

## IACP Net<sup>SM</sup>: The Interdisciplinary Solution to Policing

Elk River, MN (pop. 23,500) is Forbes' 100th fastest-growing community in the United States, adding 1,700 people last year alone. The rapid population growth equates to a change in demographics that presents a range of new issues for the 31 sworn officers of the Elk River Police Department. "The eastern side of Elk River is a melting pot, and it's a challenge helping a formerly homogenous community adjust to changing demographics," said Jeff Beahen, chief of the department.

### How do you respond when your community speaks English as a second language?

For example, to comply with federal diversity requirements, the department found itself scrambling to translate commonly used forms into several languages—including Russian, Spanish, and Hmong.

Daunted by high translation fees, Chief Beahen turned to IACP Net, where he found translations of Miranda and other documents in Spanish. He was also able to contact other departments to get forms in needed languages. "If we'd hired a translator, it would have been \$7,500 to translate one form from scratch. We were able to get forms from IACP Net for nothing but the yearly subscription fee."

IACP Net is also available to support Elk River's partnerships with other community organizations, such as Big Brothers Big Sisters and the YMCA. For example, Beahen used IACP Net to find and procure, in partnership with the Boys and Girls Club, a \$22,000 grant from the Cal Ripken Senior Foundation to prevent juvenile delinquency. The department also sent a captain to Badges for Baseball, a program that trains officers to lead interactive programs for underserved children.

"We've got officers involved with coaching to keep youth off the street and engaged in lawful activity. We're excited about that," said Beahen.



*"With IACP Net we had answers to all our problems within a day or two."*

— Chief Jeff Beahen

*Elk River, Minnesota, Police Department*

### What do you do when you can't put a "cop on every corner"?

"One of our main citizen complaints is reckless driving and speeding vehicles," noted Beahen, who posted a Quest on the IACP Net Quest-Response<sup>SM</sup> Service for ideas to increase driver safety. "Unless you have a cop on every corner, people are going to continue to speed. We had to come up with alternative solutions to stop reckless driving."

The key to calming traffic in Elk River turned out to be another partnership—the police department teamed up with Elk River's city engineer to redesign two feeder streets into a new 700-home development complex. "I found two policies and some reference materials on engineering design on IACP Net," said Beahen. "We ended up using engineering as a preventive tool."

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## IACP Net Conference Update

Thank you to everyone who stopped by our booth at the Florida Police Chiefs Association 2008 Mid-Winter Training Conference & Exposition, the 2008 California Police Chiefs Association Conference, and the CALEA Spring Conference. It was good to meet with you.

Visit IACP Net representatives at the CALEA Summer Conference in Boca Raton, Florida, July 23 – 24; and the FBI National Academy Associates 2008 National Training Conference in Milwaukee, Wisconsin, booth #229, July 27 – 28. If you plan to attend either of these conferences, please stop by and learn how IACP Net can assist you with your responsibilities.

### Join the Net!

IACP Net puts the experiences of more than 1,600 law enforcement agencies nationwide 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**

## 2008 Quest-Response Recognition Program

Information sharing between law enforcement professionals is key in today's world. IACP Net's Quest-Response Service is a great resource for receiving direct assistance from your peers without having to play phone-tag or interrupt someone's schedule.

This unique networking tool broadcasts your questions on IACP Net to seek and receive direct assistance from your peers. IACP Net has over 1,600 member departments, and over 4,000 users. IACP Net is designed for chiefs and their command staffs, so the quality of the responses is high. The Quest-Response Service is very active, with excellent response rates.

LogIn, Inc., producers of IACP Net, would like to recognize and thank you for your participation and for supporting your peers. Each month from April through August 2008 that you enter two or more Responses in the Quest-Response Service, you will be entered into the recognition drawing to

be held in September. The winner will receive up to \$1,000 to reimburse travel expenses to attend the 2008 IACP Conference in San Diego, CA, as well as one paid conference registration up to \$350 in value.

For more information on the Quest-Response Recognition Program, log on to IACP Net or contact us at 800.227.9640.



*The 2007 Quest-Response Recognition Program winner, Chief Michael Lasnier of the Suquamish, Washington, Police Department.*

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The police department also sent a captain to a week-long University of Wisconsin-Madison course on traffic calming, found on IACP Net.

#### Where do you turn when your motorcycles won't motor?

"IACP Net was a no-brainer resource when we started a motorcycle unit in Elk River," said Beahen. "We needed policies, and IACP Net provided 79 of them—more policies than we could print out."

IACP Net's Quest-Response Service also provided advice about reviving dead motorcycle batteries, which lightbars worked best, and where to procure inexpensive motorcycle jackets. "People are so good about responding,"

said the Chief. "I can't imagine blindly calling departments across the country asking for advice, but with IACP Net we had answers to all our problems within a day or two."

IACP Net saves the Elk River Police Department time and money by offering verifiable information quickly, said the Chief. "You can connect to other law enforcement agencies in one location—you don't have to strain your eyes searching through 30 Web pages with questionable information. Without IACP Net, my captain might spend weeks researching a topic and still not come back with good information."

Concluded Beahen, "IACP Net is our primary problem-solver."

## IACP Net Supports the “Shelter City”: Baton Rouge, LA

After Hurricanes Katrina and Rita in 2005, Baton Rouge, LA, quickly became known as the “shelter city.” As former residents of New Orleans fled their flooded homes, Baton Rouge acquired 25 years of population growth almost overnight.

Though the crime rate did not increase overall, the homeless population did—and many of the homeless had mental illnesses.

After the hurricanes, the 668 sworn officers of the Baton Rouge Police Department started working 12-hour shifts, seven days a week. “Calls for service increased after Katrina and Rita,” recalled Lieutenant Roger Tully, who turned to IACP Net in the aftermath of the hurricanes. “We had to come up with solutions.”

“Some officials were talking about building one large shelter to house the homeless. After reading about the results of that in other cities on IACP Net, I said ‘We don’t want to do that,’” said Tully.

Working with IACP Net and local mental health providers, the department developed a Crisis Intervention Team (CIT) to address homeless hurricane victims with mental illness. “We learned from the successes and challenges of others and decided on a regular sheltering process,” said the lieutenant. “We got them into services one by one—it has worked well.”

As Chief of Staff for the department, Lieutenant Tully needs IACP Net for more than crisis response.

Managing the department’s liability is chief among Tully’s daily concerns. “Liability—or the perception of liability—is a primary reason to

develop a set of solid standards and best practices,” said Tully. “For a law enforcement agency to be professional, it has to rely on multiple intelligences. IACP Net is an information hub containing policies, current practices, what works, and what doesn’t.”

He added, “IACP Net has brought best practices together under one protected umbrella, restricting access to law enforcement officers.”

In fact, Baton Rouge policies and best practices aren’t available on the broader Internet—but they can be found on IACP Net. “Louisiana has strict controls on public information, so Louisiana law enforcement practices aren’t published on the Internet,” noted Tully. “To gain access to Baton Rouge information, you have to contact the department directly, or just use IACP Net.”

Lieutenant Tully realizes that many states operate under “sunshine” laws, but is still hesitant to use the Internet as a resource for law enforcement information. “If I had to testify in a courtroom about police department practices, I’d hate to have to say, ‘Well, we saw it on the Internet, and it seemed like a pretty good idea.’”

Tully also actively participates in IACP Net’s Quest-Response Service, often answering questions from other departments. “I’ve been in the department 20 years, and Baton Rouge has been accredited since 1996,” said Tully. “But I remember what it was like before we had all these standards in place—it was like a big forest. IACP Net can help you see your way through it.”

Having been a policy writer, researcher, and police planner, Tully knows the frustration of conducting inquiries for law enforcement best practices.



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— Lieutenant Roger Tully  
Baton Rouge, Louisiana, Police Department

“Executive officers expect planners and policy writers to have instant knowledge of a wide variety of issues,” noted Tully. “IACP Net gives you instant access to this knowledge, and makes a planner or policy writer look good!”

### 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**. She can provide them with information about IACP Net services and schedule a free demonstration.

**We appreciate your referrals!**



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## 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**.

### **Best Practices Guide: Recruitment, Retention, and Turnover in Law Enforcement**

Recruiting sufficient numbers of qualified applicants to meet the staffing needs of an agency is the most fundamental human resource process in a police department. The success of the department's recruitment efforts impacts every other function in the agency. For years, law enforcement agencies offered good, stable employment. A readily available workforce enabled many police leaders to ignore the importance of recruitment. Today, employers nationwide, including police departments, report having difficulty attracting and retaining sufficient numbers of employees.

**Document No. 596273**

### **Rapid Police Response to an Active Shooting Incident**

This policy is from the Quincy, Illinois,

Police Department's Policy Manual. It is the policy of the department to expeditiously take action to stop active shooters using all lawful and necessary means, evacuate all living persons from the scene of the active shooting incident, and conduct an investigation into the circumstances surrounding the active shooting incident.

**Document No. 564216**

### **Managing Fatigue: A New Approach to an Old Problem**

Around-the-clock law enforcement requirements create a physiological challenge for the human operators that must maintain the highest level of performance and personal safety in critical situations. The requirements of 24/7 operations can disrupt basic physiological factors that have been shown to decrease performance, alertness, health, and safety. Acknowledging these fatigue-related risks and implementing effective strategies can mitigate the known decrements and improve performance and safety for both the community and law enforcement employees.

**Document No. 596130**

### **2007 – 2012 Multi-Year Plan**

This multi-year plan is from the West Palm Beach, Florida, Police

Department. This document is published with the intent of providing the department's command staff with the information necessary to facilitate long-term planning and the annual budget process.

**Document No. 596716**

### **New Study May "Radically Alter" How Police Deadly Force is Viewed**

The story is a frequent staple of the evening news. An officer shoots and kills a minority subject who turns out to be... unarmed. Protests explode, and the familiar litany is again asserted: racial bias by the cops underlies many of these inflammatory events. Now a new study by a member of the Force Science Research Center's national advisory board confirms what law enforcement officials have argued all along: such controversial shootings aren't about race. What really prompts an officer to pull the trigger in circumstances that are rapidly evolving and uncertain is the suspect's behavior.

**Document No. 596332**

### **Performance Evaluation Form**

This performance evaluation is from the Black Hawk, Colorado, Police Department. This form is used to evaluate the performance of department employees.

**Document No. 595500**