

**VILLAGE OF MOUNT HOREB  
PUBLIC SAFETY COMMITTEE  
REGULAR MEETING**

Via videoconference  
June 15, 2020

**MINUTES**

A regular meeting of the Public Safety Committee was called to order by Chairman Jason Fendrick at 6:00 p.m. on Monday, June 15, 2020. Attendance was noted as follows: Committee members Steve Holum, Mike McNall, and Cathy Scott were present; Committee member Jessica Jackson was absent. Police Chief Doug Vierck and Village Administrator Nic Owen were also present. Tracy Lien served as recording secretary.

**APPROVAL OF MINUTES**

On a motion by M. McNall, seconded by C. Scott, the Committee

VOTED: To approve the minutes of the May 18, 2020, regular meeting as printed and distributed.

**PUBLIC COMMENTS**

There were no requests to speak at this time.

**POLICE CHIEF REPORT**

Chief Vierck provided an update on activities and plans for the Police Department.

**Staffing**

There are four internal candidates for the newly created positions of Sergeant. Final interviews are scheduled for June 17, 2020, and two officers will be selected for promotion and announced on June 19, 2020.

School Resource Officer Rosemeyer transitioned to day shift this week and will meet with school staff regarding his role and how to incorporate the position. He has been working on educational videos for parents, staff, and students.

**Response to Recent Events**

*[Reference: (1) letter from Dane County Chiefs of Police Association dated May 28, 2020, to Dane County Community Members, which Chief Vierck supported; (2) statement issued from Chief Vierck to the community in response to recent events, distributed prior to the meeting.]*

Management started updating MHPD policies in March, ahead of the training mandates being developed as a result of recent events in Minneapolis and Atlanta involving shootings of black men by law enforcement officers. While Mount Horeb is a small, tight-knit community with a good support base at this time, similar events could happen here. The Department released a statement on where it stands on racism, police brutality, and policies and is developing a plan to show actions, not only words.

A national campaign dubbed “8 Can’t Wait” calls for police reforms said to reduce excessive force by 72 percent if implemented.

#### “8 Can’t Wait” Polices and MHPD’s Status on Implementation

- Require De-escalation – included in current policy
- Ban Chokeholds & Strangleholds – not currently included in training; considered deadly force; will be added to Use of Force policy
- Duty to Intervene – added to policy with the updates
- Require Warning Before Shooting – included in Use of Force policy
- Ban Shooting at Moving Vehicles – included in Pursuit policy
- Require Comprehensive Reporting – included in Use of Force policy; reports will be issued
- Exhaust All Other Means Before Shooting – included in current policy
- Require Use of Force Continuum – included in current Use of Force policy

The Dane County Chiefs of Police Association is working with the United Way Law Enforcement and Leaders of Color Collaboration to review recommendations for use of force and update policy recommendations.

#### Training

Training programs and areas of needed training are continually reevaluated. Several training programs were being considered before the recent events, including the following:

Implicit Bias Training – This training is included in Law Enforcement Academy. Implicit bias is a subconscious bias based on an individual’s experiences that people revert to under stress. MHPD officers will complete a nationally recognized curriculum designed to understand stress and biases in order to make appropriate decisions under stress.

De-escalation – MHPD currently provides de-escalation training, which reduces the amount of force used or necessary. The Chief has identified an improved option, a national training program titled Integrated Assessment and Tactics, and has inquired into getting this training for MHPD officers.

EPIC (Ethical Policing is Courageous) – This course, which teaches officers how to intervene, is linked to agencies in New Orleans; management is checking into bringing the training here.

Early Warning System – This system is an on-line digital program that documents good and poor performance and analyzes patterns so any problems (e.g., tardiness, use of force) can be identified early. This additional module can be added to the current training program.

Chief Vierck encouraged Committee members to contact him for information or with questions and invited them to ride with officers when COVID-19 restrictions lessen. This will increase transparency and enable Committee members to respond to citizen questions/concerns. He plans to provide information at the Village Board meeting in July and make this offer to all Board members.

Chairman Fendrick expressed appreciation that MHPD is proactively seeking additional training opportunities. He noted this is especially important since the Chief, Lieutenant, and two sergeants are new to their roles and there are several new officers.

## **UPDATE ON PEDESTRIAN CROSSWALK SIGNAGE AND OPTIONS AT SPRINGDALE AND EIGHTH STREET**

The Committee discussed progress on updating signage at the roundabouts. N. Owen reported he has not received clarification regarding the number, location, and pricing of signage options.

C. Scott noted the speed trailer was set up at this location the day after the May Committee meeting, which she appreciated. M. McNall asked the Chief to check whether there is a 15 MPH sign at this location.

## **PRELIMINARY 2021 POLICE DEPARTMENT BUDGET REQUEST**

*[Reference: Document titled, "Mount Horeb Police Department 2021 Budget Request," distributed prior to the meeting.]*

Chief Vierck stated that the referenced document highlights the initial requests for the Capital Equipment and General Account budgets. He stated that the 2021 capital budget proposal initially represented a 20 percent decrease from 2020 but now that video recording equipment is necessary, the proposal is estimated to be a 16-17 percent increase.

C. Scott noted that the Capital Equipment requests total \$96,500 and asked if that was in addition to the current 2021 capital budget. Chief Vierck explained that only the miscellaneous building updates, body cameras, and squad cameras were increases.

The Committee reviewed and discussed the proposals highlighted in the referenced document. Chief Vierck responded to the Committee's questions as follows:

The proposed "utility vehicle" is a utility van to replace the Ford Crown Victoria that the Community Service Officer uses now. It is needed to transport large items, move the speed trailer, and transport animals, all which now require using a squad or asking Public Works for help.

The intention is to budget expenses over several years using a rotating cycle to replace equipment such as computers, AEDs, and tasers. Management plans to seek grant funding for capital equipment in subsequent years.

Only the officers are union members and subject to negotiated wages; pay for clerical staff is not contracted. The proposed additional officer was budgeted for July 2020 and was delayed due to COVID-19; the January 2021 hire is not an addition.

Chief Vierck provided information regarding two requests that were not included in the referenced document:

- \$1,000 increase in community outreach funds; e.g., National Night Out, Coffee with a Cop, stickers and pencils for school-related events. This budget is presently at \$500.
- Unknown increase in the \$7,000 for capital equipment, miscellaneous building upgrades. The proposal notes "RMS??" but does not include funds for the Records Management System. The present RMS does not function very well in many areas, including reporting, statistics, evidence tracking, and audits; it also does not readily provide Use of Force data,

which will be required of all law enforcement agencies soon. A system that is used widely in Dane County and Rock County has been identified as an excellent alternative, but the price is high—\$150,000 to \$180,000 for software installation and staff training, plus annual maintenance fees. Management is researching ways to reduce the costs, perhaps by contracting over several years, and also checking into funding through grants. It is likely that an RMS upgrade will be budgeted in 2022.

Chairman Fendrick asked if there were funds available from the initial building fund to be used for proposed building upgrades that were excluded from the original build. C. Scott stated there were no leftover funds available. Chief Vierck has verified that the exclusions were not included in the project bid.

Chairman Fendrick stated that, in general, all requests seem reasonable. He stated that the importance of recording equipment has been heightened in light of recent events and will need to be budgeted. He noted Village revenue might be lower than anticipated due to effects of COVID-19 on local businesses and encouraged directing the search for grants toward squad and body cameras first.

## **FUTURE AGENDA ITEMS**

There were no specific agenda topics requested for future meetings.

Chairman Fendrick expressed appreciation for Chief Vierck taking the lead and being visible in events in the community. He asked that the Police Department and the Committee be prepared to address in future meetings any concerns from the Community as events continue to evolve. He stated the Village Board would likely meet in person in July and would welcome discussion in this area.

## **DATE OF NEXT MEETING**

The next regular meeting of the Public Safety Committee is scheduled for Monday, July 20, 2020, beginning at 6:00 p.m.

## **ADJOURNMENT**

On a motion by S. Holum, seconded by C. Scott, this regular meeting of the Public Safety Committee adjourned at 6:40 p.m.

Jason Fendrick  
Chairman  
Public Safety Committee