

Village of Cottage Grove
POLICE DEPARTMENT

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Daniel L. Layber
Chief of Police

To: Village Board, Village Administrator, Police Commission, Stakeholders
From: Daniel Layber, Chief of Police
Date: 3-1-2016
Re: Village of Cottage Grove Police Department Management Plan

The following is the Village of Cottage Grove Police Department Management Plan that includes department goals and objectives for 2016.

Goal #1: Prepare the police department for accreditation

The department is currently working towards the accreditation goal by participating in the WILEAG (WI Law Enforcement Accreditation Group) accreditation process. The police department is now a member as of 2016 and substantial progress has been made towards this goal by changing and implementing policies and the way we function as a police department. In 2016 the department needs to finalize all policies and compile most of the “proofs” necessary to prove we are in compliance with standards.

Goal #2: Seek to increase full time staffing with addition of a sergeant position

As per the recommendation of the police consultant ‘action plan’ the department is in need of another supervisory position which would be a sergeant position. This would give the police department its full complement of supervisors and would meet the average staffing recommendations of state and federal guidelines of a community our size and demographic. The chief needs to justify this position in the 2016 budget process to village and elected officials.

Goal #3: Reinvigorate the city’s Neighborhood Watch Program

Begin the process of reaching out to our citizens through an effective neighborhood watch program by instituting “Nextdoor” a web based information sharing program and through our existing Facebook site. The goal for 2016 would be to increase citizen participation in these programs by at least 25%.

Goal #4: Reinstigate the part time police officer program

Dedicated to Keeping Our Community Safe Through Partnership and Professional Service

The department currently maintains 24/7 coverage of the village utilizing full time police officers on a fixed rotation of 6 days on and 3 days off. The recently added position of police lieutenant gives the department 3 officers per shift. In the event of a lengthy absence due to illness, injury or vacancies the department is forced to maintain coverage by offering overtime or forcing officers to come in early or stay late. This leads to extensive overtime costs and eventual burnout of officers. With the addition of part time officers the department can fill some of these shift vacancies with officers that receive no benefits and earn less per hour. The expensive time and a half overtime would then be greatly reduced. This program would also give the department a 'force multiplier' for special events and critical incidents. Candidates have been interviewed and are going through the background process.

Goal #5: Increase Solve Rates for Property Crimes

The department currently solves thefts at a 63% rate. This is well above the state rate of solving thefts which is 31% in 2012. The goal for 2016 is to maintain that solve rate which may be difficult to attain due to current staffing levels and the many other duties of the detective position. However, every effort will be made to achieve this goal.

Goal #6: Increase Police Programming in the Cottage Grove Schools

In the police department's history there has been very little programming presented to the students by police personnel. Contact with young people gives them a positive image of officers and can have a positive impact on their future behavior. The goal for 2016 is to have officers presenting safety programs to students and informing them of what police officers do on a daily basis in all of the 3 schools physically located in Cottage Grove.