

COUNCIL ACTION FORM

SUBJECT: ICAP LAW ENFORCEMENT AND TRAINING GRANT PROGRAM

BACKGROUND:

The Police Department maintains a set of policies, directives, and special orders that provide guidance to officers and other Department employees as they engage in their duties. Those policies are always under review and constantly updated as laws, regulations, and public expectations change. The City Attorney, County Attorney, and Risk Manager may have input, but the trend for law enforcement agencies across the nation has been to partner with a professional firm that provides a comprehensive policy development, review, training, and support program that is sound, up-to-date and legally defensible.

Although there are several such services available, the Department found Lexipol to be the best fit. Lexipol is a firm with a national reach but with an existing footprint in Iowa. Over the next few years, Lexipol will work with the Department to review all existing policies and to update those policies to reflect the current state of the law, and will recommend new policies where the Department has the need. Opportunities for staff training on policy requirements, changes, and updates is part of the package. In the longer term, Lexipol will monitor changes in state and federal law, court cases, and liability trends and make recommendations to the Department for policy changes when that is appropriate.

ICAP, the City's insurer, recognized the value of the professional services offered by Lexipol and other similar agencies. To encourage their clients to engage these services, ICAP has instituted a grant program that will pay up to \$5,000 per year for three years beginning with fiscal year 2019-2020. In addition, clients who contract for services before May 1, 2019, as we have, are eligible for an additional one-time grant of \$2,500. There are several conditions on the ICAP grant:

1. Remain a member of ICAP in good standing.
2. Attend all available ICAP law enforcement training.
3. Meet ICAP established criteria for progress on review and training on department policies.
4. Authorize sharing program data with ICAP so they can gauge progress.

The Department recognizes that there are a wide variety of factors that help determine who the City will engage for insurance services and that the provider may, from time to time, change. Access to the grant funds would be contingent on the City's larger evaluation of the best insurance provider. The Department has committed to work with Lexipol to update and improve policies and training programs without regard to the ICAP grant program, and has budgeted accordingly. Nevertheless, staff believes that participation in the grant

program will yield benefits to the City.

ALTERNATIVES:

1. Approve the Police Department's request to apply for and participate in the ICAP Law Enforcement Policy and Training Grant Program.
2. Do not approve the request to apply for and participate in the ICAP Law Enforcement Policy and Training Grant Program.

MANAGER'S RECOMMENDED ACTION:

The Police Department has committed to a long-term project to update and improve policies and policy related training programs. ICAP's support through this grant program provides both programmatic and financial support for that project. Participation in the ICAP grant program is an opportunity to share the initial costs of that program with our current insurer.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the Police Department's request to apply for and participate in the ICAP Law Enforcement Policy and Training Grant Program.