



# SOLUTIONS PROPOSAL



**PREPARED FOR:**

Saint Francis Fire Department  
Captain Tim Kizer  
tim.kizer@stfrancismn.org  
6122720244

**PREPARED BY:**

Nicole Falconer  
nfalconer@lexipol.com  
(949) 226-8080

2611 Internet Blvd, Ste 100  
Frisco, Texas 75034  
(844) 312-9500  
www.lexipol.com

## Executive Summary

Public safety agencies and local government organizations today face challenges of keeping personnel safe and healthy, reducing risk and maintaining a positive reputation. Add to that the dynamically changing legislative landscape and evolving best practices, and even the most progressive, forward-thinking departments can struggle to keep up.

Lexipol's solutions are designed to save you time and money while protecting your personnel and your community. Our team consists of professionals with expertise in public safety law, policy, state and federal accreditation, training, mental and physical wellness and grants. We continually monitor changes and trends in legislation, case law and best practices and use this knowledge to create policies, training, wellness resources and funding services that minimize risk and help you effectively serve your community.

### **THE LEXIPOL ADVANTAGE**

Lexipol was founded by public safety experts who saw a need for a better, safer way to run a public safety agency. Since the company launch in 2003, Lexipol has grown to form an entire risk management solution for public safety and local government. Today, we serve more than 10,000 agencies and municipalities and 2 million public safety and government professionals with a range of informational and technological solutions to meet the challenges facing these dynamic industries. In addition to providing policy management, accreditation, online training, wellness resources, and grant assistance, we provide 24/7 industry news and analysis through the digital communities Police1, FireRescue1, Corrections1, EMS1 and Gov1.

Our customers choose Lexipol to make an investment in the safety and security of their personnel, their agencies and their communities. We help agencies address issues that create substantial risk, including:

- Inconsistent and outdated policies
- Lack of technology to easily update and issue policies and training electronically
- Unchecked mental health needs of staff
- Difficulty keeping up with new and changing legislation and practices
- Inability to produce policy acknowledgment and training documentation
- Unfamiliarity of city legal resources with the intricacies of public safety law
- The need to secure grant funding for critical equipment, infrastructure and personnel

Lexipol is backed by the expertise of 440 employees with more than 2,075 years of combined experience in constitutional law, civil rights, ADA and discrimination, mental health, psychology, labor negotiations, Internal Affairs, use of force, hazmat, instructional design, federal and state grants and a whole lot more. That means no more trying to figure out policy, achieve accreditation, develop training or wellness content, or secure funding on your own. You can draw on the experience of our dedicated team members who have researched, taught and lived these issues.

We look forward to working with Saint Francis Fire Department to address your unique challenges.

### FireRescue1 Academy

Training is key to improving safety and effectiveness in fire department operations. FireRescue1 Academy's online training platform combines high-quality content with time-saving features to help your training resources go further.

- 24/7 access to online learning, allowing your firefighters to train when it's convenient
- More than 1,000 courses and videos, including more than 440 hours of approved EMS CEUs
- Courses accredited by CAPCE and recognized by the National Registry
- Reports to help you monitor and track training completion, compliance and license renewal
- Features that allow you to automatically document and report ISO training for audits
- Ability to upload and build your own content and create personalized learning plans
- 360-degree customer support, including a personalized onboarding implementation plan, recurring services to help you maximize your training program, and a dedicated Customer Success Manager

#### **Master Class Series - Fire Video Leadership Series - \$5.00 optional add-on per member**

Developing current and future leaders is critical for every fire department. The Master Class series from FireRescue1 Academy features nationally renowned speakers and leaders in an up-close and personal format with short video segments and "what would you do" scenarios to tackle the tough issues of fire service leadership.

- Foster career development and inspire current and future fire officers to grow
- Enhance or start a company/chief officer development curriculum
- Equip officers to address the people management and risk management challenges your department faces
- Maintain officer certifications and meet other training mandates
- Reduce travel costs associated with in-person training
- Assign, track and report on learning assignments electronically

#### **EVALS Mobile Skills Assessment**

Skills assessments are central to the successful development and preparation of public safety personnel. The EVALS mobile skills assessment solution improves student performance and skills retention by delivering transparent, effective, mobile field training evaluations. With EVALS you can:

- Record live training and review videos to reinforce learning
- Track and document student performance for transparency and accountability
- Configure custom Job Performance Requirements using real-world scenarios to quantify skills-based performance
- Deliver consistent training evaluations across multiple instructors and classes
- Track on-the-job training hours and performance requirement

### Echelon Front Leadership Training Series

Through an exclusive partnership, Lexipol and Echelon Front have come together to create a six-part online leadership training series to provide public safety departments and individuals with practical tools and concepts for new and seasoned leaders. This unique series focuses on the battleground-proven leadership concept of Extreme Ownership and applies that mindset to situations first responders can relate to. Leaders at every level of an organization, from chiefs and commissioners to those on the front line, will learn how the power of Extreme Ownership can make a positive impact at public safety agencies.

- 6-part leadership series with Echelon Front founders Jocko Willink and Leif Babin
- Online courses with 24/7 access, allowing personnel to train when it's convenient
- Simple setup process to get you started quickly, backed by technical and customer support
- Access to core features of Lexipol's learning management system, such as tracking and reporting on course assignments
- Continuing education credit through CAPCE and POST in select states

### Policy Manual

Constitutionally sound, up-to-date policies are the foundation for consistent, safe public safety operations and are key to reducing risk and enhancing personnel and community safety. Lexipol's comprehensive policy manual covers all aspects of your agency's operations.

- More than 155 policies researched and written by public safety attorneys and subject matter experts
- Policies based on State and federal laws and regulations as well as nationwide best practices
- Content customized to reflect your agency's terminology and structure

#### **Daily Training Bulletins (DTBs)**

Even the best policy manual lacks effectiveness if it's not backed by training. Lexipol's Daily Training Bulletins are designed to help your personnel learn and apply your agency's policy content through 2-minute training exercises.

- Scenario-based training ties policy to real-world applications
- Understanding and retention of policy content is improved via a singular focus on one distinct aspect of the policy
- Each Daily Training Bulletin concludes with a question that confirms the user understood the training objective
- Daily Training Bulletins can be completed via computers or from smartphones, tablets or other mobile devices
- Reports show completion of Daily Training Bulletins by agency member and topic

### **Policy Updates**

Lexipol's legal and content development teams continuously review state and federal laws and regulations, court decisions and evolving best practices. When needed, we create new and updated policies and provide them to your agency, making it simple and efficient to keep your policy content up to date.

- Updates delivered to you through Lexipol's web-based content delivery platform
- Changes presented in side-by-side comparison against existing policy so you can easily identify modifications/improvements
- Your agency can accept, reject or customize each update

### **Web-Based Delivery Platform and Mobile App (Knowledge Management System)**

Lexipol's online content delivery platform, called KMS, provides secure storage and easy access to all your policy and training content, and our KMS mobile app facilitates staff use of policies and training completion.

- Ability to edit and customize content to reflect your agency's mission and philosophy
- Efficient distribution of policies, updates and training to staff
- Archival and easy retrieval of all versions of your agency's policy manual
- Mobile app provides in-the-field access to policy and training materials

### **Reports**

Lexipol's Knowledge Management System provides intuitive reporting capabilities and easy-to-read reports that enhance command staff meetings and strategic planning.

- Track and report when your personnel have acknowledged policies and policy updates
- Produce reports showing completion of Daily Training Bulletins
- Sort reports by agency member, topic and other subgroups (e.g., shift, assignment)
- Reduce the time your supervisors spend verifying policy acknowledgement and training completion

### **Supplemental Publication Service**

Lexipol's Supplemental Publication Service (SPS) streamlines the storage of your agency's content, giving you one place to access procedures, guidelines, general orders, training guides or secondary policy manuals.

- Electronically links department-specific procedural or supplemental content to your policy manual
- Provides electronic issuance and tracking for your agency's procedural or supplemental content
- Allows you to create Daily Training Bulletins against your procedural content
- Designed for standard operating guidelines, procedures, general orders or field guides

### **Fire Procedures**

Clear and accessible procedures are imperative to ensure safe, effective and consistent emergency response and personnel interactions. Lexipol's fire procedures, based on national best practices, give you critical operational and administrative procedures as well as a template to build on.

- More than 35 best practice procedures designed to support safe and effective operations
- Tactical procedures address the operations most often cited as contributing to firefighter injury or death as well as the most common call types
- Administrative procedures address the areas of highest legal liability as well as best practices for organizational success
- Scenario-based training reinforces live training
- Mobile-friendly decision trees and checklists prevent essential steps from being missed

## **One-Time-Cost Policy Implementation**

### **Implementation Policy Tier I: High-Risk Policies**

Benefit from our proven, systematic approach to implementing policies. Tier I represents about 20% of the manual, including foundational policies necessary to provide structure and authority to your policy manual, as well as policies addressing high-risk, low-frequency and high-risk, high-frequency incidents. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

### **Implementation Policy Tier II: High-Liability Policies**

Benefit from our proven, systematic approach to implementing policies. Tier II represents about 20% of the manual, including policies that relate to common day-to-day calls for service that have a higher level of potential liability. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

# Proposal

Prepared By: Nicole Falconer  
 Phone: (949) 226-8080  
 Email: nfalconer@lexipol.com

Quote #: Q-77732-3  
 Date: 5/28/2024  
 Valid Through: 7/31/2024

## Overview

Lexipol empowers first responders and public servants to best meet the needs of their residents safely and responsibly. We are the experts in policy, training and wellness support, committed to improving the quality of life for all community members. Our solutions include state-specific policies, online learning, behavioral health resources, funding assistance, and industry news and information offered through the websites Police1, FireRescue1, EMS1 and Corrections1. Lexipol serves more than 2 million public safety and government professionals in over 10,000 agencies and municipalities. The services proposed below are designed to meet your agency's specific goals and needs.

### TRAINING: FireRescue1 Academy, Master Class, Echelon Front, EVALS Skills

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
28	Fire & EMS Learning Platform (12 Months)	USD 92.00	5%	USD 128.80	USD 2,447.20
7	Master Class Series (12 Months)	USD 5.00	5%	USD 1.75	USD 33.25
10	Echelon Front Leadership Training Series (12 Months)	USD 65.00	5%	USD 32.50	USD 617.50
1	EVALS Skills Add On	USD 32.00	5%	USD 1.60	USD 30.40
	<b>Subscription Line Items Total</b>			<b>USD 164.65</b>	<b>USD 3,128.35</b>
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				<b>TRAINING: FireRescue1 Academy Discount:</b>	USD 164.65
				<b>TRAINING: FireRescue1 Academy TOTAL:</b>	USD 3,128.35

### POLICY: Annual Policy Subscription + One-Time Implementation

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
1	Annual Fire Policy Manual & Daily Training Bulletins w/Supplemental Publication Service w/Fire Operations Procedures (12 Months)	USD 3,910.00	5%	USD 195.50	USD 3,714.50
	<b>Subscription Line Items Total</b>			<b>USD 195.50</b>	<b>USD 3,714.50</b>
1	Fire Tier I Implementation	USD 2,648.00	5%	USD 132.40	USD 2,515.60
1	Fire Tier II Implementation	USD 2,879.00	5%	USD 143.95	USD 2,735.05
	<b>One-Time Line Items Total</b>			<b>USD 276.35</b>	<b>USD 5,250.65</b>
				<b>USD 471.85</b>	<b>USD 8,965.15</b>
				<b>POLICY: Annual Policy Subscription + One-Time Implementation Discount:</b>	USD 471.85
				<b>POLICY: Annual Policy Subscription + One-Time Implementation TOTAL:</b>	USD 8,965.15

**Discount Notes**

- 5% Sourcewell discount applied, City is a member.
- Bundle option:
  - 10% off all services if agency signs up for both FireRescue1 and Policy at the same time plus a 15% discount would be applied to EVALS Skills Add-Ons.

**Pricing Notes**

- FireRescue1, Master Class, Echelon Front Pricing: Unit Price is per member, per every 12-month term.
- Policy Pricing is based on equivalency of 5 full-time Fire Authorized Staff.