



Illinois Association of CHIEFS OF POLICE

Funding Needed to Combat Violent Crime, Address Police Shortage, Enhance Community Policing, and Support Required Training

March 25, 2022

Total Need: \$759 million

The law enforcement profession in Illinois is at a critical juncture. Our communities are experiencing rising crime rates, specifically violent crime. Officers are leaving our departments or the profession at rates we have never experienced. Retirements and resignations are up, while application rates are at thirty-year lows despite increased recruiting efforts. Departments are experiencing staffing shortages averaging 10 to 25% below authorized levels. There are numerous reasons why, but the fact is law enforcement is facing a looming crisis when it comes replenishing our ranks and keeping our communities safe. Additionally, the legislature has passed numerous unfunded mandates over the past few sessions, requiring additional training and equipment mandates. We support these initiatives and join all who want police to be accountable, even more accountable. We pride ourselves on having the best-trained and equipped officers in the nation. However, we need funding along with additional resources and time to comply with these mandates. Below is a list of requests that our membership has identified as needed to address these issues.

Summary of Requests and Needs

Technology and Equipment =	\$206.5 million
ILETSB and Training =	\$96.5 million
Community Policing and Community Engagement =	\$100.0 million
Recruitment and Retention =	\$276.4 million
Officer Wellness Programs =	\$80.0 million

- **Technology and equipment: \$206.5 million**

Technology serves as a force multiplier, helps develop investigative leads and aids in prosecution, removes the anonymity of offenders, serves as a deterrent to crime, allows for quicker response time and improves public and officer safety.

- Body worn cameras: Funding not only for hardware but also software, storage, and personnel. (\$1,500 per year per officer; \$1,500 x 40k total officers FT/PT = **\$60 million** for cameras and storage only. Could be reduced with BWC law change).

- In-car cameras: increase current camera grant. BWC are not a replacement for in-car cameras and should be a supplement, as both provide different perspectives to help show what occurred during an incident (**\$20 million** for hardware, software, and storage).
 - Real-time Crime Centers (Unknown cost)
 - Automated License Plate Readers (ALPRs): Help address violent crime by removing the anonymity of offenders. (\$2,500 per camera **per year** via grants max \$100k per agency max that shows need via competitive grant process; max **\$20 million**).
 - Crime Cameras- hardware and software via grants. (Max of \$50k per agency max; **\$5 million** via grant).
 - Traffic cameras to include redlight running and speed cameras. Funding and allow for greater usage. (Max \$50k per agency max via competitive grants for start-up costs to implement traffic safety system to address high-accident intersections using IDOT Crash Data; max **\$10 million**).
 - Less Lethal equipment options- some high-profile incidents go sideways because there wasn't a less lethal option available, increasing the risk of injury to offenders and officers. Equipment such as Tasers, Bolo-wraps, Sages, Beanbag weapon, etc. (Max \$100k per agency via demonstrated need for approved purchases; **\$20 million**).
 - Cell phone and computer forensics- many departments have no access and most violent crimes have a nexus to cell phones, computers and/or social media. (\$50k max per agency for software and training via grant; **\$10 million**).
 - Gunshot detection systems- based on demonstrated need to address gun violence (**\$20 million**).
 - NIBIN systems (\$250k per agency to be used regionally by host agency based on demonstrated need; max of 20 at cost of **\$5 million**).
 - UAVs- drones- funding needed for purchase and training mandates. Loosen restrictions on the use of this valuable tool that increases officer and public safety (max of \$15k per agency based upon demonstrated need training requirements met. (Total of 100 at cost of **\$1.5 million**).
 - Predictive analytics- helps departments deploy resources using data in effort to deter and prevent crime while avoiding over policing (**\$15 million** via competitive grant process; max of \$75k per department).
 - Facial recognition software- (**\$20 million**).
- **ILETSB and Training: \$96 million**

Funding for ILET SB as well as local departments. ILET SB can't provide all mandated training to all the officers in state, nor can departments send all their officers to the limited training. ILET SB also needs additional staff, hardware and software to manage all the new requirements in the SAFE-T Act. We ask that you fund ILET SB's full budget request of approximately **\$86 million**.

Additionally, there needs to be funding to bring in outside training or train the trainer programs for departments to help them meet training needs and mandates that ILET SB and the 15 regional mobile training units (MTUs) cannot fulfill.

Funding should cover the cost of: **(\$10 million)**.

- Sending officers to mandated training as well as providing backfill for agencies to cover patrols due to manpower shortages.
- Cover the costs to bring in outside instructors to meet mandates or develop online training.
- Training officers to be instructors to meet mandates.
- Travel costs.

- **Community Policing and Community Engagement: \$100 million**

- Re-establish Regional Institutes of Community Policing (RICP) as we had in the in the 1990s **(\$75 million)**.
 - They could provide regional training on community policing issues/topics.
 - Help departments train officers on the fundamentals of community policing
 - Facilitate community engagement and partnerships between departments and their citizens.
 - This would also facilitate a revival of formal data-based and research-based solutions and ideas for law enforcement.
 - Partner with ICJIA, universities and colleges to measure the effectiveness of grant-funded programs and strategies such as Focus Deterrence, violence interrupters, re-entry programs, mentorship, after school programs, PALs, etc., in deterring and preventing crime.
- Funding for various community engagement initiatives designed to build trust and partnerships via competitive grant and demonstrated need **(\$5 million)**.
 - Community education
 - CPA and JPAs
 - Mentorship and PAL programs (\$50k max per department via competitive grant).
 - Equipment for community engagement events (\$20k max per department for eligible reimbursement costs via grant).
- Funding for resources to help address additional diversion programs and mental health issues **(\$20 million)**.
 - Safe passage programs
 - Mental Illness co-responder programs, including the CESSA Act
 - Homelessness

- **Recruitment and Retention: \$276.4 million**

Recruitment, Retention and Retirement (3R's):

Officers are retiring and leaving the field at rates we have never experienced before. Many are leaving for what they believe to be “friendlier police states.” Others are leaving the profession completely out of fear being sued or incarcerated for doing their job. We are seeing officers resigning with just two to four years on the job after we have invested hundreds of thousands of dollars in them. Additionally, recruiting numbers and applicants are the lowest we have seen in decades. Many departments are running 10 to 25% below authorized staffing levels. Departments are stealing officers from each other due to what is now becoming a looming crisis. Data from the Police Executive

Research Forum (PERF) at the national level shows resignations up 18% and retirements up 45% in 2021 when compared to 2020. In Illinois, those numbers show an increase of 65% in resignations year over year and an increase of 7% in retirements in 2021. The trends are continuing.

Below are ideas our membership submitted to address the issues:

- Provide Tier 1 pension benefits for all officers (**unknown cost**).
- No state income tax for law enforcement. Kentucky, Georgia and New Mexico have introduced similar bills.
- Deferred Retirement Option Plans (DROP) as a supplemental retirement option. Would incentivize officers to stay on the job longer, keeping expertise and experience in the field. **Can be cost neutral to the employer if organized correctly.**
- Develop ways to reduce the time it takes to get a new officer working solo on the street. It now takes a year or longer when taking into account the initial hire, academy training, and field training after the academy. The length of time is detrimental to officers and expensive for police agencies.
- The recent resolution and current bill to study and reduce Qualified Immunity and Tort Immunity for officers are harmful to communities and a barrier to recruitment and retention. We think the state should cease all discussion about ending or limiting qualified immunity; this would send a strong message to the LE community.
- Adopt law enforcement's language to amend confidential complaints vs. anonymous complaints in the SAFE-T Act. Anonymous complaints are hard to follow up on and gather additional info. The language about confidential complaints in the decertification section of the SAFE-T Act is acceptable to us, and it conflicts with "anonymous" language earlier in the law.
- **Funding issues-**
 - Part-time officer salary enhancements- many smaller departments cannot compete with the current labor market especially when it comes to part-time officer salaries. Establish minimum hourly wage of \$25 per hour for part-time officers with salaries supplemented based upon demonstrated need by the state via grant funding (**\$15 million**).
 - Full-time officer minimum base salary of \$60k upon successful completion of one year of full-time service (similar to teacher legislation). Based upon demonstrated need via grant (**\$46.2 million**).
 - Funding to expand recruitment programs to include positive career messaging, advertising, social media, travel, online testing, etc. (max \$15k per department annually via grant funding; **\$10 million**).
 - Annual Hazardous Duty stipend or retention bonuses for full-time officers with service commitment. \$25k paid out equally over a five-year service contract. (**\$190 million annually**; \$5k x 38k full-time officers—wouldn't have to do sign on bonus).
 - \$2k per year for part-time officers who work 900 hours annually; five-year service contract (**\$6 million**).
 - ILETSB employee data shows approximately 37k sworn officers (full time and part time). This does not include current openings estimated at total of 3k for a total of approximately 40k sworn officers in the state.
 - **Sunsets after five years.** This should be enough time to rebuild our ranks.

- Student loan forgiveness for LEOs of \$5k per year for five years at a total of \$25k for those who attended an accredited Illinois college or university. Awarded based upon first come, first served (**\$9.2 million**).

- **Officer Wellness Programs: \$80 million initially**
 - Funding for mental health screenings that may be mandated - (**\$40 million per year**; \$1k per officer x 40k officers).
 - Mandate that employers implement holistic wellness program that addresses an officers':
 - Spiritual, Mental, Physical, Marital, and Fiscal health.
 - Some of these mandates can be met through departmental training or training provided by ILETSB.
 - Departmental program seed money via competitive grant up based upon number of officers at max of \$1k per officer; **\$40 million max**).

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