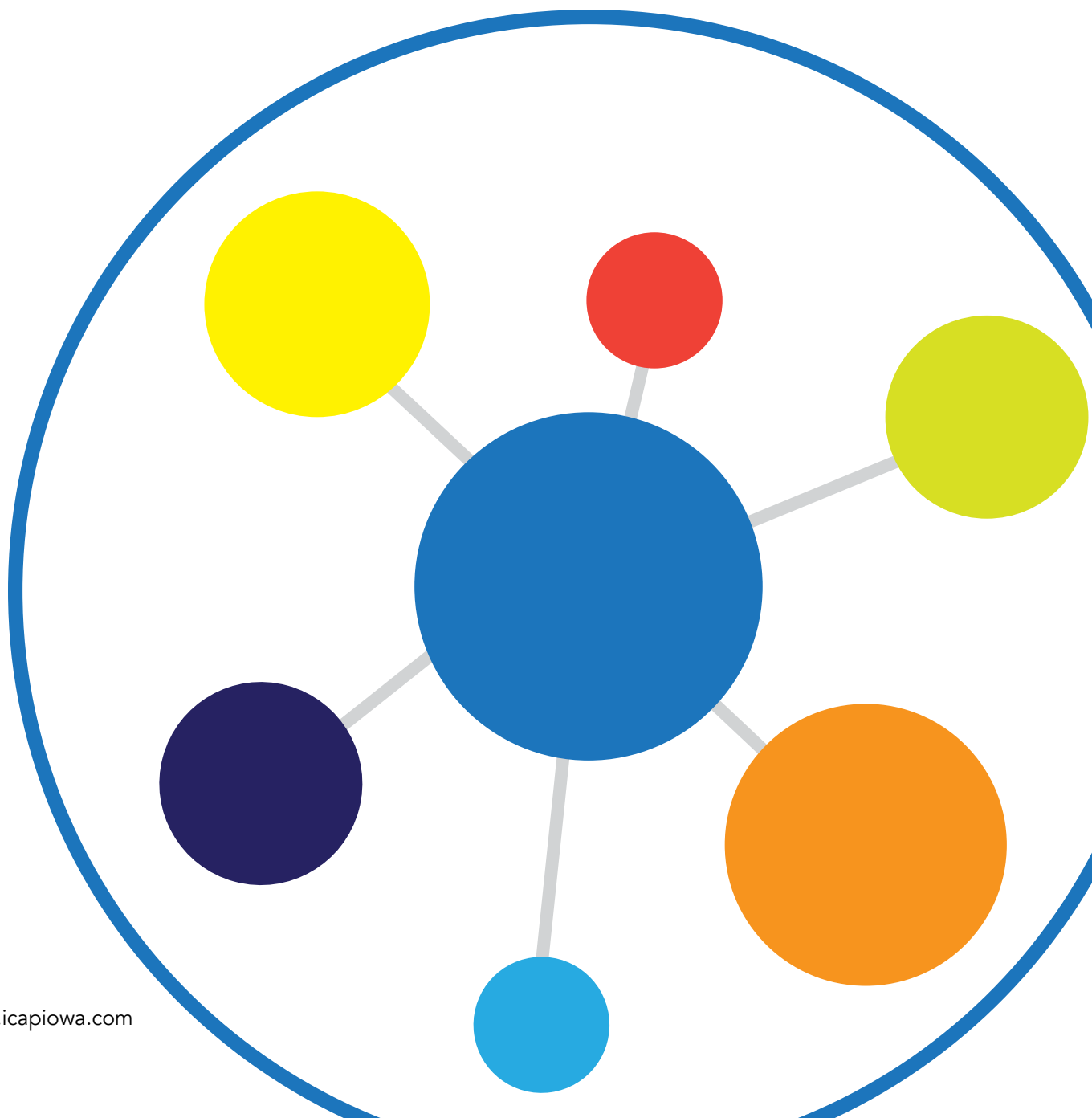
Agency Size # of Officers	Annual Grant	2019 One-Year, Early Adopters Grant
<10	\$ 1,500	\$ 2,250
11-20	\$ 2,000	\$ 3,000
21-30	\$ 3,000	\$ 4,500
31-40	\$ 4,000	\$ 6,000
41+	\$ 5,000	\$ 7,500

To receive the 2019 One-Year, Early Adopters Grant amount, applicant must submit completed application to ICAP on or before May 1, 2019. Grant payments will be made directly to the third-party program provider on the member's behalf.

This grant is available only to current ICAP members that are in good standing and in compliance with all Grant Contingencies. Please visit www.icapiowa.com/le-training to learn more.

Multi-Prong Targeted Risk Management Program for ICAP Law Enforcement

By Kevin W. Techau, Smith, Mills & Schrock Law Firm





Properly training law enforcement personnel based on sound principles and policy is a critical leadership responsibility for Iowa counties and communities.

All Iowa law enforcement agencies share the common legal obligations related to high-risk law enforcement tasks and duties.

In today's litigious environment, training that is based on solid principles and policies is paramount.

Making sure front-line law enforcement officers receive proper training, so they have the skills and principles to professionally handle their high-risk responsibilities, is crucial to success for both the officer and the agency.

Lack of proper training not only puts the officer at risk for harm, but also puts the department at risk of being held liable for the consequences.

The purpose of ICAP's Law Enforcement Policies and Training Grant offering is to provide high risk/critical incident policies and training that ICAP law enforcement members can use in their respective departments.

The aim of the offering is to encourage ongoing professionalism through best practices, training and policies.

In year one, starting in June 2019, targeted policy audit and updates will be focused on top 10 risk areas/critical tasks performed by Iowa law enforcement agencies and county jail operations.

Members of our team will come to your law enforcement agency and conduct a hands-on policy audit for each department. This audit will be on top policy topics (tasks) that have most often resulted in law enforcement liability claims in Iowa and across the U.S.A.

continued on next page

Program for Law Enforcement *continued*

Each policy will be validated to meet current federal and state law.

ICAP and the Smith, Mills & Schrock Justice Team are working together to determine the top risk areas/critical tasks selected for audit focus in year one of the program.

Legal updates will be provided to all participating agencies after the audit is completed based on new federal and state case law as it develops.

Audits performed by the Smith, Mills & Schrock Justice Team will start with an in-person meeting with the ICAP member agency leadership. Reports will be provided to

ICAP as audits are scheduled and completed.

Target audits will continue for the subsequent two calendar years for ICAP members that continue in the program.

A comprehensive review report will be completed after each year so an analysis may be completed of program completion and impact.

The Smith, Mills & Schrock Justice Team will continue to work with ICAP to identify the top risk areas/critical tasks selected for continued audit focus in subsequent years.

Cost Model

Regarding the audit for each city and county law enforcement agency, the cost model for this program is a flat-fee based on the following FTE Sworn Officer Level of the ICAP agency:

- | | |
|---------------------------------|----------|
| 1. Agencies with fewer than 10: | \$2,000 |
| 2. 11-20 | \$2,500 |
| 3. 21-30 | \$3,000 |
| 4. 31-40 | \$3,500 |
| 5. 40 and over | \$4 ,500 |

Training For All ICAP Member Peace Officers and Jail Staff

In year one (2019), Iowa-specific online training will be provided to all ICAP law enforcement officers and jailer staff once per month (12 per calendar year).

Each training session will be focused on top risk liability subject areas, and will be provided by our ICAP training

partner, Police Legal Sciences (PLS).

PLS, along with the Smith, Mills & Schrock Justice Team, is working with ICAP to determine the specific training topics that will be offered. The goal is to match the policy audit and update focused on top risk areas/critical

tasks performed by Iowa law enforcement agencies and county jail operations.

This training is part of the Smith, Mills & Schrock Justice Team program and is offered at the cost of \$110 per year for each peace officer and jail staff member receiving the online training. Agencies must agree to full participation of their sworn officers.

In addition, comprehensive, in-person training sessions on high-value topics will be provided to all ICAP member law enforcement agencies once per quarter (four per calendar year). It is important to note this training will be available to all ICAP member law enforcement and corrections agencies, regardless of whether they participate in the policy review opportunities.

Sessions will be conducted by our team and offered at

several regional locations across the state.

We will maintain training session attendance records, which will be shared both with ICAP and your participating agency.

It is our hope that all ICAP members will utilize these resources with the aim of maximizing risk management practices for the safety of both their law enforcement members and the public.

We are committed to working with ICAP to identify the top risk areas/critical tasks selected for member agencies, and will orient our training towards these concerns as agencies move forward in the program.

If you have questions regarding this program or wish to obtain a price quote for your member agency, please contact me via the information below.

KEVIN TECHAU | SMITH, MILLS & SCHROCK LAW FIRM
ktechau@smithmillslaw.com | 319-432-1008

Kevin is an attorney with a distinguished law enforcement background.

As the presidentially appointed United States Attorney for the Northern District of Iowa 2014-2017, he served as the chief federal law enforcement official for the District.

Kevin's 30-year public/private career includes service as Commissioner of the Iowa Department of Public Safety and Director of the Iowa Department of Inspections and Appeals. Kevin also served Governor Tom Vilsack's cabinet and seven years as Associate General Counsel at American Equity Investment Life Insurance Company. He retired as a Colonel with 27 years of total military service including seven years on active duty with the United States Air Force as a Judge Advocate, and 20 years of service with the Iowa National Guard. He was awarded the Legion of Merit Medal for his service.



