



REQUEST FOR ACTION CITY COUNCIL

Agenda Date: 4/7/2026
Agenda Section: Consent Agenda

Department Origination: Police

Agenda Item: Approve the Software as a Service Agreement with Eckberg Lammers for their Policies 360 Subscription

Approval Required: Simple Majority Vote

BACKGROUND

In early 2022, the Baxter Police Department partnered with other Police Departments in Region 5 (Crow Wing, Cass, Todd, Morrison, and Wadena Counties) to obtain impact funding through Sourcewell to implement a policy platform from Lexipol. Lexipol is a nationwide policy management and training company that provides subscription-based services primarily for public safety agencies, including law enforcement, fire departments, EMS, and corrections.

Sourcewell covered the cost of the Lexipol platform for the first two years, with subsequent years being the responsibility of each department. The police department paid their first invoice to Lexipol in the beginning of 2025.

For Baxter, implementation of Lexipol policies has been ongoing. However, the rollout of policies has been extremely slow due to the significant amount of editing required to make them align with the Baxter Police Department's needs. Lexipol policies are extremely complex and seems to be designed for larger agencies nationwide. The language is often difficult to understand, and policies are lengthy, making it challenging for officers to retain key content. Administration has spent considerable time revising policies to make them clearer and more relevant for Baxter Officers.

Policies 360, offered by Eckberg Lammers (which is Minnesota based,) provides a full set of Minnesota-specific, accreditation-ready policies that are attorney-written, law enforcement vetted, and ready to use. These policies are written specifically for Minnesota law, ensuring correct legal standards. They are clear, concise, and legally defensible while allowing professional discretion and are separate from Standard Operating Procedures or training to reduce liability and avoid inconsistencies.

Policies 360 offers a streamlined, easy-to-understand approach that better fits the size and needs of the Baxter Police Department.

FINANCIAL IMPLICATIONS

No financial implications. Included in the 2026 budget was the subscription renewal for Lexipol (\$10,692.82.) Policies 360 pricing for 2026 is \$8400. By switching to Policies 360, we will be saving \$2292.82 in 2026. Policies 360 pricing for 2027 will be \$6300 and \$6615 in 2028. Anticipated total savings for 2027 and 2028 will be in the range \$4500 and \$5000 per year.

STAFF RECOMMENDATIONS

Staff recommends approval of the Software as a Service Agreement with Eckberg Lammers for the Policies 360 Subscription.

COUNCIL ACTION REQUESTED

Motion to approve the Software as a Service Agreement with Eckberg Lammers for the Policies 360 Subscription.