

## The Proof is in the Policy for Berwyn, Illinois

**B**erwyn, Illinois (pop. 56,600), a travel-oriented former bedroom community, is host to three thoroughfares, close to two interstate highways, and laden with both light and heavy rail lines. “As I sit in my office, I can look at five rail lines that go through town,” said Chief William Kushner of the Berwyn Police Department. “It’s a concern from a homeland security perspective, because of the parked freights and the volume of people going through town.”

Although Berwyn has enjoyed a four percent drop in violent crime from 2005 to 2006, its sharp population expansion has caused the police department to increase its forces to address property crime, burglaries and thefts. Thirteen officers have been added to the department in the last fourteen months, an unprecedented growth spurt for the department. Said Kushner, himself fourteen months into his tenure as Chief, “the biggest problem is the influence of street gangs and the transient nature of crime in general, because of Berwyn’s proximity to Chicago.”

### **IACP Net: Updating 100 Years of History**

To address these issues and much more, Chief Kushner and his command staff use IACP Net to locate up-to-date policies and research for the department of 103 sworn officers.

“I’m fortunate to have 29 years experience as lieutenant for the Chicago Police Department, so I can reach out to them for policies as well. But their policies don’t always lend themselves to smaller agencies,” pointed out Chief Kushner. “IACP Net affords us policies from like-sized agencies.”

The Chief is enthusiastic about IACP Net’s policy power to meet his department’s needs—it has helped the Berwyn Police Department replace outdated policies and develop new policies where they had none. “We have 100 years of



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*— Chief William Kushner  
Berwyn, Illinois, Police Department*

history, and some policies looked like they’d been around that long. We really needed to revamp our policy manual,” said Chief Kushner. “IACP Net in its totality is a wonderful resource for a task like that.”

### **IACP Net: From Auxiliaries to Segways**

Chief Kushner and his command staff have put together policies on prisoner transport, Segway® Personal Transporters (PT) for officers on foot patrol, K9 handlers, and more. One foray into IACP Net’s Policy Database involved not sworn officers, but auxiliary officers volunteering for the department. “One of the first things we looked at was our auxiliary contingent—there were no real orders for them. We found a wonderful policy from a department in Virginia, which we also used as a model for our new city ordinance on

*Continued on page 2*

## IACP Net Conference Update

Thanks to everyone who stopped by our booth at the CALEA conference in Greensboro, North Carolina. Congratulations to the Louisiana State Police. They won the drawing for the complimentary one-year IACP Net membership.

Representatives will showcase the benefits of IACP Net at two conferences this summer: the FBI National Academy Associates 2007 National Conference in Phoenix, Arizona, booth #513, July 15 – 17, 2007; and the Midwest Security & Police Conference/Expo in Rosemont, Illinois, booth #632, August 7 – 8, 2007. If you are attending either of these conferences, please stop by and learn how IACP Net can help you with your responsibilities.

### Join the Net!

IACP Net puts the experiences of more than 1,400 law enforcement agencies nationwide at your fingertips.

To join IACP Net or for more information, call

**800.227.9640**

[www.iacpnet.com](http://www.iacpnet.com)

## IACP Net Expands Publications Section

IACP Net is proud to announce the addition of new publications to the site. Issues of *AELE Monthly Law Journal* and *Government Security* can now be accessed in IACP Net's Publications section.

Published monthly, the *AELE Monthly Law Journal* addresses police civil liability, public safety discipline or employment law, and jail and prison litigation. All issues are now available on IACP Net, starting with the January 2007 edition.

*Government Security* is published six to seven times a year and covers technology solutions for homeland defense. The magazine contains security information for international, state, local, and city government.

Current and past issues of *The Police Chief*, the official publication of the International Association of Chiefs of Police; *FBI Law Enforcement Bulletin*, a monthly periodical of the Federal Bureau of Investigation; and *Sheriff*, available bi-monthly from the National Sheriff's Association, can also be accessed in the Publications section, found under the Current Affairs heading of IACP Net.

Also available are *American City & County* and *Governing*, which come out monthly and cover such topics as government trends, technology, policy alternatives, management, operational solutions, news, and other topics of interest to law enforcement and other government officials.

*Berwyn Police Department... continued from page 1*

the subject." The ordinance went before the Berwyn City Council in late March.

The Segway PT, a two-wheeled device designed for personal transportation, is a useful tool for officers on foot patrol, but was also a policy challenge for the Berwyn Police Department. The department had a grant for Segway PTs for their officers, but no policy to govern their use. Said Chief Kushner, "We got two or three policies from IACP Net and crafted our own."

### IACP Net: With Care and Security

Chief Kushner is confident that IACP Net is well worth every penny the department invested for access. For one thing, everything on IACP Net is carefully vetted and secure—unlike the

World Wide Web. "On the Internet, you're not going to find the criminal policies—and you don't have that closed environment," noted Chief Kushner. "Even with police websites, you get more department opinion than department fact. With IACP Net, you're getting department fact, untainted by the personal biases of the individual. There's also a lot of security on IACP Net, so I know that there's no prankster on there posting a policy advising nefarious activities."

When asked how he would advise other departments considering IACP Net, Chief Kushner was emphatic. "I would say it is an invaluable resource you cannot afford to be without."

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## IACP Net — A Wide Range of Resources for Portsmouth, Virginia, Police Department

For Lieutenant Scott Burke of the Portsmouth, Virginia, Police Department, IACP Net's simplicity is a benefit matched only by its affordability and breadth. Home to the Naval Medical Center, Norfolk Naval Shipyard, and Coast Guard 5th Division Headquarters, Portsmouth (pop. 101,000) is a locale rich in national history. But the prevalence of federal land brings its own challenges to the Portsmouth Police Department. Noted Burke, "All of that federal land is completely off our tax rolls, so that dramatically impacts the city budget—and the department budget."

### IACP Net is Easy on the Pocketbook

In the face of tough budget challenges, Lieutenant Burke recommends IACP Net as an indispensable tool for policy writing and research. "It's worth it. For a department my size, it's \$1,600 for the first three user IDs. That's not a lot of money," pointed out Burke. "We're moving forward to purchase some new in-car cameras, and one camera system with a recorder is \$4,700 to \$5,000. So far less than the cost of one in-car camera system, we get a year's worth of access to IACP Net. Or, we're paying \$427 each for our Glocks. So for less than the cost of four handguns, we get a year's worth of IACP Net."

### On IACP Net, It's Simple to Search, Simple to Share

Burke and his colleagues definitely get their money's worth. "From an end-user standpoint, IACP Net's user interface is very friendly. It's very simple to maneuver; the search function can be as generic or specific as you'd like," said Lieutenant Burke. "For example, it's no more difficult to request information

through the Quest-Response<sup>SM</sup> Service than it is to send an email."

Burke participates in IACP Net by responding to Quests and sending policies to IACP Net so other departments can benefit from them. "I'll go into the Quest-Response network, and if I see something that applies, I'll send something over," said Burke. "Somebody had a Quest about crowd management during concerts, and we have an amphitheater next to City Hall. So, I sent the Quest over to our traffic unit and asked them to respond to the questioning department."

### IACP Net: For Knowledge Seekers Everywhere

Besides using the Quest-Response Service to research issues, Burke uses IACP Net for policy work and in-depth research. They've used IACP Net to research policies on visible tattoos, whether facial hair interferes with personal protective equipment and concerns about the safety and efficacy of TASER<sup>®</sup> device use. "Our greatest use of IACP Net has been a comparison of policies and documents from around the country that others submitted—drafts from other agencies," said Burke. "Rather than reinventing all these policies from a void, we're making significant use of IACP Net resources."

For example, the Lieutenant was able to find a much-needed policy on deploying spike strips. "We are the only municipal agency in the Hampton Roads area that is using the Stinger<sup>®</sup> spike strips, other than the State Police," said Burke. "So we didn't really have any local resources to go looking at spike strip policies. We used IACP Net, got a policy, and within



*"IACP Net is absolutely the easiest way to find information that's out there."*

— Lieutenant Scott Burke,  
Portsmouth, Virginia, Police Department

10 days of deploying our Stinger strips, we actually had our first activation of the system. So it all came together because everything was able to be lined up and ready to go."

Lieutenant Burke's final words convey an enthusiasm for how easy it is to use IACP Net to connect to the international law enforcement community. "When you look for info on IACP Net, you're asking your peers—they may be in Vancouver or California. IACP Net is absolutely the easiest way to find information that's out there. By being able to use IACP Net to touch base with these other agencies, we're saving our own research and development costs, and we're getting a good bang for the buck. IACP Net is worth it."

## Refer a Peer

Do you know someone who could benefit from having access to IACP Net? If there is a new chief in your area, or another law enforcement professional looking for information on a particular policy or issue, have them contact Nancy Coughlin at **800.227.9640** or email [membership@login-inc.com](mailto:membership@login-inc.com). She can provide them with information about IACP Net services and schedule a free demonstration.

**We appreciate your referrals!**



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## IACP Net

7250 Hudson Blvd. N., Suite 130

St. Paul, MN 55128

Toll free: 800.227.9640

[www.iacpnet.com](http://www.iacpnet.com)

## Recent Additions to the IACP Net Database

The IACP Net information team brings you the most innovative and up-to-date information on topics of interest to law enforcement departments. Here are some recent examples from the IACP Net database of more than 50,000 documents. For assistance locating these or other database documents, please call the IACP Net Hotline at **800.227.9640**.

### School Violence Response Plan

In the wake of numerous deadly incidents that occurred in schools across the nation in the late 1990s, school crime and safety became a critical issue. The Prince William County, Virginia, Police Department undertook a year-long effort involving multiple county agencies to develop a school violence response plan. This two-part program consists of step-by-step procedures that direct the overall management of a major incident, as well as a tactical response plan. The plan makes innovative use of specialized tactical maneuvers and enables any responding person—from the newest recruit to the chief of police—to take immediate action.

**Document No. 588958**

### Sample Interview Questions

This document contains sample interview questions submitted by the Fort Smith, Arkansas, Police Department. It covers questions for entry level police officer and supervisor/corporal level positions.

**Document No. 588067**

### Accreditation Management

This policy is taken from the Alcoa, Tennessee, Police Department General Orders Manual. This General Order defines the accreditation process, establishes a management system (which provides authority for administering the process), and delineates responsibilities for those involved. This policy is located in the IACP Net Policies Database.

**Document No. 589260**

### Employee Performance Evaluation— Administrative Positions

This performance evaluation from the Clermont, Florida, Police Department is used for all department office personnel as well as all police and fire department employees not subject to collective bargaining agreements. The evaluation system is based on points assigned to

each rating. This form is located in the IACP Net Forms Database.

**Document No. 588308**

### Identity Theft and Fraud Prevention Program

Identity theft and fraud crimes are relatively low-risk crimes offering potentially high payoffs for perpetrators. Advances in technology have made personal information more accessible than ever, leading criminals to profit from sophisticated schemes related to identity theft. Couple these factors with limited police resources, and it is easy to understand why identity theft is the fastest growing crime in America, and the reason behind the Beaverton, Oregon, Police Department's Identity Theft and Fraud Prevention program.

**Document No. 588756**

### Police Officer to Population Ratios

This information, part of the IACP Perspective Series, can be useful to state and local law enforcement agencies as they compare their own local officer/resident ratios to get a sense of how these local numbers compare to the national average.

**Document No. 588831**