DATE: July 21st, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Brian Mueller, Chief of Police

SUBJECT: Policy 360 Agreement

BACKGROUND

The Police Department has had a contract with Lexipol since approximately 2021. This was the first time that the department went electronic with its internal policy manual management. During that time, we have embarked on an accreditation process with the Minnesota Law Enforcement Accreditation Program through the Minnesota Chiefs of Police Association. As we review/adopt and change policies to meet the accreditation standards, we have identified the need to utilize a more Minnesota-focused vendor. The vendor we have chosen is Policy 360, which is a division of Eckberg Lammers, P.C. This company also happens to be located in the City of Stillwater. There is no negative impact on the budget due to this change as we already have had funds earmarked over the last 5 years. This will increase efficiency with our accreditation as well as allow greater access to our policy manual in the field by our officers, due to the mobile application.

RECOMMENDATION

Staff recommends approval of the agreement with Policy 360

ACTION REQUESTED

If Council concurs with recommendation, they should pass a motion approving entering in an agreement with Policy 360.

SOFTWARE AS A SERVICE AND HOSTING SUBSCRIPTION AGREEMENT

This **SOFTWARE AS A SERVICE AND HOSTING SUBSCRIPTION AGREEMENT** ("Agreement") is effective as of _____, 2026 ("Effective Date") and is made and entered into by and between the Stillwater Police Department, a municipal corporation located at 216 4th St. N., Stillwater, MN 55082 ("Subscriber"), and LETAC, a division of Eckberg Lammers, P.C., a Minnesota corporation, located at 1809 Northwestern Avenue, Stillwater, MN 55082 ("Licensor"). Subscriber and Licensor are referred to individually as a "Party" and collectively as "Parties".

RECITALS

A. Licensor has developed, owns and provides online, subscription-based law enforcement policies as described in Exhibit A ("Policies360 & Procedures360"); and

B. Subscriber desires to license, access and utilize Policies360 as a benefit to its organization; and

C. The Parties mutually agree Policies360 be made available to Subscriber and its employees under the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the foregoing express promises and the mutual covenants hereinafter set forth, Subscriber and Licensor hereby agree as follows:

1. AGREEMENT; TERM

1.1. Subject to early termination of this Agreement by Subscriber as provided herein, Licensor shall provide the Services for the term of thirty-six (36) months commencing on the Commencement Date.

1.2. Subscriber shall have the option, exercisable at its sole discretion, to extend the term for up to twenty-four (24) months by giving Licensor notice in writing at least ninety (90) days before the date on which this Agreement would otherwise expire.

1.3. If Subscriber exercises the option provided in Article 1.2 to extend the term, Subscriber shall have further options, exercised at its sole discretion, to extend the term for up to an additional twenty-four (24) months by giving Licensor notice in writing at least ninety (90) days before the date on which this Agreement, as extended pursuant to Article 1.2, would otherwise expire.

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1.4. Licensor shall notify Subscriber, at least sixty (60) days prior to the end of the current term, of any proposed increase in the fee for the extension of the term. If such notice is not provided by Licensor at least sixty (60) days prior to the end of the current term, the fees for the extension period cannot be increased.

2. DEFINITIONS

The following terms, when used in this Agreement, shall have the meanings provided below:

"Authorized Users" shall mean employees, representatives, consultants, contractors, or agents of Subscriber whom Subscriber has authorized to use the Services and to whom Licensor has supplied user identifications and passwords.

"Claims" shall mean any of the following, including any combination thereof: causes of action (*in rem* or *in personam*), assertions, demands, allegations, proceedings, suits, losses, liabilities, fines, penalties, costs, damages, judgments, awards, and expenses, including court costs and attorneys' fees, and sums paid by way of settlement and compromise.

"Commencement Date" means the date Subscriber first accesses the Systems and begins using the Services.

"Indemnify" shall mean defend, indemnify, and hold harmless; and terms such as "Indemnified", "Indemnifying", "Indemnification", "Indemnity", "Indemnitor", and "Indemnitee" shall have appropriately correlative meanings and be construed accordingly.

"Licensor Technology" means all of Licensor's proprietary technology (including software, hardware, products, processes, algorithms, user interfaces, know-how, techniques, designs, documentation, and other tangible or intangible technical material or information) made available to Subscriber by Licensor in providing the Services.

"Personal Data" means any first or last name, physical address, email address telephone number, other information that allows physical or online contacting of an individual, or other identity employment information, employee identification number, biometric identification data, or other individually identifiable information that may be accessible to Licensor because of Subscriber using the Services.

"Services" means the specific edition of Licensor's Policies360, its online policies, manuals and software application identified in Exhibit A, developed, operated, maintained and hosted by Licensor and made accessible designated website or IP address, and ancillary online or offline products and services provided to Subscriber by Licensor, to which Subscriber is being granted access under this Agreement, including the Licensor Technology and Systems.

"Subscriber Data" means any technology, intellectual property, data, information, or material provided or submitted by Subscriber to the Systems in the course of using the

Services. Subscriber Data shall include Personal Data.

"Systems" means the application software, network servers, hardware, software, and data operations utilized by Licensor for the provision of Services.

3. LICENSE GRANT

3.1. In consideration of the fees Subscriber shall pay to Licensor as set forth in Exhibit B of this Agreement and the remaining obligations of Subscriber as set forth herein, Licensor grants to Subscriber and Subscriber accepts a nonexclusive non-transferable worldwide license for Subscriber and Authorized Users to access and use the Services set forth in Exhibit A. Subscriber agrees that only Authorized Users shall access and use the Services.

4. OWNERSHIP

4.1. Licensor transfers no right, title, or interest in and to Licensor Technology or the Systems except as expressly stated in this Agreement, and the same shall remain the sole and exclusive property of the Licensor.

4.2. All right, title, and interest in and to the Subscriber Data and results from processing Subscriber Data are and shall remain the property of Subscriber and no right, title, or interest in and to Subscriber Data or the results from processing Subscriber Data shall vest in Licensor.

5. HOSTING, SECURITY, PRIVACY, BACKUP, AND SUPPORT

5.1. Licensor shall provide a dedicated and secure hosting environment for the Services, which shall include, but not be limited to, all hardware, servers, operating software, network components, database storage, security, technical support, maintenance, backup, and disaster recovery required for Subscriber to use the Services, or otherwise required by this Agreement.

6. AVAILABILITY AND MAINTENANCE

6.1. The Services shall be accessible to Authorized Users twenty-four (24) hours a day, seven (7) days a week, except for (i) scheduled maintenance and required repairs; and (ii) any interruption due to causes beyond the control of Licensor or which are not reasonably foreseeable by Licensor.

6.2. Licensor shall perform maintenance services, updates, or upgrades to ensure continuous availability and operation of the Systems. Licensor shall use commercially reasonable efforts to inform Subscriber of any known or foreseeable disruptions to the availability of the Services.

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7. USE AND ACCESS

7.1. Subscriber shall be responsible for obtaining access to the internet to access and use the Services and complete the implementation and set-up process as set forth in Exhibit A to access the Services.

7.2. Subscriber is entirely responsible for maintaining the confidentiality of any passwords and account information required for access to the Services, and for all acts by Subscriber or anyone authorized by Subscriber to access Subscriber's account that occur in connection with Subscriber's account

7.3. Subscriber shall not use the Services or the Licensor Technology for any purpose that is (i) unlawful; or (ii) not specifically agreed to by this Agreement.

7.4. Subscriber shall not without the express written consent of Licensor, copy, sell, sublicense, rent, or lease any portion of the Service, including all, updates, training and or revisions to said Services that may be periodically provided to Subscriber.

7.5. Except for a violation of Sections 7.3, 7.4 and 7.6 hereof, or Subscriber's failure to timely pay invoices as set forth in Section 8 hereof, Subscriber shall continue to have unrestricted use of the Services in accordance with the terms and conditions of this Agreement during any dispute between Subscriber and Licensor, provided Subscriber is proceeding in good faith to resolve such dispute.

7.6. Licensor acknowledges that nothing in this Agreement restricts Subscriber from copying, or reproducing, physical copies of the Services, policies, and manuals identified in Exhibit A, if complying with authorized public data request as required by Minnesota law.

7.7. Subscriber may designate Authorized Users, such persons being able to use the Services for the exclusive benefit of Subscriber. Except as set forth hereinabove, Subscriber shall not assign, convey or transfer any interest in and to the Services without the written consent of the Licensor.

8. INVOICING, PAYMENT, AND TAXES:

8.1. Subscriber pay the fees set forth in Exhibit B. Within thirty-five (35) days of Subscriber's receipt of an invoice from Licensor, together with all required supporting documentation, Subscriber shall pay, or cause to be paid, the amount of such invoice. Any sum due that is not paid within thirty-five (35) days of the invoice receipt date shall bear interest from the due date thereof to the date of payment at a rate of interest equal to one- and one-half percent (1 ½ %) per month or the maximum rate permitted by law, whichever is less. Subscriber shall pay all costs of collection, including legal expenses, court costs and attorney fees at any time incurred by Licensor in the collection of any amounts owing by Subscriber to Licensor.

8.2. Licensor may invoice, and Subscriber shall pay to Licensor, such applicable sales, use, excise, or other similar taxes (federal, state, or local) that Licensor is required by law to apply to the fees set forth in Exhibit B. Any such tax amounts shall be clearly and separately stated on Licensor's invoices.

9. WARRANTIES

9.1. Performance. Licensor warrants and represents that the Services will perform the functions described in the documentation and specifications provided by Licensor.

9.2. Non-Infringement Warranty. Licensor warrants and represents that when used in accordance with this Agreement, the Services, Systems, and Licensor Technology shall not infringe upon or violate any copyright, patent, trademark, trade secret, or any other proprietary right of any third party.

9.3. Limitations on Warranties. IN CONSIDERATION OF THE WARRANTIES EXPRESSLY PROVIDED IN THIS ARTICLE 9 AND THE ACCESSIBILITY COMMITMENT IN ARTICLE 6, THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE ARE EXPRESSLY DISCLAIMED.

9.4. Internet Delays. THE SERVICES MAY BE SUBJECT TO LIMITATIONS, DELAYS, AND OTHER PROBLEMS INHERENT IN THE USE OF THE INTERNET AND ELECTRONIC COMMUNICATIONS. LICENSOR IS NOT RESPONSIBLE FOR ANY DELAYS, DELIVERY FAILURES, OR OTHER DAMAGE RESULTING FROM SUCH PROBLEMS.

9.5. Exclusive Remedies. Subscriber's exclusive remedies and Licensor's entire liability for any breach of the warranties specified in this Article 9, except as expressly provided otherwise in this Agreement, shall be the correction of the breach of warranty and the remedies provided in Article 6. However, if Licensor is unable to effect the correction without undue delay for the circumstances, Subscriber shall be entitled to terminate this Agreement, and the remedies defined in Article 14 shall apply.

10. INTELLECTUAL PROPERTY INDEMNITY

10.1. If a Claim of violation of copyright, trade secret, or other intellectual property rights relating to the Services, Systems, or Licensor Technology provided under this Agreement is made against Subscriber, Subscriber shall: (i) promptly notify Licensor; (ii) allow Licensor to control the litigation or settlement of such Claim; and (iii) cooperate with Licensor in the investigation, defense, and/or settlement thereof. Subscriber retain the right to participate at their own cost in any action in which Subscriber is named as a defendant.

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10.2. Should any portion of the Services or intended use thereof become, or in Licensor's reasonable opinion be likely to become, the subject of a Claim for infringement of a copyright, or other proprietary right, Licensor shall at its option either (i) promptly and diligently modify or replace such portion to make it non-infringing, without degradation to functionality; or (ii) terminate this Agreement and refund fees pursuant to Article 14.3.

11. DISCLAIMER

11.1 Nothing in this Agreement shall be construed to create an attorney–client relationship between Licensor and Subscriber. Any consultations, discussions, or support provided by Licensor under this Agreement are strictly limited to assisting with the use and implementation of the licensed materials and shall not constitute legal advice. Subscriber is solely responsible for obtaining independent legal counsel regarding compliance with applicable laws, regulations, or legal obligations. Licensor expressly disclaims any responsibility or liability arising from Subscriber's legal, regulatory, or compliance decisions.

12. LOSS

12.1 EACH PARTY AGREES TO INDEMNIFY, DEFEND, AND HOLD HARMLESS THE OTHER PARTY AND ITS OFFICERS, EMPLOYEES, AND AGENTS FROM AND AGAINST ANY AND ALL CLAIMS, DEMANDS, DAMAGES, LOSSES, LIABILITIES, COSTS, AND EXPENSES, INCLUDING REASONABLE ATTORNEY'S FEES, ARISING OUT OF OR RESULTING FROM THE NEGLIGENT OR WRONGFUL ACTS OR OMISSIONS OF THE INDEMNIFYING PARTY, ITS OFFICERS, EMPLOYEES, OR AGENTS, IN THE PERFORMANCE OF THIS AGREEMENT. THE OBLIGATIONS OF EACH PARTY UNDER THIS SECTION SHALL BE LIMITED TO THE EXTENT CAUSED BY THAT PARTY'S ACTS OR OMISSIONS AND SHALL NOT APPLY TO CLAIMS ARISING FROM THE NEGLIGENT OR WRONGFUL ACTS OF THE OTHER PARTY. ALL SYSTEMS AND POLICIES SUBJECT TO THIS AGREEMENT WERE PROVIDED FOR SUBSCRIBER'S EXCLUSIVE USE AND ADOPTED AT THE SOLE DISCRETION OF THE SUBSCRIBER. EXCEPT IN CASES OF WILLFUL MISCONDUCT, LIABILITY SHALL BE CAPPED AT THE REVENUE RECEIVED BY THE LIABLE PARTY DURING THE PRECEDING TWELVE MONTHS. NOTWITHSTANDING ANY PROVISION OF THIS AGREEMENT TO THE CONTRARY, NOTHING HEREIN SHALL BE DEEMED A WAIVER OF ANY IMMUNITIES, DEFENSES, OR LIMITATIONS OF LIABILITY AVAILABLE TO SUBSCRIBER UNDER APPLICABLE LAW. SUBSCRIBER'S LIABILITY SHALL BE GOVERNED BY AND LIMITED IN ACCORDANCE WITH MINN. STAT. CH. 466, INCLUDING THE LIMITS SET FORTH IN MINN. STAT. § 466.04.

12.2 SUBSCRIBER AGREES TO AND UNDERSTANDS THAT LICENSOR HAS MADE REASONABLE EFFORTS TO COMPLY WITH AND ADHERE TO ALL

APPLICABLE STATUTES, OPINIONS, LAWS, AND INDUSTRY STANDARDS IN EFFECT AT THE TIME OF CREATION

13. INSURANCE

13.1 Required Insurance. Licensor shall procure and maintain, at its sole expense and for the duration of this Agreement, insurance coverage with insurers authorized to do business in the State of Minnesota. Such coverage shall include: (a) Commercial General Liability Insurance with limits of not less than $1,500,000 per occurrence and $2,000,000 aggregate, covering bodily injury, property damage, personal injury, and contractual liability; (b) Workers' Compensation Insurance as required by Minnesota law; and (c) Professional Liability (Errors and Omissions) Insurance with limits of not less than $1,000,000 per claim and $1,000,000 aggregate for claims arising from the performance of services under this Agreement.

Subscriber shall be named as an additional insured on the Commercial General Liability policy. Licensor shall provide Subscriber with certificates of insurance evidencing the required coverage prior to the commencement of the Services and upon renewal of any such policies. Licensor shall also provide at least thirty (30) days' prior written notice to Subscriber of any cancellation, non-renewal, or material change in the required insurance coverage.

14. TERMINATION AND REMEDY

14.1. Termination of Agreement for Cause. Licensor and Subscriber each have the right to terminate this Agreement and pursue injunctive relief if the other Party breaches or is in default of any material obligation under this Agreement, when such a breach or default (i) is incapable of cure; or (ii), being capable of cure, has not been cured within thirty (30) days after receipt of written notice of breach or default.

14.2. Termination for Convenience. This Agreement may be terminated by either Party at any time upon at least thirty (30) days' written notice to the other Party.

14.3. Remedy. In the event Subscriber terminates this Agreement pursuant to Article 14.1 or Article 14.2 Licensor shall return to Subscriber any prepaid payments it received for the terminated portion of the Agreement.

14.4. Subscriber Data. Upon termination or expiration of this Agreement, Licensor shall remove from its servers and return to Subscriber all Subscriber Data in a mutually agreed upon format or provide Subscriber access for a reasonable period (but, in any event, no more than 180 days) after termination or expiration in order to gather and facilitate a transfer of all Subscriber Data. Notwithstanding the foregoing, Licensor shall be permitted to retain one archival copy of the Subscriber Data, and Licensor shall represent to Subscriber that the same is retained for archival purposes only and any possible litigation arising thereunder, and for no other purpose.

15. GOVERNING LAW

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15.1. THE INTERPRETATION AND PERFORMANCE OF THIS AGREEMENT SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF MINNESOTA, EXCEPT FOR ANY RULE OF LAW OF THE STATE OF MINNESOTA, WHICH WOULD MAKE THE LAW OF ANY OTHER JURISDICTION APPLICABLE.

15.2. The Parties specifically agree that, if any provision of this Agreement is determined to be unenforceable or in contravention of any applicable law, such provision shall be deemed modified to the minimum extent required to bring such provision into compliance with said statute or case law. NOTHING CONTAINED HEREIN SHOULD BE CONSTRUED AS CONTRAVENING THE EXPRESS INTENTION OF THE PARTIES THAT THE LAWS OF THE STATE OF MINNESOTA SHALL APPLY IN ALL RESPECTS, UNLESS AND EXCEPT TO THE EXTENT THAT THE PARTIES MAY REFERENCE AND REQUEST APPLICATION OF A LAW, STATUTE, OR RULE OF ANOTHER JURISDICTION OR GOVERNMENTAL BODY IN A SPECIFIC PROVISION OF THIS AGREEMENT.

16. DISPUTE RESOLUTION

16.1. All actions and proceedings arising out of or related, in whole or in part, to this Agreement shall lie exclusively in the state courts of Washington County, Minnesota. Both Parties hereby irrevocably submit to the exclusive jurisdiction of such courts (and, in the case of appeals, appropriate appellate courts therefrom) in any such action or proceeding and irrevocably waive the defenses of lack of personal jurisdiction or any inconvenient forum to the maintenance of any such action or proceeding.

17. DATA AND CONFIDENTIAL INFORMATION

17.1. During the term of this Agreement, the Parties may provide information to each other or come into possession of information which is considered confidential ("Confidential Information"). Confidential Information shall include Subscriber Data, Licensor Technology, and information which is marked as "confidential" or "proprietary" or would reasonably be assumed to be confidential based on its content or the context surrounding its disclosure.

17.2. Licensor specifically agrees that all Subscriber Data (including Personal Data) is and shall always remain the exclusive property of Subscriber, and Licensor shall not access, download, or make use of the Subscriber Data for any reason other than for the purposes of providing the Services or as otherwise required by applicable law.

17.3. Upon expiration or termination of this Agreement, and as directed by the disclosing Party, each Party will promptly (i) return to the other Party all the Confidential Information of the other Party; or (ii) erase and destroy all copies of the Confidential Information of the other Party in its possession and certify destruction of the same.

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18. ACCESS TO SUBSCRIBER'S SYSTEMS AND NETWORKS

18.1. Subscriber shall determine the portions of Subscriber's System and/or Network to which the Accessing Parties will have access and will designate such portions of the System and Network in writing. No Accessing Party shall access or attempt to access any portion of Subscriber's System or Network except as expressly permitted hereunder.

18.2. SUBSCRIBER MAKES NO WARRANTIES, EXPRESS OR IMPLIED, AND EXPRESSLY DISCLAIMS THE WARRANTIES OF FITNESS FOR A PARTICULAR PURPOSE AND MERCHANTABILITY WITH RESPECT TO SUBSCRIBER'S SYSTEM AND NETWORK.

19. ASSIGNMENT

19.1 Neither Licensor nor Subscriber may assign, transfer, or novate this Agreement, in whole or in part, without the prior written consent of the other party, which consent shall not be unreasonably withheld. Notwithstanding the forgoing, Licensor may assign this Agreement in connection with a merger, acquisition, sale or consolidation to the successor in interest without consent or notice, provided the successor assumes all obligations of Licensor. Any assignment in violation of this Article 19.1 shall be null and void.

20. GENERAL

20.1 Headings. The captions and headings used in this Agreement are for convenience only and shall not be used for purposes of construction or interpretation.

20.2 Non-Waiver. No waiver by either Party of any one or more defaults by the other Party in performance of this Agreement shall operate or be construed as a waiver of any future default or defaults by the same Party, whether of a like or a different character.

20.3 Amendment. No change to any term or provision hereof shall be effective unless stated in writing and signed by the duly authorized representatives of both Parties.

20.4 Right to Defend. Each Party shall notify the other immediately upon the commencement of any action brought and the outcome of which may affect the rights of the other Party herein granted, and such other Party shall have the right at its own expense to appear in and defend such actions.

20.5 Severability. It is intended that if any provision of this Agreement is determined to be unenforceable or void for any reason, such provision shall be adjusted, if possible, to achieve the intent of the Parties. In any event, all other provisions of this Agreement shall be deemed valid, binding, and enforceable.

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20.6 Legal Representation and Language Construction. Each Party has had the opportunity to be represented by counsel in connection with the drafting and negotiation of this Agreement, and the Parties agree that this Agreement and the terms hereof shall not be construed more severely against one of the Parties than the other. Specifically, but not by limitation, the Parties agree that no term of this Agreement shall be construed more severely against the Party deemed to be the drafter of such term than against the other Party.

20.7 Entire Agreement. This Agreement reflects the entire agreement between the Parties with respect to its subject matter. All other oral or written agreements, contracts, understandings, conditions, warranties, or representations with respect to the subject matter of this Agreement are superseded by this Agreement.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their respective duly authorized representatives, effective as of the Effective Date.

CITY OF STILLWATER	**LETAC** **A DIVISION OF ECKBERG LAMMERS, P.C.**
By: _____	By: _____
Print: _____	Print: Imran S. Ali
Title: _____	Title: Executive Director, LETAC
Date: _____	Date: _____

EXHIBIT A
SCOPE OF SERVICES

1. GENERAL:

1.1 POLICIES360

Licensor will provide Policies360 Law Enforcement Policies and a hosted platform for Policies360 Law Enforcement Policies Software. The platform provides Subscriber the ability to receive law enforcement policies and provides a platform to deliver, access, manage, audit and report on Policies360 Law Enforcement Policies.

1.2 PROCEDURES360

Licensor will provide Procedures360, a hosted platform which provides Subscriber the ability to organize, deliver, access, manage, audit and report on Subscriber's law enforcement procedures provided by Subscriber.

2. SUMMARY OF SERVICES:

2.1 POLICIES360

Policies360 is a web-based Law Enforcement Policy management system created to increase understanding, access, retention, proficiency, and efficiency in locating and understanding Law Enforcement Policies by eliminating unnecessary processes and providing enhanced targeted knowledge management systems. All policy storage, retrieval, updating, auditing, reporting and proprietary knowledge management systems are performed online.

Policies360 is used by law enforcement agencies to protect the public, officers and municipalities from unnecessary risk and harm by providing comprehensive policies and intuitive knowledge management systems to promote public safety.

2.2 PROCEDURES360

Procedures360 is a web-based Law Enforcement Procedure management system created to separate procedures from policy to increase understanding, access, retention, proficiency, and efficiency in locating and understanding of Subscriber's Law Enforcement Procedures. Subscriber created Law Enforcement Procedures are hosted in an online platform providing retrieval, updating, auditing, and reporting through a proprietary knowledge management system.

Policies360 include the following:

- Complete and comprehensive Law Enforcement Policy Manual
- Online access to Policies 24/7
- Integrated intuitive Knowledge Management System
- Policy update notifications
- Compliance and reporting
- Support for locations and users
- Web-based application access
- Setup, credentialling and configuration
- Telephone support, upgrades and maintenance
- Current auditing and reporting
- Fully redundant and secure data center
- Policy Monitoring

Procedures360 include the following:

- Online access to Subscriber created procedures 24/7
- Integrated intuitive Knowledge Management System
- Procedure update notifications
- Compliance and reporting
- Support for locations and users
- Web-based application access
- Setup, credentialling and configuration
- Telephone support, upgrades and maintenance
- Current auditing and reporting
- Fully redundant and secure data center

EXHIBIT B
FEES

SUMMARY OF FEES

Based on 29 FTE/PTE Officers

Policies360	
2026 Policies360 Onboarding, Included Customization and Annual Management	$15,938.00
2027 Policies360 Annual Management	$11,156.00
2028 Policies360 Annual Management	$11,714.00

Procedures360	
2026 Procedures360	$3,506.00
2027 Procedures360	$3,682.00
2028 Procedures360	$3,866.00

Contract pricing is based on the number of officers at the effective date of the agreement for the term of the agreement and adjusted for the number of officers prior to the effective date of any subsequent extension period.