

Village of Cottage Grove  
**POLICE DEPARTMENT**

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**Daniel L. Layber**  
Chief of Police

To: Law Enforcement Committee, Village Administrator  
From: Daniel Layber, Chief of Police  
Date: 2-25-2020  
Re: Village of Cottage Grove Police Department Management Plan

The following is the Village of Cottage Grove Police Department **Goals and Objectives for 2020. (RESULTS)**

**Goal #1: Maintain Accreditation**

The Cottage Grove Police Department is currently accredited by the WILEAG (WI Law Enforcement Accreditation Group). The Department achieved accreditation in May of 2018. The Department will have to continue to maintain the standards of accreditation and prove we are complying every year, including 2020. We will need to re-achieve accreditation in 2021. *(This was accomplished by gathering proofs of compliance for all three years in the 2018 through 2020 period)*

**Goal #2: Enhance the Bicycle Patrol Program**

The Cottage Grove Police Department began the bicycle patrol program in 2019. Bike patrol programs can be useful in addressing crime issues and enhancing community outreach. Officers on bicycles are much more approachable than officers in squad cars. We sent one officer to a bike patrol training program in 2019 and made attempts at getting officers out at special events and in neighborhoods when the weather allowed. In 2020 we will send another officer to the bike training program and try to become even more visible in the community during the warmer weather. *(This was accomplished by having the bicycle patrol officer more than tripling the number of hours he was on bicycle patrol in 2020)*

**Goal #3: Enhance and Implement a Physical Fitness/Wellness Program for the Police Department**

The Department purchased physical fitness equipment in late 2019. The equipment is now fully set up and operational. We have 2 treadmills, an elliptical machine, a stairclimbing machine, a stationary bicycle, free weights, racks for various exercises and a cable machine intended for resistance weightlifting. When weather allows in 2020, we will test the officers who volunteer to participate in the exercise program. For those that can pass the physical fitness standard for recruits, as set by the WI DOJ, they will be rewarded with extra leave days. For those that cannot pass the test, they will be given a program to follow by a trainer that will hopefully get them in position to pass this test. For those that make substantial gains, but still cannot pass the test, they may be rewarded in other ways. We will also bring in a dietician to consult with the officers to get them eating healthier. The physical fitness trainer will also be available for consultation for all members of the department. The goal for 2020 is to have as many officers as possible participating in the wellness program so that we become a healthier department mentally and physically. *(This was accomplished by placing exercise equipment in the municipal building for all staff to use, hiring a physical fitness instructor who is working*

*with more than half the PD staff to enhance their physical fitness, and a strong EAP program is in place for all employees)*

**Goal #4: Maintain Solve Rate for Violent Crimes and Property Crimes**

We currently solve violent and property crimes at rates well above the state of Wisconsin averages. Our goal for 2020 is to maintain these excellent solve rates and to always be on the lookout for better and innovative ways to do so. We have signed up for Ring's Neighborhood portal which allows for us to request videos from citizens with these cameras in specific geographic areas of the village. We have received many videos using this portal and in 2020 we hope to expand the program. We are also members of the Neighborhood app which is generally used for neighbors to share non-crime related news and services. However, there is a crime and neighborhood watch component to this app which we will attempt to expand our use of in 2020. In 2020 we will be on the lookout for new ways to help us reach the community to develop partnerships to help us solve crime and disorder issues. *(This was accomplished by having a 95% clearance rate for violent crimes and a 53% clearance rate for property crimes. These are both much better than state and US rates of clearance)*

**Goal #5: Develop a Domestic Violence Officer Program**

The department applied for a federal COPS grant in March of 2020, which if approved, would give the department the opportunity to hire another officer in 2020 who would focus on becoming a domestic violence officer. The domestic violence officer would partner with the Dane County Victim Witness Unit, and the private entity, Domestic Abuse Intervention Service (DAIS), to provide enhanced services to victims of abuse to hopefully decrease recidivism rates in our community. If we do not receive this grant position, we will send some officers in 2020 to receive more training in this area and deploy them in the community to help the victims. They will coordinate efforts with Dane County Victim/Witness and DAIS to provide proactive efforts at reducing domestic violence in our community. *(This was partially accomplished by getting specialized training from the Dane County Victim/Witness Unit, Domestic Violence Unit for all officers that focused on how officers can reduce recidivism in Domestic Violence Cases, refer victims to proper resources, and follow-up with victims to make sure they are getting the help they need. We did not get the federal grant adding an officer to our department which is obviously beyond our control. We will get training from the Dane County Sheriff's specialized unit for domestic violence and hopefully enhance our efforts in 2021)*