



**NCCSIF
POLICE RISK MANAGEMENT COMMITTEE MEETING
AGENDA**

Date: Thursday, August 7, 2014
Time: 10:00 a.m.
Location: Lincoln City Hall
 Third Floor Conference Room
 600 Sixth Street
 Lincoln, CA 95648

A Action
I Information

1 Attached
2 Hand Out
3 Separate Cover
4 Verbal
5 Previously Mailed

A. CALL TO ORDER

B. PUBLIC COMMENTS

This time is reserved for members of the public to address the Police Risk Management Committee on matters pertaining to NCCSIF that are of interest to them.

pg. 01 **C. CONSENT CALENDAR** **A 1**
All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or the Police Risk Management Committee may request any item to be considered separately.

pg. 02 1. 05.08.14 Draft Police Risk Management Committee Meeting Minutes

D. RISK MANAGEMENT

pg. 06 **1. 06.12.14 Risk Management Committee Summary** **I 1**
The Committee will receive a summary of the June 12, 2014 Risk Management Committee meeting.

pg. 13 **2. Police Risk Management Committee Budget** **A 1**
The Committee will be asked to review and discuss the plan to allocate the Police Risk Management Committee Budget.

pg. 25 **3. Round Table Discussion** **I 1**
The floor will be open to Police Risk Management Committee members for any topics or ideas that members would like to address.

pg. 26 **E. The Intersection of Skelly and the Peace Officers Bill of Rights Training** **I 1**
Mr. Carl Fessenden, Porter Scott, will provide a training session on The Skelly Process and Peace Officers Bill of Rights (POBR) as well as Lessons Learned and Requests for Personnel Information.



F. INFORMATION ITEMS

- pg. 28 1. NCCSIF Organizational Chart
- pg. 29 2. NCCSIF 2014 Meeting Calendar
- pg. 30 3. NCCSIF Resource Contact Guide

G. ADJOURNMENT

UPCOMING MEETINGS

- Executive Committee Meeting – September 18, 2014
- Claims Committee Meeting – September 18, 2014
- Board of Directors Meeting – October 9, 2014
- Risk Management Committee Meeting – October 9, 2014
- Police Risk Management Committee Meeting – November 6, 2014



CONSENT CALENDAR

ACTION ITEM

ISSUE: Items on the Consent Calendar should be reviewed by the Committee and, if there is any item requiring clarification or amendment, such item(s) should be pulled from the agenda for separate discussion.

RECOMMENDATION: The Program Administrator recommends adoption of the Consent Calendar after review by the Committee.

FISCAL IMPACT: None.

BACKGROUND: The Committee places the following items on the Consent Calendar for adoption. The Committee may accept the Consent Calendar as presented, or pull items for discussion and separate action while accepting the remaining items.

ATTACHMENT(S):

1. Draft Police Risk Management Committee Meeting Minutes – May 8, 2014



**MINUTES OF THE
POLICE RISK MANGEMENT COMMITTEE MEETING
MAY 8, 2014**

MEMBERS PRESENT

Greg Bowman, City of Rio Vista
Stephen Rowe, Town of Paradise
John Ruffcorn, City of Auburn
Dean Price, City of Gridley
Allen Byers, City of Oroville
David Ibarra, City of Lincoln
Paul Nanfito, City of Red Bluff
Art Olsen, City of Elk Grove
Tim Foley, City of Nevada City
Ross Stark, City of Colusa
Forrest Richardson, City of Rocklin
Tracy Busby, City of Ione

GUESTS & CONSULTANTS

Josh Fitch, City of Colusa
Liz Ehrenstrom, City of Oroville
Tom Kline, Bickmore Risk Services
Johnny Yang, Alliant Insurance Services
James Hillary, VieVu
Ron Berryhill

A. CALL TO ORDER

The meeting was called to order at 10:05 a.m.

B. PUBLIC COMMENTS

There were no public comments.

C. CONSENT CALENDAR

C1. 02.14.14 Draft Police Risk Management Committee Meeting Minutes

A motion was made to approve the February 14, 2014 Draft Police Risk Management Committee Meeting Minutes.

MOTION: Dean Price

SECOND: Jason Browning

**MOTION CARRIED
UNANIMOUSLY**

D. RISK MANAGEMENT

D1. Risk Management Committee Meeting Summary

Mr. Tom Kline provided a summary of the Risk Management Committee (RMC) meeting on April 24, 2014 explaining that the Risk Management Committee reviewed the services provided by Bickmore to date. Mr. Kline noted that Mr. Ron Berryhill is in attendance today to provide a presentation on Wellness at today's meeting. The Police Risk Management Committee (PRMC) budget was also discussed at the Risk Management Committee meeting advising the current budget is \$12,000 and that the PRMC budget will be discussed at today's meeting.

D2. Body Camera Presentation

Mr. James Hillary from VieVu provided the Committee with a presentation on Body Cameras.

D3. Police Risk Management Committee Budget

Mr. Johnny Yang provided the PRMC with handouts at today's meeting. Handouts included were a Summary of Body Cameras Survey Results, Body Camera Comparisons and three Brochures of the cameras researched which were Scorpion, VieVu and WolfCom.

Mr. Kline advised that cameras range from \$99 with Scorpion to \$895 with VieVu. The PRMC expressed disinterest with the Scorpion cameras. The WolfCom cameras have been tested by some agencies and the PRMC expressed that as the cameras are lapel mounted and attached to officers' microphones, it made it difficult to use.

Mr. Yang explained that idea behind the recommended \$25,000 budget was to be able to outfit each member agency with 5 cameras as a starting point. After the first year of utilization a survey will be performed to determine if the organization should continue the purchase of additional cameras for member agencies. He explained this amount was formulated using an average price of the three cameras of \$500 for WolfCom but hearing feedback regarding the WolfCom unit it may not be desired by the PRMC. VieVu seems to be the preference of the PRMC.

Mr. Nanfita explained that in order for the use of these Body Cameras to be successful member would need to convince officers to use the cameras. A policy will be needed in order to roll out the utilization of the Body Cameras throughout the police department. He expressed that a small camera such as Scorpion would be easily lost or broken. With respects to WolfCom he foresees many issues with the unit being attached to officers' radios. He also advised that cameras are provided per shift rather than per officer in which case if a camera were to malfunction a backup can be used in its absence while being repaired or replaced.



The PRMC expressed concern regarding Vidmic cameras which are similar with WolfCom and he has seen that it affects radio transmission.

Mr. Kline asked if the PRMC would like to have another vendor contacted to compare with VieVu. The PRMC suggested contacting Taser for more information of their Body Cameras.

The PRMC also discussed the policies for the use of Body Cameras. Lexipol does have a policy but each agency will require their own for which the PRMC can discuss as needed. Server and storage component associated with the use of Body Cameras was also discussed which is dependent on each members' policies in place. Generally an hour of video will equate to 1 gigabyte of server space. Off-site cloud storage was also suggested for consideration. Mr. Nanfito suggested the PRMC Budget includes funds to assist in storage space.

Mr. Yang explained that \$25,000 does not seem suitable to start outfitting member agencies with the suggested 5 unit per agency. Mr. Nanfito suggested a \$50,000 budget for the initial roll out of Body Cameras. Mr. Yang explained the recommendation will be brought to the Risk Management Committee for approval then to the Board of Directors for approval at their June 12, 2014 meetings. Mr. Yang and Ms. Liz Ehrenstrom suggested \$50,000 is a good starting amount for implementation of Body Cameras.

A motion was made to recommend approval of \$50,000 to be budgeted to the Police Risk Management Committee Budget.

MOTION: Dean Price **SECOND:** Jason Browning **MOTION CARRIED UNANIMOUSLY**

D4. Police Workers' Compensation Claims Analysis

Mr. Kline provided the PRMC with a brief summary of the Police Workers' Compensation Claims Analysis explaining that Strain is the leading type of Workers' Compensation loss, followed by Slip, Trip and Falls, Mental Stress and Physical Altercations. He also explained that provided in the analysis shows a breakout by year for the Strain losses of members with a police payroll ranging from \$2,000,000 - \$8,000,000 along with a 5 year average, number of officer and cost per officer.

D5. Round Table Discussion

Mr. Kline provided a history of the topics and trainings provided at prior PRMC meetings and asked what topic the PRMC would like to address at its next meeting. Mr. Yang suggested the discussion of Body Worn Camera policies and possibly creating a Risk Management Policy and Procedure to act as a recommended guideline for the Body Cameras. Mr. Kline advised that the next PRMC meeting is scheduled for August 7, 2014. He suggested bringing a presenter to discuss Skelly Hearings, Police Officers Bill of Rights. An Employee Practices attorney will be



invited to attend the upcoming PRMC meeting on August 7, 2014 to address concerns of the PRMC Personnel Records, Public Records and Police Officer Bill of Rights.

E. WELLNESS & FITNESS PROGRAMS FOR POLICE

Mr. Ron Berryhill provided the Committee with a presentation on how an effective Wellness Program may help reduce the risks posed to an agency in terms of officer safety and the additional costs of having unhealthy officers. He also discussed what has been learned about wellness programs over the past 30 years, why programs fail, how to realize the promised benefits and the cost expectations of a comprehensive program.

F. INFORMATION ITEMS

- F1. NCCSIF Organizational Chart**
- F1. NCCSIF 2014 Meeting Calendar**
- F2. NCCSIF Resource Contact Guide**

These items were provided as information only.

G. ADJOURNMENT

The meeting was adjourned at 12:45 p.m.



**Police Risk Management Committee Meeting
August 7, 2014**

Agenda Item D.1.

RISK MANGEMENT COMMITTEE MEETING SUMMARY

INFORMATION ITEM

ISSUE: The Committee will receive an update of the items discussed at the latest Risk Management Committee Meeting on items pertaining to the Police Risk Management Committee.

FISCAL IMPACT: None.

RECOMMENDATION: None.

BACKGROUND: None.

ATTACHMENT(S): 06.12.14 Risk Management Committee Meeting Minutes - Draft



**MINUTES OF THE
NCCSIF RISK MANAGEMENT COMMITTEE MEETING
LINCOLN CITY HALL, LINCOLN, CA
JUNE 12, 2014**

MEMBERS PRESENT

Jeff Kiser, City of Anderson
Shari Conley, City of Auburn
George Silva, City of Dixon
Jim Ramsey, City of Elk Grove
Kristine Wilfong, City of Folsom
Elisa Arteaga, City of Gridley
Ed Pattison, City of Ione
Michael Daly, City of Jackson
John Lee, City of Lincoln
Corey Shaver, City of Nevada City
Liz Ehrenstrom, City of Oroville
Russell Hildebrand, City of Rocklin
Natalie Walter, City of Yuba City

MEMBERS ABSENT

City of Colusa
City of Corning
City of Galt
City of Marysville
City of Placerville
City of Red Bluff
City of Rio Vista
City of Willows
Town of Paradise

GUESTS & CONSULTANTS

Michael Simmons, Alliant Insurance Services, Inc.
Marcus Beverly, Alliant Insurance Services, Inc.
Johnny Yang, Alliant Insurance Services, Inc.
Henri Castro, Bickmore
Tom Kline, Bickmore

A. CALL TO ORDER

The meeting was called to order at 10:25 a.m.



B. PUBLIC COMMENTS

There were no public comments made.

C. APPROVAL OF AGENDA AS POSTED

A motion was made to approve the Agenda as posted.

MOTION: Corey Shaver **SECOND:** Jim Lindley **MOTION CARRIED**
AYES: Kiser, Conley, Silva, Ramsey, Wilfong, Arteaga, Pattison, Daly, Lee, Shaver, Ehrenstrom, Hildebrand, Walter.
NAYS: None.

D. CONSENT CALENDAR

1. Minutes of the Risk Management Committee Meeting – April 24, 2014

A motion was made to approve the consent calendar.

MOTION: Russell Hildebrand **SECOND:** John Lee **MOTION CARRIED**
AYES: Kiser, Conley, Silva, Ramsey, Wilfong, Arteaga, Pattison, Daly, Lee, Shaver, Ehrenstrom, Hildebrand, Walter.
NAYS: None.

E. RISK MANAGEMENT BUSINESS

E1. Risk Control Services as of June 12, 2014

Ms. Henri Castro provided an update on the Risk Control Services as of June 12, 2014 noting that this year there has been many programs performed by Bickmore. She listed a few items that were addressed this year which were Cal/OSHA written program development, liability exposures, urban forest maintenance, mandated reporting, on-site safety training, hazard inspections, playground inspections, safety committee participation and ergonomic evaluations.

Ms. Castro advised CalOSHA has added a sub-section requiring employers to assess each employees exposures to identify what type of PPE are required and certified. There was a question as to whether a PPE Assessment is required for administrative employees. Ms. Castro will look further into this but did advise that Bickmore recommends assessments are done by job tasks versus job title. A recommended program will be provided by Bickmore regarding this new requirement.

Ms. Castro advised that with respects to Regional Training Workshops, three were provided during the year. The Hazard Communication which had 25 participants, Traffic Control and Flagger Training with 66 attendees and the Certified Pool Operator Training with 7 attendees.



She also advised that a monthly e-mail is now being sent to members with a risk control topic and a list of training resources that are immediately available. Topics include back safety, heat illness prevention, outdoor hazard awareness and tool safety.

She also touched on upcoming webinars which were aerial lift safety in July, lockout/tagout in August, confined space in September and forklift safety in October. Members also have access to over 300 online streaming videos, sample programs, development guides and safety publications on the Bickmore website.

E2. Upcoming Services

Ms. Castro advised that the 2014/15 Bickmore contract is very similar to what was done last year. She noted that Bickmore was purchased by York but the service plan and contract stays with Bickmore and there will be no changes the risk control services provided to NCCSIF. Two additional consultants have been hired by Bickmore who will assist in servicing NCCSIF members as well. She also asked that members continually provide feedback on the consultants. Another thing that will be done this year is an update of member assessments.

Ms. Castro asked if NCCSIF would like Bickmore to coordinate all Regional Training Workshops for NCCSIF and how many would the group like. Currently with respects to public works the regional workshops planned are tree trimming, commercial vehicle safety, traffic control and NFPA 70 and arc flash. With respects to police the workshops planned are ergonomic for police, post driving safety and liability risk. These workshops will be separate from the PRMC meeting trainings. Other topics would be reasonable suspicion for alcohol and drug testing, slip trips and falls, driving safety, wellness and fitness programs. Ms. Castro will provide a survey to members for Regional Training Workshops. Ms. Ehrenstrom suggested having 4 regional trainings with two different sessions for northern members and southern members. She then touched on Website Resources which are webinars, on-line streaming safety videos, sample program and safety training publications.

Mr. Kline is currently developing best practices with respects to Police such as reducing injury from suspect altercation, vehicle ergonomics, training exercise injury prevention, personal fitness injury prevention, duty belt alternative, slip trip and fall prevention, sleep deprivation and return to work best practices. Ms. Castro also advised that the High Heat Hazards requirements will be decreasing and she will be updating members as the new requirements are being passed.

A motion was made to approve the recommended NCCSIF Risk Control Service Plan for the 2014/15 policy year.

MOTION: Michael Daly **SECOND:** Natalie Walter **MOTION CARRIED**
AYES: Kiser, Conley, Silva, Ramsey, Wilfong, Arteaga, Pattison, Daly, Lee, Shaver, Ehrenstrom, Hildebrand, Walter.
NAYS: None.

E3. Train the Trainers Program

Ms. Castro gave a brief history of the Train the Trainers Program and explained that members discussed the idea of developing a train-the-trainer program to provide additional resources to members for training that is not, generally, paid for by NCCSIF and/or available through Bickmore. The two primary examples include CPR/AED certificate and AB1825 manager and employee training. Ms. Castro suggested that the group focus in on two or three topics to focus in on suggesting CPR training noting that members had firefighters who are able to provide this training. Ms. Ehrenstrom advised that CPR Training is usually combined with First Aid Training and so there may be a need for two instructors.

Mr. George Silva advised that at the City of Dixon, lifeguards are used to train staff on CPR and First training but the problem is usually that the equipment is too old. Ms. Ehrenstrom advised that there was discussion on NCCSIF purchasing the equipment for these types of Regional Training Sessions. Mr. Hildebrand suggested organizing a training session around the available resources. Mr. Jim Ramsey advised that there may be a need for more trainers due to the testing process. Mr. Simmons advised that equipment would be inexpensive to purchase. The majority of the costs would be the maintenance of the equipment. With respects to AED, there may be more costs associated with this equipment.

Upon further discussion it was suggested that a survey be performed to determine which member has what type of trainer available for certain types of training. Also identifying what types of training require a certified trainer will be researched. Ms. Castro suggested a trainer loan program and communication for available training slots within member agencies. Ms. Castro also advised that fit testing may be available through Bickmore in the upcoming future. Direction was given to the program consultants as suggested.

E4. Police Risk Management Committee Meeting Summary

Mr. Tom Kline provided the Committee with a summary of the Police Risk Management Committee meeting on May 8, 2014. He advised that at the meeting there was a body camera presentation by VieVu. There was also discussion on the Police Risk Management Committee budget. Mr. Johnny Yang advised that according to VieVu's proposal the amount of cameras would provide 3 cameras per agency. With respects to Taser it would amount to 2 cameras per agency. Wolfcom cameras were about \$500 per unit and Scorpion cameras were about \$100 per unit. Mr. Kline noted that a Workers' Compensation Claims Analysis was provided at the meeting as well as a Wellness & Fitness Programs for Police Training provided by Mr. Ron Berryhill. During a Round Table Discussion, the PRMC decided to have an Employee Practices attorney will be invited to attend the upcoming PRMC meeting on August 7, 2014 to address concerns of the PRMC Personnel Records, Public Records and Police Officer Bill of Rights.



E5. Police Risk Management Funds

Mr. Kline that the Police Risk Management Committee has discussed and requests \$50,000 for Police Risk Management Funds for the initial purchase of Body Cameras for participating member agencies which is projected to have a significant impact in reducing the severity of future claims. Ms. Ehrenstrom advised that some members currently have policies in place and will provide to assist other agencies in policy development regarding body cameras. Mr. Ed Pattison expressed his concern in the officers' discretion in when to turn the body cameras on and off.

Mr. Kline explained that there are three aspects in the purchase of body cameras. One would be the purchase of the cameras. Second would be the policies regarding the use of body cameras and the third would be the server storage required for the use of the body cameras. Mr. Ramsey expressed that the ease of use in storing the information from the body cameras play a large role in the success of the body cameras implementation.

Ms. Ehrenstrom noted that member agencies have expressed that in using the cameras have, they have seen claims dropped just knowing there was a video recording of the incident. She also noted another discussion that may be required is what happens if an agency is currently using body cameras and how NCCSIF would fairly include them into the body cameras program.

A motion was made for the approval of \$50,000 to be included in the Risk management Budget this year for the initial purchase of Body Cameras for participating member agencies' police departments.

MOTION: Russell Hildebrand **SECOND:** Michael Daly **MOTION CARRIED**
AYES: Kiser, Conley, Silva, Ramsey, Wilfong, Arteaga, Pattison, Daly, Lee, Shaver, Ehrenstrom, Hildebrand, Walter.
NAYS: None.

E6. NCCSIF 2014/15 Risk Management Budget

Mr. Yang provided a brief summary of the major changes from the prior year for Risk Management Expenses which were as follows:

- Injury and Prevention Training has been removed from the budget this year.
- Risk Management Services & Trainings has been changed to Outside Training and was increased from \$25,000 to \$30,000. These funds will be used for Regional Training Sessions for NCCSIF.
- Increased Police Risk Management Committee Training Budget from \$12,000 to \$12,400 according to the Bickmore contract.
- Increased Bickmore Risk Control Services from \$156,260 to \$160,220. Bickmore expenses have been broken out by service this year.
- Occu-Med Health Consulting remains the same at \$18,000.



- Increased ACI/Welness from \$13,840 to \$14,150.
- A Police Risk Management Fund has been included for the initial purchase of Police Body Cameras required by the Police Risk Management Committee in the amount of \$50,000.

A motion was made to approve the NCCSIF 2014/15 Risk Management Budget as presented.

MOTION: Russell Hildebrand **SECOND:** Jim Lindley **MOTION CARRIED**
AYES: Kiser, Conley, Silva, Ramsey, Wilfong, Arteaga, Pattison, Daly, Lee, Shaver, Ehrenstrom, Hildebrand, Walter.
NAYS: None.

F. INFORMATION ITEMS

F1. NCCSIF Travel Reimbursement Form

G. ADJOURNMENT

The meeting was adjourned at 11:48 a.m.

DRAFT



POLICE RISK MANAGEMENT COMMITTEE BUDGET

ACTION ITEM

ISSUE: The Committee will be asked to determine a plan to allocate the approved Police Risk Management Committee Budget as well as discuss the next steps in implementing the use of Body Cameras to the NCCSIF Police Departments.

FISCAL IMPACT: \$50,000 Budgeted.

RECOMMENDATION: It is the recommendation of the program administrator and risk control service provider to approve the purchase of 66 cameras with VieVu as proposed and implement an Ad Hoc Committee to meet as necessary addressing the implementation process of the Body Cameras for review by the Police Risk Management Committee at their next meeting, currently scheduled for November 6, 2014.

BACKGROUND: At the May 8, 2014 Police Risk Management Committee (PRMC) the PRMC suggested recommending a budget of \$50,000 to be approved by the Risk Management Committee and the Board of Directors. Program Administration (Alliant) and Risk Control Services Provider (Bickmore) were also directed to reach out to Taser regarding their body cameras. Alliant and Bickmore has met with Taser via teleconference to discuss their camera units and pricing as well as VieVu to obtain a proposal.

At the June 1, 2014 meetings the Risk Management Committee and the Board of Directors approved a Police Risk Management Committee budget of \$50,000 for the purchase of Body Cameras.

ATTACHMENT(S):

1. VieVu Proposal
2. Taser Pricing
3. Proposed Camera Allocation (VieVu) - Handout

VIEVU

*Body Worn Cameras
The Officer's Perspective*



Why Body Worn Video

The U.S. Spends More than **\$2 billion** each Year on Settlements for Legal Complaints against Police/Public Safety Agencies

\$2,500 on Average Spent per Officer + Legal Defense Costs to Defend Legal Complaints

96% of Prosecutors say that Defendants are More Likely to Plea if Video Evidence is Available

50% of Complaints are Immediately Withdrawn when Video Evidence is Used

93% of Officers are Exonerated from Complaints when Video Evidence Exists



Benefits of Body Worn Video



93%

of Complaints are Dismissed when Video is Present

– IACP Study

VIEVU The Market Leader

Designed for Cops by Cops. Founded by a Veteran Seattle PD SWAT Officer

Largest U.S. Deployments: Oakland PD (740+ cameras), Dallas PD, Houston PD, Phoenix PD

Ease of Use

Secure, Expandable & Scalable

Low Deployment Cost & Operation

Integrate with Leading Video Storage Providers

80%

Market Share

3,100+

Agencies

99%

Retention Rate

7,000,000

Hrs of Video in 2013

16

Countries

LE3 Specifications

HD or Widescreen SD Video Resolution
(1280x720 or 848x480)

30 Frames Per Second

16:9, Wide 68 Degree Field Of View

5 hour Record Time, Battery Pack Compatible

Download a Day of Video in 90 Seconds

16GB Storage (12 Hours of Video Storage)

Mute Functionality

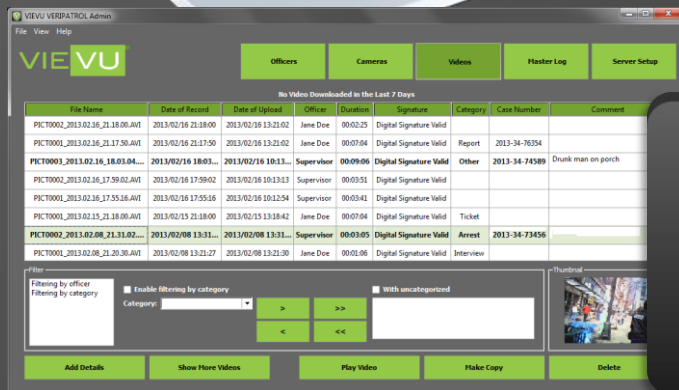
Very Light (2.8oz), Small (3"×2.1"×.85")

IPX5 Waterproof



VERIPATROL Secure | Reliable | Flexible

Over 7 Million Hours of Video Managed by VERIPATROL in 2013 at NO COST to VIEVU Customers



VERIPATROL Utilizes a FIPS 140-2 Compliant Digital Signature Process to Prove that the Video has not been Altered and VidLock Security Prevents Unauthorized Access if the Camera is Lost or Stolen



VERIPATROL Mobile

VERIPATROL Mobile is an Optional Add-on to VERIPATROL that Allows for Downloading Cameras to Computers Installed in Vehicles. Reduce Officer Time and Expense by Reviewing and Downloading Videos in the Patrol Car

Mobile is a **Free** Add-on that Allows a Person to Briefly Review Videos Stored on Cameras while out in the Field. Videos will Need to be Downloaded Later

Mobile+ is a **Licensed** Add-on that Allows Downloading, Reviewing and Transferring Video Files over WiFi/3G/4G to the VERIPATROL Server using BeeNetwork's Proprietary and Patented Technology called LinkPro

NCCSIF Proposal

22 Cities – 3 cameras per agency

No License Fees for VERIPATROL Software

Secure, Scalable and Expandable Software including all future upgrades

No IT costs for set up or ongoing support for life of camera

No Recurring costs

VIEVU train the trainer classes to be offered for group- North and South Area (dates TBA)

Individual site visits to each city over 5 day period (dates TBA)

Total cost - \$50,000

*the above cost is for VIEVU cameras, software and support but does not include storage. We support both a local network in addition to cloud.
<http://www.vievu.com/support/video-storage-calculator/>

Questions

Thank You

James Hillary

Regional Sales Manager
James@viewu.com

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 800.978.2737 Toll Free • 480.991.0791 Fax
 www.TASER.com • Sales@TASER.com



2014 Law Enforcement Agency Pricing – AXON® Systems

AXON Body Hardware

Model	Product Description	Agency Price
73002	AXON Body Camera*	\$399.00 ea.
73066	AXON Body Camera Full Solution Kit**	\$649.95 ea.

*The AXON body camera is currently available at an introductory price of \$299.00 (expires July 1, 2014).

**Includes several AXON mounts and an iPod touch mobile digital device.

AXON Body Accessories

Model	Product Description	Agency Price
73076	Holster, Mini Alligator Clip, AXON Body Camera	\$29.95 ea.
73077	Holster, Belt Clips, AXON Body Camera	\$29.95 ea.
73078	Holster, Z-Bracket, HW, AXON Body Camera	\$29.95 ea.
73079	Holster, Z-Bracket, VELCRO, AXON Body Camera	\$29.95 ea.
73089	Pocket Mount Holster, AXON Body Camera	\$29.95 ea.

AXON Flex™ Hardware

Model	Product Description	Agency Price
73030	AXON Flex Kit (Camera, Controller, Cable straight to right angle (73005), USB Sync Cable w/ Wall Charger (73004) [†]	\$699.00 ea.
73061	AXON Flex Full Solution Kit ^{††}	\$1,013.55 ea.
73031	iPod touch®, 8 GB Black	\$199.00 ea.
73034	Oakley Flak Jacket® Kit, Flex	\$149.95 ea.

[†]The AXON flex system is currently available at a promotional price of \$499 (expires July 1, 2014).

^{††}Includes several AXON mounts and an iPod touch mobile digital device.

EVIDENCE.com Dock Hardware

Model	Product Description	Agency Price
70026	6-bay + hub EVIDENCE.com Dock	\$1,495.00 ea.
70023	1-bay + hub EVIDENCE.com Dock	\$249.00 ea.
70028	Individual bay EVIDENCE.com Dock	\$249.00 ea.

Customer Care Extended Warranty

Model	Product Description	Agency Price
70032 & 70030	EVIDENCE.com Dock, 2-YEAR EXTENDED WARRANTY, 6-BAY	\$499.95 ea.
70031 & 70030	EVIDENCE.com Dock 2-YEAR EXTENDED WARRANTY, SINGLE BAY	\$129.90 ea.
73033	AXON flex kit 2-YEAR EXTENDED WARRANTY	\$299.95 ea.
73074	AXON Body cam 2-YEAR EXTENDED WARRANTY	\$199.95 ea.

EVIDENCE.com Services

Model	Product Description	Agency Price
87001	Basic EVIDENCE.com license: 1 year	\$180.00 ea.
88001	Standard EVIDENCE.com license: 1 year	\$300.00 ea.
89001	Pro EVIDENCE.com license: 1 year	\$468.00 ea.
85078	Ultimate EVIDENCE.com annual payment	\$588.00 ea.
85035	EVIDENCE.com storage (GB)	\$1.50 ea.
85055	Premium Plus Package	\$15,000 ea.
85056	Premium Package	\$7,500 ea.

Title: AXON Law Enforcement Agency Pricing
 Department: {Department}
 Version: {Version}
 Release Date: {Release Date}

EVIDENCE.com Services

Model	Product Description	Agency Price
N.A.	Basic remote support	Free
85014	A La Cart Package	\$2,000.00 ea. day

AXON Flex Accessories

Model	Product Description	Agency Price
73004	USB Synch Cable w/ Wall Charger	\$14.95 ea.
73008	Oakley Clip, Flex	\$19.95 ea.
73009	Collar/Versatile/Cap Mount, Flex	\$29.95 ea.
73088	Ratchet Collar/Versatile/Cap Mount, Flex	\$29.95 ea.
73062	Ball Cap Mount, Flex	\$29.95 ea.
73010	Low Rider Headband, Flex	\$49.95 ea.
73058	Low Rider Headband, Large, Flex	\$54.95 ea.
73006	Controller Holster, Flex, Standard Uniform Clip	\$29.95 ea.
73035	Controller Holster, Flex, Mini Alligator Clip, Flex	\$29.95 ea.
73036	Controller Holster, Flex, Belt Clips, Flex	\$29.95 ea.
73011	Epaulette Mount, Flex	\$19.95 ea.
73013	Helmet Mount, Flex	\$19.95 ea.
73090	Helmet Mount, Ratchet, Shoei, Flex	\$19.95 ea.
73091	Helmet Mount, Ratchet, HJC, Flex	\$19.95 ea.
73020	Universal Magnet Clip, Flex	\$7.95 ea.
73021	Multi-Mounting Kit, Flex (Low Rider headband, Collar mount, Epaulette mount, Oakley kit)	\$199.95 ea.
73059	Ballistic Vest Mount, Rotating, Flex	\$19.95 ea.
73022	Cable, Straight to Right Angle, 18"	\$5.95 ea.
73005	Cable, Straight to Right Angle, 36"	\$5.95 ea.
73023	Cable, Straight to Right Angle, 48"	\$5.95 ea.
73025	Cable, Straight to Straight, 36"	\$5.95 ea.
73026	Cable, Straight to Straight, 48"	\$5.95 ea.
73027	Cable, Right Angle to Right Angle, 18"	\$5.95 ea.
73028	Cable, Right Angle to Right Angle, 36"	\$5.95 ea.
73029	Cable, Right Angle to Right Angle, 48"	\$5.95 ea.
73060	Cable, Coiled, Straight to Right Angle 48"	\$12.95 ea.

Freight Policy Freight is the responsibility of the purchaser. All orders are shipped **F.O.B. Scottsdale, AZ** via Fed-Ex ground and billed as a separate line item on invoice. All taxes, duties and customs, where applicable, are the responsibilities of the customer.

Pricing Pricing for Law Enforcement/Correctional Agencies Only. Must be a sworn law enforcement officer to purchase.

Order Lead Time 4 to 6 weeks ARO. **ALL SALES ARE FINAL.**

For delivery status or information on how to place an order, call our sales department at 800-978-2737, fax: 480-991-0791

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**Police Risk Management Committee Meeting
August 7, 2014**

Agenda Item D.3.

ROUND TABLE DISCUSSION

INFORMATION ITEM

ISSUE: The floor will be open to the Committee for discussion.

FISCAL IMPACT: None.

RECOMMENDATION: None.

BACKGROUND: Staff has been directed to organize and continue the NCCSIF Police Risk Management Committee. These meetings will be agendized and held on a quarterly basis. Staff was also asked to include a Round Table Discussion Item in the Agendas.

ATTACHMENT(S): None.



**Police Risk Management Committee Meeting
August 7, 2014**

Agenda Item E.

THE INTERSECTION OF SKELLY AND THE PEACE OFFICERS BILL OF RIGHTS TRAINING

INFORMATION ITEM

ISSUE: Carl Fessenden is a partner with the Law Offices of Porter Scott. He has been practicing for over 20 years. His practice focuses on representing public entities in litigation and administrative proceedings. A significant part of his practice involves defending public safety entities in employment matters and Skelly hearings, and related appeals. Mr. Fessenden will be discussing topics which will include the following:

- The Skelly Process
- Peace Officers Bill of Rights (POBR)
- Lessons Learned
- Request for Personnel Information

FISCAL IMPACT: None.

RECOMMENDATION: None.

BACKGROUND: None.

ATTACHMENT(S): The Intersection of Skelly and The Peace Officers Bill of Rights Training Announcement.



NCCSIF
Police Risk Management Committee

The Intersection of Skelly and the Peace Officer Bill of Rights

One of the most challenging and frustrating aspects of operating a police department is dealing with disciplinary issues. Some of the frustrations may include too many rules, not enough time, unreasonable demands and the impact on efficient operations. Let us help you relieve some of that frustration. The topics which will be covered include:

1. The Skelly Process
 - a. Notice
 - b. Document disclosure
 - c. Handling the hearing
 - d. Appeal rights
2. Peace Officer Bill of Rights (POBR)
 - a. Garrity waiver and Lybarger admonishment
 - b. Handling the interview
 - c. Notice and providing supporting documents
 - d. Appeal rights
3. Lessons Learned
 - a. Probationary employee issues
- b. What to do if the officer brings up disability issues during the process
- c. Demands to obtain the investigatory materials
- d. When does “counseling” become “punitive” action
- e. Procedural issues used as a means to challenge imposition of discipline
- f. Dealing with dishonesty charges and Brady list issues
4. Request for Personnel Information
 - a. Requests by the officer
 - b. Requests by third parties
 - c. Disclosure of the identify of officers that are subject of an investigation

Presenter:

Carl Fessenden is a partner with the Law Offices of Porter Scott. He has been practicing for over 20 years. His practice focuses on representing public entities in litigation and administrative proceedings. A significant part of his practice involves defending public safety entities in employment matters and Skelly hearings, and related appeals.

Date and Time:

Thursday, August 7, 2014 – Police Risk Management Committee meeting starting at 10 am

Location:

Lincoln City Hall
Third Floor Conference Room
600 Sixth Street, Lincoln, CA 95648

Target Audience:

Police Chiefs, Command Staff, Human Resources and Risk Managers are encouraged to attend.

To Register:

Please e-mail Johnny Yang at jyang@alliant.com with the names of those who wish to attend or accept the invitation which accompanied this announcement. Lunch will be provided.

NCCSIF Organizational Chart

BOARD OF DIRECTORS			
Jeff	Kiser		City of Anderson
Shari	Conley		City of Auburn
Toni	Benson		City of Colusa
John	Brewer		City of Corning
Jim	Lindley	EC	City of Dixon
Brad	Koehn		City of Elk Grove
Bruce	Cline		City of Folsom
Paula	Islas		City of Galt
TBD			City of Gridley
Ed	Pattison		City of Lone
Michael	Daly		City of Jackson
John	Lee	EC	City of Lincoln
Matt	Michaelis		City of Marysville
Corey	Shaver	EC	City of Nevada City
Liz	Ehrenstrom	P	City of Oroville
Gina	Will		Town of Paradise
Dave	Warren		City of Placerville
Sandy	Ryan		City of Red Bluff
Tim	Chapa	EC	City of Rio Vista
Russell	Hildebrand	VP	City of Rocklin
Tim	Sailsbery	T	City of Willows
Natalie	Walter		City of Yuba City

ALTERNATES		
TBD		City of Anderson
Joanna	Belanger	City of Auburn
Cathy	Higgins	City of Colusa
Tom	Watson	City of Corning
George	Silva	City of Dixon
Jonathan	Hobbs	City of Elk Grove
Kristine	Wilfong	City of Folsom
Jason	Behrmann	City of Galt
Elisa	Arteaga	City of Gridley
Jane	Wright	City of Lone
TBD		City of Jackson
Sheila	Vanzandt	City of Lincoln
Walter	Munchheimer	City of Marysville
Catrina	Olson	City of Nevada City
TBD		City of Oroville
Crystal	Peters	Town of Paradise
John	Driscoll	City of Placerville
Cheryl	Smith	City of Red Bluff
Marni	Rittburg	City of Rio Vista
Michael	Green	City of Rocklin
Steve	Holsinger	City of Willows
Robin	Bertagna	City of Yuba City

EXECUTIVE COMMITTEE			
Liz	Ehrenstrom	P	City of Oroville
Russell	Hildebrand	VP	City of Rocklin
Paula	Islas	S	City of Galt
Tim	Sailsbery	T	City of Willows
Jim	Lindley	EC	City of Dixon
John	Lee	EC	City of Lincoln
Corey	Shaver	EC	City of Nevada City
Tim	Chapa	EC	City of Rio Vista

RISK MANAGEMENT COMMITTEE		
Juanita	Barnett	City of Anderson
Robert	Richardson	City of Auburn
Shelly	Kittle	City of Colusa
Tom	Watson	City of Corning
Kim	Stalie	City of Dixon
Brad	Koehn	City of Elk Grove
Bruce	Cline	City of Folsom
Paula	Islas	City of Galt
Karin	Helvey	City of Gridley
Ed	Pattison	City of Lone
Carla	Soracco	City of Jackson
John	Lee	City of Lincoln
Matt	Michaelis	City of Marysville
Catrina	Olson	City of Nevada City
Liz	Ehrenstrom	City of Oroville
Crystal	Peters	Town of Paradise
Dave	Warren	City of Placerville
Sandy	Ryan	City of Red Bluff
Marni	Rittburg	City of Rio Vista
Russell	Hildebrand	City of Rocklin
Wayne	Peabody	City of Willows
Natalie	Walter	City of Yuba City

PROGRAM ADMINSTRATORS		
Marcus	Beverly	Alliant Insurance Services
Michael	Simmons	Alliant Insurance Services
Joan	Crossley	Alliant Insurance Services
Johnny	Yang	Alliant Insurance Services
Laurence	Voiculescu	Alliant Insurance Services

ADVISORS		
Byrne	Conley	Byrne and Conleys
James	Marta	James Marta & Company

RISK CONTROL CONSULTANTS		
Henri	Castro	Bickmore
Jeff	Johnston	Bickmore
Tom	Kline	Bickmore

P = President	VP = Vice President
S = Secretary	T = Treasurer

2014 MEETING CALENDAR

BOARD OF DIRECTORS 12:00 p.m.	EXECUTIVE COMMITTEE 10:30 a.m.	CLAIMS COMMITTEE 12:30 p.m.
April 24	March 13	March 13
June 12	May 29	May 29
October 9	September 18	September 18
December 11	November 13	November 13*

RISK MANAGEMENT COMMITTEE 9:30 a.m.	POLICE RISK MANAGEMENT COMMITTEE 10:30 a.m.	FINANCE COMMITTEE 10:30 a.m.
January 9	February 20	As Needed
April 24	May	
June 12	September	
October 9	December	
December 11		

ALL MEETINGS ARE SCHEDULED ON THURSDAYS

Risk Management Committee meetings are scheduled for 9:30 a.m.

Board of Director Meetings will start at 12:00 p.m.

**This meeting will follow the EC meeting, as the Claims Committee members will be selected at that meeting.*

CJPRMA 2014 MEETING DATES –

EXECUTIVE COMMITTEE	BOARD OF DIRECTORS
January 16	March 20
April 17	May 13,14 & 15
July 17	October 23
September 19	December 18
November 20	

2013 NCCSIF RESOURCE CONTACT GUIDE

PROGRAM ADMINISTRATION Alliant Insurance Services, Inc. www.alliantinsurance.com Main: (916) 643-2700 Fax: (916) 643-2750		
SUBJECT	MAIN CONTACT	
COVERAGE / RISK MANAGEMENT ISSUES – <ul style="list-style-type: none"> ➤ Certificates of coverage, additions/deletions of coverages, special events liability coverage, automobile identification cards, auto/mobile equipment physical damage programs ➤ Coverage questions, quotations, new members, development of shared risk program coverage agreements, RFPs for actuarial services, actuary liaison, excess insurance/additional coverage marketing (Crime coverage, etc.), program development ➤ Insurance Requirements in Contracts (IRIC), hold harmless agreements, indemnification clauses, safety program planning, RFPs for JPA services & audits, third party contract review 	Marcus Beverly Michael Simmons Johnny Yang Joan Crossley	
JPA MANAGEMENT ISSUES – program budget/funding, financial analysis, coordination w/financial auditor/JPA accountant	Marcus Beverly Marylin Kelley Johnny Yang Joan Crossley	
JPA ADMINISTRATIVE ISSUES – meeting agendas; minutes; development/maintenance of governing documents, development/interpretation of policies & procedures, JPA state compliance, Form 700, changes in Board members.	Johnny Yang Marcus Beverly Joan Crossley	
COVERAGE ISSUES – coverage questions, quotations, new members, development of shared risk program coverage agreements, RFPs for actuarial services, actuary liaison, excess insurance/additional coverage marketing (Crime coverage, etc.), program development	Marcus Beverly Michael Simmons Johnny Yang Joan Crossley	
Mike Simmons Marcus Beverly Johnny Yang Joan Crossley Marylin Kelley	(415) 403-1425 / (925) 708-3374 (cell) (916) 643-2704 (916) 643-2712 (916) 643-2708 (415) 403-1448	msimmons@alliant.com marcus.beverly@alliant.com jyang@alliant.com jcrossley@alliant.com mkelley@alliant.com

2013 NCCSIF RESOURCE CONTACT GUIDE

<p style="text-align: center;"><u>ACCOUNTING SERVICES</u> James Marta & Company CPAs 701 Howe Avenue, Suite E3 Sacramento, California 95825 Main: (916) 993-9494 • Fax: (916) 993-9489 www.jpmpca.com Jim Marta - jmarta@jpmpca.com</p>	<p style="text-align: center;"><u>EMPLOYEE ASSISTANCE PROGRAM</u> ACI Specialty Benefits Corporation 5414 Oberlin Drive, Suite 240 San Diego, California 92121 Main: (858) 452-1254 • Fax: (858) 452-7819 www.acieap.com Tori Barr - tbarr@acieap.com</p>		
<p><u>CLAIMS ADMINISTRATION / LOSS CONTROL</u> York Risk Services Group, Inc. www.yorkrsg.com P.O. Box 619058 Roseville, CA 95661-9058 (800) 922-5020 • Fax (800) 921-7683</p>			
LIABILITY CONTACTS	WORKERS' COMPENSATION		
<p>Jennifer Nogosek Unit Manager (916) 960-0997 jennifer.nogosek@yorkrsg.com Cameron Dewey Senior Adjuster - Redding (530) 243-3249 cameron.dewey@yorkrsg.com Shawn Millar Senior Adjuster - Chico (530) 345-5998 shawn.millar@yorkrsg.com Olivia Doney Adjuster - Chico (530) 345-5883 olivia.doney@yorkrsg.com Dan Lamb Senior Adjuster - Foothills (209) 795-0742 dan.lamb@yorkrsg.com</p> <p style="text-align: center;"><u>RESOURCES</u></p> <p>Tom Baber Vice President Liability (916) 746-8834 tom.baber@yorkrsg.com Mike Berndt Assistant Vice President (916) 746-8828 mike.berndt@yorkrsg.com</p>	<p>Bernard Sarmiento Senior Adjuster - Roseville (916) 960-0902 bernard.sarmiento@yorkrsg.com D'Ana Seivert Adjuster - Roseville (916) 960-0987 d'ana.seivert@yorkrsg.com Erica Nichols Adjuster - Roseville (916) 960-1026 erica.nichols@yorkrsg.com Erik Baldwin Adjuster - Roseville (916) 746-8856 erik.baldwin@yorkrsg.com John Tucker Senior Adjuster - Stockton (209) 320-0804 john.tucker@yorkrsg.com</p> <p style="text-align: center;"><u>RESOURCES</u></p> <p>Craig Wheaton, J.D. Assistant Vice President Liability - Roseville (916) 960-0988 craig.wheaton@yorkrsg.com</p>	<p>Lela Casey Senior Claims Examiner lela.casey@yorkrsg.com</p> <p>Federica Simpson Future Medical Examiner (916) 960-1021 federica.simpson@yorkrsg.com MO's and FM's for Kelly's cities Michelle Bridges Senior Claims Examiner michelle.bridges@yorkrsg.com</p> <p>Debra Yokota Regional Vice President Workers' Compensation (916) 960-0965 debra.yokota@yorkrsg.com</p>	<p>Christine Stillwell Future Medical Examiner (916) 960-0950 christine.stillwell@yorkrsg.com MO's and FM's for Carol and Teresa's cities Ben Burg Unit Manager (916) 960-0946 ben.burg@yorkrsg.com</p> <p style="text-align: center;"><u>RESOURCES</u></p> <p>Kelli Vitale Carson Assistant Vice President Workers' Compensation (916) 960-0998 kelli.vitalecarson@yorkrsg.com</p>