

CATALOG OF SERVICES

Putting Our Experience to Work For You

i2S is not a certified public accounting firm and is not authorized to practice law or provide legal services



WELCOME to Integrity Investigative Solutions (i2S), a premier investigative and consultant service organization dedicated to finding the best solutions and outcomes for our clients.

Richard Stout – Retired FBI, Former State Trooper and Security Expert John Bryfonski – Retired DEA Senior Executive and Chief of Police Charlie Dennis – Retired Chief of Police and Former Undersheriff

MISSION STATEMENT

i2S provides comprehensive and independent investigative and consultative services for law enforcement and corporate clients drawing on over 100 years of diverse experience in the municipal, county, state, federal and international and corporate arenas. We focus on sensitive integrity investigations, strengthening policies, procedures, programs, regulatory compliance, global security services and much more.

WHY CHOOSE i2S?

When you hire i2S, you have 100 years of extensive domestic and international investigative, leadership, operational and administrative experience working for you. Experience alone is not enough, which is why i2S successfully exploits our experience to build innovative solutions leading to greater performance in agencies as well as programs. Our team have proven records of success leading and managing investigations and organizations. We have a proven record in leading under-performing agencies, organizations and programs to greater and profound levels of improvement and unqualified success. It is hard to find so much experience and expertise in one place. We know what works, and what doesn't work or doesn't work well. We look for gaps and weaknesses that caused or contributed to the problem and find solutions to close the gaps to prevent and mitigate future liability, risk and improve performance. Our mission is to provide our clients with the very best investigative and consultant services in the areas of expertise for which our team has excelled. When you choose i2S you hire exceptionally qualified investigators. Our services provide the solutions for your needs with the highest standards of integrity, as well as investigative and consultive excellence.



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I. INVESTIGATIONS: With deep expertise in conducting complex criminal, administrative, regulatory and compliance investigations at the municipal, county, state, federal and international levels our investigations are comprehensive, thorough and independent and discrete. Our team has experience and success in conducting sensitive integrity related misconduct investigations, public corruption investigations, fraud and regulatory compliance investigations.

a. <u>MISCONDUCT and INTEGRITY INVESTIGATIONS</u>: Allegations of integrity related misconduct with criminal implications pose one of the greatest risks to any law enforcement organization. Such allegations, if true, can shake the very foundations of public trust and confidence in the employees involved as well as the organization's leadership team and the agency itself.

To successfully mitigate the risk posed by allegations of integrity related misconduct it is critical to view these matters through a lens that is unclouded by bias. The reputations, careers and lives of the employees involved as well as the leadership team are at stake. We believe such investigations must be highly discrete, timely, independent fact-finding efforts to find the truth balanced against applicable law, rules, regulations and professional standards.

Allegations are by definition, assertions without proof; it is the mission of the i2S team to find the facts and present our client with a comprehensive and thorough investigation that is independent and devoid of bias.

We have experience conducting such investigations in collaboration with legal counsel, union representatives and prosecutors. We are mindful of the implications arising from integrity investigations including the impact on careers and the agency.

b. ADMINISTRATIVE & PERFORMANCE INVESTIGATIONS: Allegations of performance related misconduct can be equally as damaging as integrity related misconduct in cases that impact public perception of the organization's ability to fulfill its mission. Egregious performance failure in the execution of the agency's mission in situations that impact public safety may be career ending for the employee and adversely impact public support for the agency and its leadership team.

Performance-related failures may implicate supervision as well as management and administrative structures. A thorough review of performance-related failures may often involve an examination of training for both the employee as well as supervisors. Other factors common to performance related issues include weaknesses in policy and procedure, guidance or even technical and hardware failures. The unintended consequences of weaknesses and gaps in management, supervision and business rules loom large in many investigations.



As with integrity related cases, investigations of poor performance must be independent, comprehensive and thorough. We examine all possible aspects of poor performance to not only find the facts in the instant matter, but also identify structural weaknesses in management, supervision, policy, procedures, training, or equipment that may have induced, aggravated or could and should have prevented or mitigated the incident or conduct.

c. <u>CIVIL RIGHTS AND BIAS</u>: Fair and impartial policing is a vital element in modern law enforcement. Often arising from critical situations that involve use of force or the depravation of liberty and constitutional rights, allegations of civil rights and abuse of bias receive intensive scrutiny and widespread dissemination. These investigations are uniquely challenging and require investigative expertise exclusive to these types of cases.

Cases that alleged civil rights violations or bias present organizations with a different subset of elements that have the potential for long term impacts affecting community relationships. They often spawn independent investigations by other governmental agencies based on allegations that a pattern of abuse or bias exists.

Civil rights and bias cases represent similarities with elements found in other misconduct cases, including weaknesses in management, supervision, leadership, policy/procedure, training, and culture. Disconnection and disaffection of law enforcement and the community may result in an incongruous and misalignment of perspectives that implicate these cases.

As with all serious misconduct cases, independent, thorough, timely investigations coupled with a view toward changing the trajectory that often leads to mistrust and lack of community support is vital. The i2S team has extensive expertise in conducting these types of investigation with the recognition of potential impact on the employee, supervision, management, leadership and community support.

d. <u>SEXUAL HARASSMENT – HOSTILE WORK ENVIRONMENT</u>: One of the more vexing areas despite decades of focus on changing the culture and improving diversity in the workplace involves allegations of sexual harassment. Investigations of these allegations present challenges that involve extreme discretion as well as a unique investigative approach and perspective to ensure the fact-finding process is comprehensive and effective.

Identification of elements that include workplace culture and acceptance or rejection of behaviors associated with allegation of harassment and sexual harassment ore essential to these investigations. The recognition of the implications of these elements can be far-reaching and transcend isolated incidents. A thorough examination of prior conduct, performance, preemployment background, training and supervision factors into these cases.



Hostile work environment cases are yet different than harassment and follow allegations of disparate treatment of employees without regard to race or gender in some instances. These investigations require information and evidence gathered from extensive interviews of colleagues regarding workplace opportunities, assignments, employee performance and other elements to establish whether disparate treatment occurred.

At i2S, we recognize our investigations are manifold relative to the various elements that caused, facilitated or exacerbated the matter as well as those factors that may have prevented or mitigated it. We also know our skilled team is presented with the unique opportunity in some cases to share insight and guidance with employees that lead to improved performance and supervision. Our efforts seek to identify the links in the chain of events, which if altered could have prevented or mitigated the incident or allegation, if true. We carefully, professionally and discretely gather the facts from all perspectives and present the results without bias. We treat every misconduct case with extreme discretion being mindful of the very definition of the word "allegation" in recognition of the impact these cases have on employees, careers, leadership, the organization and community it serves.

e. <u>FRAUD – INTERNAL/EXTERNAL</u>: Our team has experience in matters that involve fraudulent schemes from both internal and external actors. We have expertise in conducting investigations that involve complex financial fraud and embezzlement. Our investigations focus on the identification of the actor(s) responsible and obtaining evidence to support appropriate state or federal charges and present the case to the responsible prosecuting authority. We also strive to protect current assets while seeking to recover lost assets.

A vital element in all fraud investigations is determining whether weaknesses or gaps in business rules, controls, accounting or administrative procedures were exploited by the actor(s) and make timely recommendations to close the gaps.

f. <u>CRIMINAL INVESTIGATIONS</u>: Our team has extensive experience and expertise in conducting a wide range of complex criminal investigations; from terror related cases, public corruption, fraud and Ponzi schemes, traditional and nontraditional organized crime to domestic and international narcotics trafficking, money laundering, as well as assaults, home invasions, arson, larceny and regulatory/compliance matters.

I2S provides our clients with more than 100 years of investigative experience and success in criminal investigations.



g. TRAFFIC AND HIGHWAY SAFETY: i2S provides guidance and assistance in the development and deployment of data-driven effective and efficient highway safety programs. Focusing on impact and safety we will design a traffic and highway safety program to address the issues facing your community and organization.

We have experience in addressing community concerns related to traffic safety and follow the guidance in the Manual on Uniform Traffic Control Devices, civil engineering as well as proven traffic control, vehicle and pedestrian management plans and traffic safety audits. Our team can help establish effective community highway traffic safety committees to facilitate community input and address pain points affecting community safety concerns.

h. <u>WHY CHOOSE I2S FOR INVESTIGATIONS</u>: We have proven records of success in conducting and managing investigations. Our misconduct investigations are complete, thorough, independent and presented without bias. We uncover weaknesses that caused or contributed to the problem and find solutions to close the gaps to prevent and mitigate future liability, risk and improve performance.



II. PUBLIC AND PRIVATE SECTORS: i2S offers comprehensive consultive and investigative services to enhance performance, address operational gaps, conduct fact-finding investigations, audits, and improve public perception for organizations in both the public and private sectors.

a. <u>PERFORMANCE AND EFFICIENCY</u>: We assist clients to improve performance, increase efficiency and identify operational and administrative weaknesses that degrade organizational performance and contribute to waste, fraud and abuse.

b. <u>PERSONNEL AND SECURITY</u>: Our expertise extends to sensitive personnel, fraud and internal security matters, including allegations of public integrity, corruption, and embezzlement ensuring thorough fact-finding investigations are conducted for both public and corporate institutions. We facilitate the process to bring our cases and evidence for presentation to the appropriate authority for prosecution.

c. <u>COMPLIANCE AND REGULATORY</u>: With deep expertise in conducting complex criminal, administrative, regulatory and compliance investigations, our cases are comprehensive, thorough, independent and discrete. Our team has experience and success in conducting and managing regulatory and compliance investigations.

We evaluate the effectiveness of compliance programs, policies, and procedures and find innovative solutions to mitigate risk and prevent unwanted regulatory and compliance deviations.

d. <u>CRISIS MANAGEMENT</u>: Our team is skilled in crisis management, guiding clients through the investigative process, and negotiating with law enforcement officials and prosecutors. We have experience in mitigating and controlling the adverse effects of critical incidents through effective media guidance and advice.

I2S offers specialized support during critical incidents to help clients establish effective command and control to anticipate and navigate critical incidents in both the public and private sectors.

Our team is skilled in helping clients develop command and control structures in advance of critical incidents that enable organizations to better respond to critical incidents. From effective public notification systems, pre-planned and staged public notification statements for select incidents help organizations prepare and respond more effectively and efficiently.



e. <u>WHY CHOOSE I2S FOR PUBLIC AND PRIVATE SECTORS</u>: We efficiently conduct sensitive internal, criminal and administrative investigations alongside regulatory or law enforcement agency inquiries, ensuring success while navigating potential pitfalls.

We design and implement industry-standard internal investigation procedures tailored to mitigate risks, liability and demonstrate transparency while building trust and confidence for corporate and government clients.

With our deep expertise and experience, we thoroughly assess and identify potential challenges for our clients. We offer valuable guidance on internal and external communications, negotiate and monitor interactions with authorities and regulators at the state, local, and federal levels as necessary.

At i2S, our unwavering commitment lies in providing comprehensive consultive services that effectively address our clients' needs and ensure their success in complex situations.



III. HUMAN RESOURCES: i2S offers clients with a comprehensive suite of human resource (HR) consultive and investigatory support including programs to identify the best qualified candidates for leadership positions or candidates for promotion. Our HR consultive support is designed to collaborate and align organizational and community goals and objectives fostering greater transparency and support.

a. <u>LEADERSHIP VACANCY AND ASSESSMENT PROGRAMS</u>: I2s is committed to providing clients with a comprehensive suite of candidate identification and selection programs designed to fit each client's needs and budget.

Beginning with position and job description documents through the issuance and advertisement of vacancy announcements, i2S helps clients develop or update leadership position descriptions and vacancy announcements to accurately reflect the duties and responsibilities of the position. This effort is critical in narrowing the field of candidates to those best suited for the position who possess the necessary qualifications and certifications. Valuable up-front efforts reflect a streamlined and efficient process.

Our programs are designed for efficiency and with budgetary constraints in mind. We utilize innovative solutions to conduct preliminary inquiries of qualified candidates to continue in the process.

Our leadership selection programs are based on effective scenario-based modules that permit accurate evaluation of candidate current and future performance.

The i2S team is skilled with significant expertise in developing assessment-based scenarios used for executive leadership and promotional processes.

Our suite of services is flexible and adaptable to each client's needs and budget. We assist and guide you and your HR team in selecting the best program for your organization.

b. <u>ORGANIZATION AND EMPLOYEE PERFORMANCE METRICS</u>: The adage, "you get what you measure" still holds and so it is vital to ensure organizational mission, goals and objectives are completely aligned with employee evaluation programs.

We help clients design or revise organization measurement tools and data sets to accurately assess the agency's performance. The dashboard of performance metrics will guide leadership, management and supervisory decision making on a daily basis. This effort will align with data driven resource deployment and inform decision makers to allow for timely corrective action to achieve agency performance goals and objectives.



Agency performance metrics should be reflected in employee evaluation and measurement tools. Alignment of organizational goals and objectives with employee performance evaluation is critical to achieving mission success. At i2S we recognize employee evaluation schemes are sometimes negotiated with unions and employee groups. We have experience in helping agency leadership achieve improvements in employee evaluation plans through positive interaction and integration with employee representation.

Key impact goals and objectives for both the organization and employee should align with the agency's mission statement. We assist clients in developing strategic plans and mission statements that reflect the overarching goals and objectives of the agency and community expectations.

c. <u>RESOURCE ALLOCATION & BUILDING COMMUNITY SUPPORT</u>: i2S helps client agencies analyze calls for service (CFS) and other data to design effective, efficient and flexible resource allocation plans. Using data to underpin the deployment of resources results in optimal load balance and improves employee morale and response time.

Optimal resource allocation results in greater visibility to the community that impacts crime prevention as well as increasing community support.

d. <u>RETENTION & RECRUITMENT</u>: i2S recognizes the steep challenge facing law enforcement agencies in both recruitment and retention. We offer expert guidance to clients in developing strategies to improve recruitment and retention.

In an environment in which virtually every agency is competing for employees there are effective strategies to improve recruitment opportunities. We guide clients toward options that have proven successful while maintaining collaborative relationships with neighboring agencies.

We help clients establish effective career development plans that integrate agency mission, goals, objectives with employee interests and need. Effective communication and acknowledgment of employee career goals should inform management in developing training and other plans tailored to each employee. Communication, training and helping employees achieve career goals, objectives and growth have significant impact on retention.

e. <u>HR PROGRAM AUDITS & INSPECTIONS</u>: Understanding the significant impact of HR programs, policies and procedures, i2S audits and inspections of personnel programs inform clients of necessary changes and improvements to create a more efficient, effective and satisfied workplace environment and culture.



f. WHY CHOOSE i2S FOR YOUR HR NEEDS? Our team has extensive and proven experience in developing organizational and employee performance and evaluation programs. We have experience in developing and conducting assessments to fill leadership and supervisory positions. Our team has worked in the field and has the knowledge to inform and guide clients in developing or improving HR programs and initiatives. When you choose i2S, you have a team of experts with first-hand experience in developing highly effective HR programs at your fingertips.



IV. AGENCY AUDITS & MANAGEMENT REVIEW: Whether incident-based or a recognition that an agency audit, management review or top-bottom assessment if an organization is necessary, i2S is there for you.

Safeguarding the reputation and stability of your organization is critical. We specialize in comprehensive investigations, top-bottom audits and reviews to mitigate risk and liability, improve efficiency and effectiveness while proactively protecting your most valuable assets.

In the private sector, our highly discreet team is skilled in gathering crucial information on relevant parties such as borrowers, lenders, customers, and investors. We offer guidance and implement screening programs for third-party vendors, suppliers, and potential business partners, ensuring compliance with international laws and your organization's code of conduct, rules and regulations. With a global network of contacts in business, government, law enforcement, and journalism, we have access to vital information obtained through human intelligence sources, enabling our clients to make accurate, well-informed decisions, especially in regions where open records and public information are scarce.

a. <u>AUDITS & MANAGEMENT REVIEW</u>: Our team conducted agency audits and top-bottom reviews that produced significant organizational efficiencies and performance improvements. Our management reviews identify and assess organizational, programmatic or positional performance in response to administrative, legislative as well as situational developments.

Our independent, thorough and insightful audits and assessments provide clients with the information they need for informed decision making, organizational changes and performance improvements.

We assess organizational and agency structures, leadership, management and supervisory performance as well as administrative and operational performance, efficiency, effectiveness and results. Our independent assessments, audits and reviews are underpinned by our team's experience and expertise supported by our professional standards for achieving excellence.

We carefully examine programs to assess their performance, cost, benefits, and impact in reaching agency goals and objectives.

Our wholistic approach is comprehensive in assessing organizational structures to help clients find greater efficiencies to meet increased need and demand for services.



Our situational based reviews thoroughly investigate operational, administrative, managerial, supervisory, procedural and legal elements to provide our clients with all the relevant facts and information necessary to make informed decisions. I2S will help clients navigate difficult situations when management and agency reviews are deemed essential for organizational and community stability.

We offer accreditation management support for those agencies seeking accreditation. If an agency is not seeking formal accreditation, we can design a planning and inspection program that fits the needs of the organization. Our inspection programs help agencies conduct periodic self-inspections to assess whether internal governance and policy and procedures are followed.

b. <u>POLICY & PROCEDURES</u>: We recognize the importance of strong policy and procedures that are the framework of successful organizations both public and private. At i2S we know that professional, industry best practices reflected in strong administrative and operational procedures are the bulwark against unacceptable liability and risk.

Our team, with expertise in accreditation management, informed by years of experience in developing highly effective policies and procedures for organizations both large and small help clients develop and deploy operational and administrative policies and procedures to achieve high performance as well as reduce liability and mitigate risk.

At i2S, our policy and procedure development are supported by extensive background and experience in misconduct, integrity and performance/management investigations. We are highly adept at developing policy and procedures that reflect our expertise gained from personnel and conduct investigations that are effective in mitigating risk and reducing liability. Our wholistic approach acknowledges the impact of training, hardware, tools and support structures on risk mitigation incorporated into policy development.

We offer guidance in the development of management tools that integrate with risk management such as integrity analysis and early identification programs that help organizations be pro-active in risk management. Our philosophy governed by years of experience focuses on prevention and mitigation with a view toward preserving the integrity of the agency, its leadership and the employee.

We assist clients in strengthening policy and procedures to provide a strong framework that effectively guides agency and employee conduct and performance in alignment with organizational and community goals and expectations.



c. <u>PERFORMANCE METRICS</u>: To achieve optimal performance in the short and long-term environments, measuring and adapting organizational response to changes in a timely manner are vital.

I2S helps agencies identify metrics that impact organizational performance in key areas that reflect community expectations. In order to identify effective metrics, we evaluate and incorporate the organization's mission and vision balanced against community expectations and input. We assess environmental conditions, geography and community climate to ensure the metrics adopted are reflective of the goals and objectives of the agency.

We assist agencies maximize use of existing management tools such as records management systems (RMS) to develop a dashboard that informs leadership and management that drives daily operations. Trend analysis is essential for making timely and informed operational adjustments. We recognize the difficulty smaller agencies have in accurately identifying shifts and trends that require operational changes and adjustments to be more pro-active. Our approach to performance metrics is informed by the need to be pro-active rather than reactive whenever possible.

Evaluating long term data will guide operational adjustments in the future. Recognizing seasonal trends will assist managers in developing effective plans in advance to prepare for expected shifts. We help clients develop a mindset that incorporates data driven analysis to guide and inform managerial and operational decision making with a view toward empowering employees at all levels to own and become pro-active in their approach.

Building community support is essential in a budgetary environment when every tax dollar invested is closely examined. At i2S we help clients use data to build community support for agency programs, initiatives and appropriations.

d. <u>WHY CHOOSE i2S FOR YOUR AUDITS & REVIEWS</u>: Our experience and expertise in this space is extensive and informed by the team's record of success.

The i2S approach to audits and management reviews are wholistic and examine all the elements necessary to provide a complete assessment and picture to inform and guide client decision making.

Performance metrics are essential in every modern law enforcement agency and are vital to ensure timely operational adjustments are made to achieve shortmid- and long-term goals and objectives. We are effective in assisting clients identify and deploy metrics that increase agency effectiveness as well as build community support.



V. PLANNING & GRANTS: Strategic plans, mission and vision statements are essential for an organization to establish its priorities, mission, goals, objectives, ethical and community responsibilities.

Developing clear, concise and effective mission and vision statements reflect the organization's focus on meeting community expectations for public safety and emergency management. They are essential in guiding agency efforts and establishing expectations for ethical and professional conduct in pursuit of the mission.

a. <u>STRATEGIC PLANS</u>: We offer assistance in developing effective strategic plans that guide and inform current and future leadership and management decision making. They are effective in guiding the development of current and future budgets and appropriation requirements.

We help clients obtain valuable community input when developing strategic plans that foster community support and assist in communicating strategic plans to internal and external stakeholders.

b. <u>GRANTS</u>: Successful acquisition of grants in support of the agency's mission are vital. We recognize not all clients possess the experience and expertise to submit highly effective grant applications. We offer an economical alternative that helps clients build effective grant applications.

c. <u>SCHOOL RESOURCE PROGRAMS</u>: We offer clients assistance in building effective school resource programs to provide the necessary level of safety and security for students and educators while acknowledging the role and responsibilities of the school for non-criminal student conduct and discipline.

Navigating the sensitive nature of providing law enforcement services in schools is fraught with competing interests, missions, goals and objectives. We help clients develop effective school resource programs that reflect mutual expectations while incorporating competing interests.

We also help clients guide the development of effective school violence reduction programs including evaluation of notification alarms and systems, anonymous tip lines as well as developing effective threat analysis and response protocols.



VI. SECURITY SERVICES: At i2s, we specialize in providing a range of comprehensive cybersecurity services. Our team of experts employs professional best practices to deliver top-notch solutions tailored to your unique needs.

a. <u>INCIDENT RESPONSE</u>: In the event of a cyber incident, our experienced team swiftly responds and mitigates the impact. We follow a well-defined incident response process to minimize downtime and protect your organization's critical assets.

b. <u>FORENSIC SERVICES & INVESTIGATIONS</u>: Our skilled forensic analysts conduct thorough investigations to uncover the root cause of cyber incidents. Using advanced tools and techniques, we gather critical evidence and provide detailed reports to support legal actions, if necessary.

c. <u>VULNERABILITY ASSESSMENTS</u>: We offer cutting-edge vulnerability assessment services to identify weaknesses in your software, hardware, and network configurations. Our comprehensive approach utilizes automated tools and custom solutions, ensuring no potential vulnerabilities go unnoticed.

d. <u>CYBERSECURITY AND THREAT AWARENESS TRAINING</u>: We design and deliver on-site training programs to enhance your organization's cybersecurity posture. Our tailored training sessions cover the latest threats, best practices, and practical techniques to empower your employees with the knowledge to detect and mitigate cyber risks.

e. <u>TECHNICAL SURVEILLANCE COUNTERMEASURES (TSCM)</u>: Our TSCM services help protect your organization against unauthorized eavesdropping and other surveillance activities. Our trained professionals conduct thorough sweeps of your premises to detect and neutralize any potential threats.



VII. TECHNOLOGY: The i2S team specializes in providing innovative support for law enforcement organizations to improve secure information sharing and implement solutions that increase efficiency while building public trust, confidence, support and transparency.

We will guide you to find the right technology that fits your needs and budget. With diminished public funding we assist you in developing the support needed to secure the funds to implement changes and improvements and address critical needs. Our goal is to help your organization work "smarter not harder."

a. <u>INTERNAL INFORMATION SHARING</u>: Our team has experience in developing and deploying information sharing software to facilitate broad dissemination of vital operational and administrative information.

Agencies large and small benefit from effective information sharing to inform timely dissemination of vital information including essential officer safety information.

An effective intra-net that delivers essential information to all authorized employees including field deployed members is the most efficient and effective way to ensure dissemination of critical information. It also empowers employees and supervisors to share important and essential observations and developments in a fashion and manner that assures proper integration between divisions, shifts and sections while preserving the data for future reference and use.

b. <u>EXTERNAL INFORMATION SHARING</u>: Disparate and incompatible records management systems (RMS) and computer aided dispatch (CAD) complicate and obstruct effective information sharing between agencies. I2S offers guidance in breaking down barriers, stovepipes and will assist agencies share information within budgetary limitations.

c. <u>RMS & CAD SYSTEMS</u>: We offer expert guidance in maximizing the use of your current RMS/CAD or in finding a new platform that meets agency requirements and needs.

In agencies that share public service answering points (PSAPs) with fire (FD) and emergency medical services (EMS) it is essential for public safety telecommunicators and supervisors for PD, FD and EMS to have situational awareness. Our team will guide clients in developing integrated RMS/CAD systems to facilitate first-responder safety and streamline tele-communicator task and workflow.

d. <u>BODY WORN CAMERA AND POLICE UNIT AUDIO/VIDEO</u>: The benefits of effective body worn camera (BWC) and police unit audio/video are manifold. The audio and video evidence and record produced from police/public contact provides an indisputable record of events.



Finding the best BWC and police unit audio/video platform that seamlessly integrates with case management, evidence programs and production for discovery can be daunting. We assist clients in finding the best platforms that meet their operational and budgetary requirements. We assist clients in building internal and external support for these platforms, which is vital in achieving the necessary appropriations and acceptance to optimize the transition process.

e. <u>PUBLIC NOTIFICATION PLATFORMS</u>: Keeping the public informed and aware is essential for effective public safety and emergency management. Effective public notification platforms that are widely accepted and adopted by the community provide agencies with an efficient and effective tool in helping manage all manner and types of situations, from critical events, highway and traffic safety developments as well as impending environmental and weather events, we help clients identify and deploy the best public notification platform to fit agency and community needs.



VIII. COMMUNITY SERVICES: Our team offers clients with effective guidance in the design and development of community service programs that promote transparency, trust, confidence and support as well as improve communication between agencies and communities. We guide law enforcement organizations in developing effective community policing programs that serve all segments of the community. Our strategies integrate and align community programs with the mission, goals and objectives of the organization leading to improved trust and support from the public.

Our team is highly effective in repairing and building trust, confidence and support in communities. We assist in navigating through difficult situation, events and manage the effects of these matters with a view toward fostering better relations through transparency and effective dialog.

a. CITIZENS ACADEMY PROGRAMS: We offer a strategy for deploying highly effective citizen academy programs that foster community and public support as well as improving community relations.

b. <u>COMMUNITY POLICING PROGRAMS</u>: We assist clients in developing community policing programs that integrate all segments of the community. Our program and strategies help build public support for agency initiatives while informing the public of agency initiatives and accomplishments. It takes a village to effect change and community policing programs help build villages, communities and neighborhoods that accept and support public safety and emergency management services.

c. INTERAGENCY COLLABORATION: There are occasions in which communication and collaboration dysfunction between organizations affects the delivery of public safety and emergency management services. Our team has a proven record of promoting interagency communication and collaboration. We will guide and facilitate inter-agency communications at all levels to achieve improved performance as well as life safety. Because, after all, it is citizen and first-responder life safety that is paramount.



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I2S offers a wide range of consultive services to assist large and small organizations find solutions to complex and difficult problems, reduce liability and effectively manage risk while increasing performance and community support.