

**Illinois
Law
Enforcement
Accreditation Program
(ILEAP)
Manual**



**Third Edition
2022**
SAFE-T Act Compliant

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ILEAP Manual

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Disclaimer

This manual includes voluntary standards for the Illinois law enforcement communities that have been approved by the Illinois Law Enforcement Agency Accreditation Program. The standards are not meant as a substitute or replacement for any legal requirement that may apply to agencies involved in law enforcement services in the State. The Illinois Law Enforcement Agency Accreditation Program recognizes that State and local laws, Codes, Rules and Regulations and local Ordinances take precedence over these standards.

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The Illinois Law Enforcement Accreditation Program (ILEAP) reflects statutes and processes unique to Illinois and therefore designed specifically to meet the needs of Illinois' law enforcement agencies. Many of the standards are consistent with or drawn from those developed by the above-mentioned organizations, as well as research conducted by the Illinois Association of Chiefs of Police, which further validates ongoing efforts to professionalize the law enforcement community.

The Program relies heavily on the voluntary efforts of the law enforcement community in order to remain current with emerging professional trends. Participation in the program reflects the spirit of cooperation and commitment of Illinois law enforcement.

This Third Edition, updated in 2022, is a comprehensive survey of the standards. Team members endeavored to update standards in light of training and statutory improvements. All standards were reviewed, some were updated, and enhancements made. The Third Edition could not have been completed without the dedication and experience of the Standards Update Team comprised of Holly Nearing, Roy Hanold, George Carpenter, John Lawson, Paul Yaras, Dean Myles, Kevin Grampo, Tony Brown, Sara Balmes, and Jeff Hamer.

INTRODUCTION to the Third Edition

April 25, 2022

Accreditation is an ongoing process during which agencies evaluate policy and procedure as well as practice, against established criteria, and have their compliance with those criteria verified by an independent and authoritative body. The criteria or standards are policy development guidelines that represent a level of quality service delivery. The true indicator of compliance, however, is the result of an evaluation by trained, independent professional peers. The establishment of meaningful and professional standards and an evaluation to determine compliance with those standards are therefore the two fundamentals of an accreditation program.

The Illinois Law Enforcement Agency Accreditation Council (“the Council”), appointed by the Illinois Association of Chiefs of Police (ILACP), is tasked with developing and maintaining a formal accreditation process specific to Illinois law enforcement agencies, including the development of a comprehensive set of professional standards.

Application of the standards within this document contributes to the professionalism, training and positive actions demonstrated by employees of Illinois’ law enforcement agencies; compliance with the standards actualizes law enforcement professionalism. Policy and procedure based on professional standards will not ensure a crime-free environment for citizens, nor will it ensure an absence of litigation against law enforcement agencies and executives. However, effective and comprehensive leadership through professionally based policy development directly influences a department’s capacity to deliver mandated services, with a greatly enhanced ability to reduce the possibility of successful litigation.

The ultimate goal of all accreditation programs is enhanced service delivery. The goal of the Council is to make available a framework whereby the Illinois law enforcement community is provided a voluntary, relatively low-cost accreditation program that is comprehensive, attainable, and based on standards that reflect professional service delivery. This framework incorporates community-policing principles with the goal of building trust in the communities that these departments serve. In developing the program, ILACP recognized the limited financial and staffing resources of a great many departments and developed standards that would not place overwhelming demands on those resources.

These standards are the basis of an accreditation program that affects every component of an agency. The standards are reviewed every two years in order to reflect the best practices as recognized by the industry and the Accreditation Council. Through the dedication to service and professionalism shown by the achievement of accredited status, law enforcement agencies can greatly enhance delivery of services to their communities.

The development of department policy is one of the most significant duties of chief executive officers and sheriffs; however, this manual contains no policies or procedures. The standards developed by the Council are only guidelines for what should be done, not how it should be done. Policies on many topics -- the use of force, for instance -- may be very similar among most agencies. On the other hand, policies dealing with disciplinary actions may vary greatly. Policy development that complies with these standards, however, remains dependent upon the judgment of the chief executive officer.

What ILEAP means by SAFE-T Act Compliant: The SAFE-T Act was signed into Illinois law in February 2021 and then amended with trailer bills in June 2021 and January 2022. Together, these changes in the law made it necessary for law enforcement agencies to adopt some new policies and amend others, and to change some of their practices. This Third Edition of the ILEAP Manual incorporates practices and policies required by the SAFE-T Act as of this date.

THE ILEAP ACCREDITATION COUNCIL

The Accreditation Council is responsible for implementing the rules and regulations establishing an accreditation process that encourages and provides law enforcement agencies with a voluntary opportunity to demonstrate that they meet the standards appropriate in Illinois. The Council recognizes law enforcement agencies as accredited that have applied and meet the standards, criteria and regulations developed and established by the Council.

The composition and procedures of the Accreditation Council are delineated in a separate document, Procedures of the ILEAP Accreditation Council.

POLICY AND PROCEDURES

The Illinois Law Enforcement Accreditation Program (ILEAP) has been established for the purpose of accrediting and certifying law enforcement agencies in the State by providing an avenue for demonstrating that they have adopted standards designed to promote equal and fair law enforcement, to maximize their capability to prevent and control criminal activities, and to increase interagency cooperation.

The original standards used in this program were developed by the ILEAP Council and reviewed by the Illinois Association of Chiefs of Police Legal Committee. The standards, formally revised in 2013 and 2022, are available via the Illinois Law Enforcement Accreditation Program link on the Illinois Chiefs' web page at <http://www.ilchiefs.org>. All municipal, county and state law enforcement agencies are eligible to participate in the program. The Council will resolve any questions regarding program eligibility.

The agency seeking initial or re-accredited status is responsible for paying fees and costs according to a fee schedule determined by the ILACP. The initial accreditation fee is due upon application. Monies collected from the administration of the program will be paid to the Illinois Chiefs and will be used to further the purposes of the ILEAP program.

ACCREDITATION PROCESS

A. Application

Application for participation in the accreditation process is formalized with the submission of a completed *New Agency Application* and payment of the application fee. These forms are available through the Illinois Law Enforcement Accreditation Program web page at <http://www.ilchiefs.com>. The agency shall indicate whether they wish to achieve Tier One or Tier Two status on the application form.

It is the responsibility of the applicant agency to appoint an Accreditation Manager who will serve as liaison with the ILEAP accreditation staff. If not already done, this should be done now.

Once the application package has been accepted, the applicant can download the self-assessment tools provided on the ILEAP webpage.

B. Self-Assessment

Applicant agencies initiate a self-assessment to determine compliance with applicable standards. The agency compares existing policy to applicable ILEAP standards and determines their level of compliance. The self-assessment phase is the most time-consuming part of the accreditation process. Assistance in developing policy and proving compliance is available through the program. Further information is available by visiting the ILEAP webpage.

C. Waiver

The ILEAP recognizes that individual standards may not apply to all agencies. Therefore, applicant agencies may apply for a *Not Applicable* status for individual standards. The agency must submit requests for Not Applicable during the mail-off portion of the on-site assessment. The assessment team members will review the request(s) and advise the agency of their decision. Not Applicable standards will be considered on a case-by-case basis and generally will be granted in those instances where the required function is not within the agency's scope of responsibilities. Appeals to denials are made to the Chair of the Council for reconsideration by the full Council, whose decision is final.

D. On-Site Assessment

After completion of the agency's self-assessment, ILEAP will conduct the on-site assessment. Prior to the on-site, the applicant agency is strongly encouraged to host at least one mock assessment. It is strongly recommended that agencies use assessors certified under the ILEAP program. Using untrained personnel is discouraged and can be detrimental to a successful

assessment. Mock assessments will be the responsibility of the applicant agency. However, ILEAP staff will provide assistance if requested. Agencies conducting mock assessments shall notify ILEAP staff of the date of their mock assessment and the names of the assessors who participated.

Upon notification by the applicant agency, ILEAP staff will schedule the on-site assessment. Reasonable effort will be made to provide assessors from like-sized or similarly functioning agencies. All assessors will be Illinois law enforcement personnel, active or retired, and be certified to conduct assessments.

Prior to arrival at the agency, the Accreditation Manager and the assessment team leader will have arranged for all specifics regarding team accommodations, meals and any other requirements during the assessment period.

If in the course of the on-site assessment the agency is found to be non-compliant with any applicable standard, or if an issue of any significant nature arises, the assessment team leader will immediately notify the Accreditation Manager and the Committee Chair. Assessment teams will work with agency personnel to identify a course of action aimed at achieving compliance with said standards. The on-site assessment is not complete until the agency has come to into compliance with all applicable standards.

If the agency is found to be in compliance with all applicable standards, the assessment team leader will submit the report of the team's findings to the Council.

E. Formal Review

Team reports must be submitted to the Committee Chair within fourteen (14) calendar days of the completion of the on-site assessment. The Team Leader will forward the applicant agency a copy of this report within twenty (20) days of the completion of the on-site assessment. In those cases where compliance cannot be obtained within the scheduled on-site assessment period, the assessment team leader may grant a thirty (30) day extension to the agency. The Council will notify an applicant agency as to the final accreditation determination.

If the applicant agency is not granted accredited status, the agency must:

- Wait at least one (1) year from the date of the Council's decision before applying for reassessment; the Council reserves the right to delay the future reassessment of the applicant agency based on the information contained in the team report and,
- Host at least one (1) mock assessment within six (6) months of the scheduled reassessment date. A member of the mock assessment team shall immediately forward their report to the Council for review prior to the reassessment.
- Follow all procedures for initial accreditation, including resubmission of the applicable fee.

F. Re-Accreditation

An accredited agency will remain so for a term of four (4) years. The agency will be required to

complete and submit an Annual Verification of Compliance package to be received by the Council no later than 60 days before the anniversary date of their initial or reaccreditation. ILEAP staff will distribute the Annual Verification of Compliance package to each accredited agency one month prior to this date. If appropriate, ILEAP staff may conduct on-site visits to ensure compliance. Such visits will be conducted with at least thirty (30) days notification to the agency and at the expense of the program.

During the fourth year of their accreditation term, ILEAP staff will contact the agency and arrange for a re-accreditation on-site assessment. This assessment must be conducted within the four-year accreditation term in order for the department to maintain continuous accredited status. Agencies may opt to hold the reassessment up to three (3) months prior to the expiration of their accredited term.

G. Revocation of Accredited Status

1. Revocation

The Council reserves the right to revoke or suspend the accredited status of any agency for good cause. In those cases where status is revoked or the agency not re-accredited, the Council Chairperson will notify the agency in writing.

Law enforcement agencies that are not accredited in good standing with ILEAP are not permitted to utilize or display the ILEAP logo in any manner. This includes any written reference to the agency being ILEAP or state accredited.

2. The Appeal Process

The chief law enforcement executive of an agency may appeal the decision on its accredited status by submitting a letter of appeal to the Council within ten (10) business days of the revocation or suspension decision. The letter should state the reason for the appeal and other appropriate information justifying reconsideration of the decision.

- a. In cases where an agency's accredited status has been *revoked* or suspended and the agency has filed the required paperwork for an appeal, its status shall remain as accredited until the Council hears the appeal. The agency shall not be required to remove any identifying decals, logos or references during this period. This includes any written reference to the agency being ILEAP or state accredited.
- b. The appealing agency may appear before the Council at its next regularly scheduled meeting to present its position. If the agency chooses not to appear, the Council will review all documentation provided by the appealing agency, ILEAP staff, assessment team, etc. Once the Council has met and made its decision, the agency shall be notified in writing within ten (10) business days.
- c. If the Council's decision does not favor the appealing agency, the agency shall no longer be considered accredited and shall immediately cease utilizing or displaying the ILEAP logo in any manner. This includes any

written reference to the agency being ILEAP or state accredited.

- d. If the appealing agency elects to withdraw its appeal prior to being heard by the Council, the chief law enforcement executive of the appealing agency shall notify the Council in writing. At that point, the agency shall no longer be considered accredited and shall immediately cease utilizing or displaying the ILEAP logo in any manner. This includes any written reference to the agency being ILEAP or state accredited.
- e. The law enforcement executive of any agency failing to achieve reaccreditation or having their accredited status revoked or suspended must, within thirty (30) days of the decision, submit on department letterhead, notification to the Council that the agency has complied with the use restrictions in c. and d. above, and will continue to do so unless it successfully achieves reaccredited status.
- f. Reapplication to the program shall be as described below.

H. Re-application

1. Agencies whose accredited status has been *revoked or who have been denied reaccreditation* by the Council must wait twelve (12) months from the Council's receipt of the letter required in G. above before reapplying. Agencies wishing to reenter the program must submit a letter to the Council from the agency's chief law enforcement executive requesting same. Attached to the letter will be a report detailing the following:
 - a. The agency's progress in addressing identified deficiencies and specific steps that will be taken to ensure compliance with all applicable standards.
 - b. A detailed plan of action addressing the deficiencies that led to their accredited status being withdrawn or revoked.

This package will be submitted to the ILEAP Coordinator and forwarded to the Council.

The Council will review the application and supporting documents. If approved by the Council, ILEAP staff will set a date for an on-site assessment. The applicant agency shall be required to produce documentation that shows, at a minimum, six (6) months of continuous compliance for each applicable standard.

2. Agencies electing not to re-accredit within the required time frame, then at a later date desiring accreditation must notify the Council in writing three (3) months prior to applying for accredited status to allow for the preparation and scheduling of the process. The agency must also follow all steps required for initial accreditation.

The Council will review the application and supporting documents. If approved, ILEAP staff will set a date for an on-site assessment.

HOW TO USE THIS MANUAL

STANDARDS

The standards are divided into four general subject areas: Administration, Operations, Personnel, and Training.

The **Administration** area covers those law enforcement functions involving the day-to-day management of components of the organization that do not normally deliver direct law enforcement services to the community, including Planning and Research, Records Management, Budget and Fiscal Management, and Communications. These standards address the agency's vision, mission, goals, and public service role. This section is the largest, containing 78 standards under 25 topic areas. The letters ADM. preceding the standard number, e.g. **ADM.18.01**, identify all *Administration* standards.

The **Operations** section covers those areas where direct service delivery is most often found. Patrol, Special Operations, Criminal Investigations, and Court Security are examples of standard types found in this section. *Operations* contain 65 standards under 13 topic areas. The letters OPR preceding the standard number identify all standards under *Operations*, e.g. **OPR.08.04**.

The **Personnel** section is devoted to subjects involving areas of policy that govern employment, career opportunities and the work environment. Subjects such as Selection and Hiring, Performance Evaluations, Human Resources and Discipline are found here. The *Personnel* section contains 32 standards in 10 topic areas. The letters PER preceding the standard number identify standards under *Personnel*, e.g. **PER.06.01**.

The smallest but still certainly a very important area of standards is found in the **Training** subject area. Although this section contains only eight standards in four topic areas, the policies developed for these items greatly influence many other subject areas. This area should never be overlooked because of its size! The letters TRN preceding the standard number identify *Training* standards, e.g. **TRN.01.01**.

The **Standards** may be divided into as many as four parts; specific number, standard statement, bullet(s) and commentary. The example below illustrates these parts.

ADM.09.01 The agency has a written directive system that includes, at a minimum:

- a. A statement of agency policy;
- b. Procedures for carrying out agency activities;
- c. Rules and regulations;
- d. Procedures for reviewing, maintaining and revising written directives; and
- e. The identities of the persons or positions that have the authority to issue, modify, or approve agency written directives.

In the above example, the standard is identified by its **specific number**, **ADM.09.01**. This number indicates it is an **Administration** standard (ADM) and in the ninth topic area (09, Written Directives) and is the first (01) of the standards in this area.

Following the number is the **standard statement**. The standard statement can be several sentences long and will describe the crux of the requirement. In some cases, such as in the example we are using here, the **standard statement** also contains several **bullets**. In **ADM.09.01** there are five **bullets**, a, b, c, d and e. The **bullets** indicate specific points that each must be addressed in the agency's policy statement(s) to be considered in compliance.

The Council has developed *Commentary* entries for many of the standards. The commentaries more fully define the intent of a particular standard; however, they are **NOT BINDING** when policy is assessed for compliance. Consequently, any **bullets** that appear in the commentary section of a standard are also **not binding**.

Several of the standards are conditional, or “**IF**” standards. These standards require compliance only by those agencies that perform the particular duty, or employ the named components. For instance, if the agency does not use eligibility lists in its promotion process, it is not required to develop policy on a system for ranking eligible employees as stated in standard **PER.06.02**.

Sometimes the “**IF**” standard will be self-descriptive, such as:

OPR.01.03 **IF** unmarked vehicles are used for general patrol service/traffic enforcement, they must:

- a. Be equipped with a siren, in operational order;
- b. Be equipped with emergency lights, in operational order; and
- c. Allow the operator the ability to maintain constant communication.

COMMENTARY:

The intent of this standard is to ensure that vehicles are properly equipped and that the operator has constant communication. Constant communication can be achieved by radio (fixed or portable), cell phones, or other similar communication devices. Police vehicles with “ghost” markings are considered marked under ILEAP standards, see also OPR.01.02 commentary.

If your agency does not use unmarked cars for general patrol service/traffic enforcement, then you are not required to develop policy to ensure that the unmarked vehicles you do have are equipped as indicated. Keep in mind; the standards developed by ILEAP are minimum guidelines. In the above example, the agency may equip all department vehicles with emergency equipment, and in the case of patrol cruisers, certainly should!

The standards developed by ILEAP should serve as a blueprint for agency policy. They are not, however, the only resource the agency should explore. Illinois law enforcement agencies have an excellent reputation regarding the sharing of information, especially in the area of policy development. Departments that have a long-term commitment to accreditation efforts can serve as a tremendous resource to those just starting the process. New accreditation managers seeking advice should never hesitate to contact other agencies involved in the accreditation process.

STANDARDS – TIER ONE

ADMINISTRATION

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Limits of Authority

ADM.02.02 A written directive governs procedures for assuring compliance with all applicable constitutional requirements including:

- a. Interviews;
- b. Interrogations;
- c. Access to counsel;
- d. Search and seizure, with a warrant;
 - 1. No Knock Warrant procedures include use of Body Cams
 - 2. Supervisory verification of address and plans for children and vulnerable people
 - 3. Immediately notify supervisor if different location than one named on warrant was served.
- e. Search and seizure, without a warrant;
- f. Stop and frisk;
- g. Arrest made, with a warrant;
 - 1. No Knock Warrant procedures include use of Body Cams
 - 2. Supervisory verification of address and plans for children and vulnerable people
 - 3. Immediately notify supervisor if different location than one named on warrant was served.
- h. Arrest made, without a warrant;
- i. Assuring all constitutional safeguards are provided to non-English speaking persons in a manner that is clearly understood; and
- j. Assuring all constitutional safeguards are provided to hearing impaired persons in a manner that is clearly understood.
- k. Assuring detainees have right to three (3) phone calls within three (3) hours in the first place of detention to communicate with an attorney and family members, free of charge, and allows the detainee to access their own cellular phone for contact numbers; and having a process for documentation when phone calls are not granted due to exigent circumstances.

COMMENTARY:

This standard (bullet I and J) requires postings of Notice of Rights in English and Spanish in all interview rooms, processing areas (not holding areas), and where persons in custody are left (i.e., attorney rooms). SAFE-T Act compliance demonstrated through written directive and posting of Notice of Rights posters that include the county's public defender number.

Use of Force

ADM.05.01 A written directive states:

- a. That officers shall use only the force reasonably necessary to affect lawful objectives;
- b. That officers will adhere to the objective reasonableness standard as defined in *Graham v Connor* in use of force in responding to perceived threats with all issued lethal or non-lethal weapons authorized by the agency;
- c. That officers may use deadly force only under a reasonable belief that the action is in defense of human life, or in defense of any person in imminent danger or facing a significant threat of serious physical injury;
- d. The guidelines for the use of deadly force against a fleeing felon; and
- e. That the discharge of warning shots is strongly discouraged.
- f. Use of Chokeholds is prohibited unless deadly force is warranted
- g. Officers have a Duty to Intervene when they witness the application of force that is **clearly** outside what is objectively reasonable under the circumstances shall, when appropriate, safely intervene to prevent the use of such force. The officer shall make a written report of the intervention to a supervisor in no less than five days.
- h. Officers must, as soon as reasonably practical, determine if a person is injured, whether as the result of use of force or otherwise, and render medical aid and assistance consistent with training and request emergency medical assistance if necessary.

COMMENTARY:

This directive may encompass the use of all kinds or types of force, whether deadly or not. The purpose of this standard is to provide officers with guidance in the use of force in threatening or life-or-death situations, and to prevent the loss of life. The agency might include in its orders definitions of “reasonable belief,” “serious physical injury,” and “excessive force,” per rulings of the United States Supreme Court. Use of force protocols refers to levels of threat perceived by the officer with corresponding, authorized modes of force to oppose the threats. In a written directive, this reference may include, with examples, every non-lethal weapon authorized by the agency.

ADM.05.02 A written directive requires that all sworn personnel:

- a. Be issued copies of, and trained in, orders pertaining to ADM.05.01 before being authorized to carry a firearm(s);
- b. Be issued copies of, and trained in, orders pertaining to ADM.05.01 before being authorized to carry less lethal weapons; and
- c. Receive training within every calendar year thereafter in the use of force.

COMMENTARY:

Demonstrating proficiency with firearms and other less lethal weapons prior to carrying these instruments is recommended.

ADM.05.03 A written directive outlines procedures to be observed following an application of force, to include:

- a. A description of the internal process for the documentation, review, and disposition of any incident where an officer applies force resulting in, or allegedly resulting in, injury or death of a person; and
- b. A provision permitting the removal of any employee from line duty assignment, pending administrative review, whose actions or application of force results in serious physical injury or death.

COMMENTARY:

Agencies must carefully review all incidents in which the application of force causes injury or death. Agencies may wish to consider that all applications of force should be documented and reviewed, not just those resulting in serious injury or worse. Control over the application of force must be maintained for reasons of safety, compliance with state law, or constitutional decisions. The agency directive should state situations or contexts in which force is applied that do not require reporting, such as during training. The purpose of removing employees from line duty assignment is to shield those who have not exceeded lawful authority in applying force. Further, agencies might consider removing from line duty, officers who have been involved in critical or traumatic use of force incidents for debriefing or counseling, possibly including the officer's family.

Capital Assets/Budget and Fiscal Management

ADM.15.01 A written directive governs procedures for the requisition and purchase of agency equipment and supplies to include, at a minimum:

- a. Specifications for items requiring standardized purchases;
- b. Bidding procedures;
- c. Criteria for the selection of vendors and bidders;
- d. Procedures for emergency purchasing or rental agreements for equipment;
- e. Procedures for requesting supplemental or emergency appropriation and fund transfer; and
- f. Procedures for contracts such as maintenance and service agreements.

COMMENTARY:

This is generally a county/city procedure that most agencies have to follow.

ADM.15.02 The agency uses an accounting system that includes approval of each account, and, at minimum, provisions for monthly status reports showing:

- a. Initial appropriation for each account (or program);
- b. Balances at the commencement of the monthly period;

- c. Expenditures and encumbrances made during the period; and
- d. Unencumbered balance.

ADM.15.03 A written directive governs the maintenance of all official cash funds or accounts where agency personnel are permitted to receive, maintain, or disburse cash (except jail funds and asset forfeiture funds) and includes, at a minimum:

- a. A balance sheet, ledger, or other system that identifies initial balance, credits (cash income received), debits, (cash disbursed), and the balance on hand;
- b. Receipts or documentation for cash received;
- c. Authorization for cash disbursements, including CEO or designee authorization for expenses in excess of a given amount;
- d. Records, documentation, or invoice requirements for cash expenditures;
- e. Persons or positions authorized to disburse or accept cash;
- f. Quarterly accounting of agency cash activities; and
- g. Pursuant to Illinois Compiled Statutes 65 ILCS 5/8-2 through 5/8-8, the municipality is audited by an independent auditor at least annually. The accounts of the Department are monitored for fiscal integrity as part of this process. The municipality manages the auditing procedure.

ADM.15.04 A written directive requires an inventory for all capital assets within agency control.

COMMENTARY:

Capital assets are defined by the individual agency. Many agencies set a dollar amount before an inventory is required.

Property and Evidence Control

ADM.16.01 A written directive establishes procedures for receiving all evidentiary and non-evidentiary property obtained by employees within agency control, to include:

- a. Requiring all property to be logged into agency records and placed under the control of the property and evidence control function before the officer ends his/her tour of duty;
- b. Requiring a written report detailing the circumstances by which the property came into the agency's possession and describing each item of property obtained;
- c. Providing guidelines for the packaging and labeling of property prior to storage;
- d. Establishing extra security measures for handling exceptional, valuable, or sensitive items of property; and
- e. Requiring an effort to identify and notify the owner or custodian of non-evidentiary property in the agency's custody.

ADM.16.02 A written directive establishes procedures for property and evidence storage to include:

- a. Requiring all evidentiary property be stored within designated, secure areas;
- b. Requiring non-evidentiary property be stored within designated, secure areas;
- c. Requiring secure facilities to be provided for storage of evidentiary and non-evidentiary property during periods when the property room is closed;
- d. Requiring that only authorized personnel have access to areas used by the agency for storage of evidentiary and non-evidentiary property;
- e. Requiring documented, escorted entry into property and evidence storage areas by those not routinely associated with the property and evidence function;
- f. Requiring the maintenance of records that reflect the status of all property held by the agency;
- g. Establishing procedures for the temporary release of items from the control of the property and evidence function; and
- h. Establishing procedures for the final release of items from the control of the property and evidence function.

ADM.16.03 A written directive that the following inspections and reports shall be completed:

- a. At least quarterly, the person responsible for the property and evidence control function, or his or her designee, conducts an inspection of adherence to procedures used for the control of property;
- b. Whenever the primary property manager is assigned and/or transferred from the property and evidence control function, an inventory of property, to ensure that records are correct and properly annotated, is conducted jointly by the newly designated property manager and a designee of the CEO;
- c. An annual audit of property held by the agency is conducted by an employee not routinely or directly connected with property control; and
- d. Unannounced inspections of property storage areas are conducted at least twice per year as directed by the agency's chief executive officer.

ADM.16.04 Final disposition is accomplished within six months after legal requirements have been satisfied and in accordance with the Illinois Compiled Statutes for:

- a. Found property;
- b. Recovered property; and
- c. Evidentiary property that is no longer of evidentiary value.

Internal Agency Investigations/Internal Affairs

ADM.18.01 The agency makes information available to the public on procedures to be followed for registering complaints against the agency or its employees.

ADM.18.02 A written directive requires the agency to record, investigate, and adjudicate all complaints against the agency or employees of the agency.

COMMENTARY:

The purpose of this standard is to require a complaint to be recorded and investigated. On occasion, malicious and deliberate false accusations are made against the agency or its employees. These accusations should be investigated to protect the integrity of the agency or the employees, thereby instilling public confidence in the agency. In some cases, the extent of the investigation may be limited to substantiating the falsity of the accusations.

ADM.18.03 A written directive establishes the agency's internal affairs function, to include:

- a. The categories of complaints that require investigation by the internal affairs function;
- b. Designating a position or individual within the agency as responsible for the internal affairs function with the authority to report directly to the agency's chief executive officer; and
- c. That the written directives relating to the administration of the internal affairs function are disseminated to all personnel.

COMMENTARY:

The written directive should establish the administration of internal affairs matters for the purpose of creating a process to ensure the integrity of the agency. The goal of internal affairs is to ensure that the integrity of the agency is maintained through an internal system where objectivity, fairness, and justice are assured by intensive and impartial investigation and review.

ADM.18.04 A written directive specifies the activities of the internal affairs function, to include:

- a. Overseeing the assigned investigation(s) of alleged misconduct within the agency regarding a criminal matter;
- b. Overseeing the assigned investigation(s) of alleged misconduct within the agency regarding an administrative matter; and
- c. Maintaining the confidentiality and security of the internal affairs investigation and records.

COMMENTARY:

It should be the policy of the agency that all allegations of employee misconduct be appropriately investigated and promptly adjudicated. Additionally, all reports or accusations made against members of the agency, or the agency in general, from all sources, should be

completely investigated in order to ensure the integrity of the agency and its members. SAFE-T Act compliance is shown through maintaining records of police misconduct permanently.

ADM.18.05 When employees are notified that they have become the subject of an internal affairs investigation, the agency provides the employee with:

- a. A written statement of the allegations;
- b. Employee’s rights relative to the investigation; and
- c. Employee’s responsibilities relative to the investigation.

ADM.18.06 Notification of the status/disposition of complaints against the agency or its employees is made to:

- a. The complainant; and
- b. The employee(s) investigated. (01/09)

COMMENTARY:

Reference Illinois Compiled Statutes Peace Officers Bill of Rights.

OPERATIONS

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Patrol

OPR.01.01 A written directive establishes procedures for responding to:

- a. Routine calls;
- b. Emergency calls; and
- c. Includes guidelines for the use of authorized emergency equipment.

Commentary:

At a minimum, the agency should classify calls for service as routine or emergency. These classifications should designate when emergency lights and siren should be used and when traffic laws should be observed. The directive should address high-speed driving conditions and restrictions when responding to emergency calls. The procedure should also address the responsibility of responding officers, dispatchers, and supervisors while responding to emergency calls. Guidelines for emergency equipment use during routine activities, such as stopping traffic violators, assisting motorists, and parking on/off roadways.

OPR.01.02 All agency marked vehicles used in general patrol service must:

- a. Be conspicuously marked;
- b. Be equipped with a siren, in operational order;
- c. Be equipped with emergency lights, in operational order; and
- d. Allow the operator the ability to maintain constant communication.

COMMENTARY:

The intent of this standard is to ensure that vehicles are properly equipped and that the operator has constant communication. Constant communication can be achieved by radio (fixed or portable), cell phones, or other similar communication devices.

Conspicuously marked patrol cars are readily identified as law enforcement agency vehicles from every view and from a long distance, even at night. Vehicles with ghost markings (lettering that is nearly invisible until lights reflects from it) are considered marked police vehicles. However, conspicuous marking increases safety, serves as a warning to potential violators, and provides citizens with a feeling of security. Markings, if used, should include exterior mounted emergency lights (such as those mounted on rooftop light bars), the agency's name, the emergency telephone number, and reflective materials placed on the sides and rear of the vehicle, such as reflective striping, lettering, or decals. It is also recommended that patrol cars be equipped with a public address speaker, exterior spotlights, and alley lights.

OPR.01.03 IF unmarked vehicles are used for general patrol service/traffic enforcement, they must:

- a. Be equipped with a siren, in operational order;
- b. Be equipped with emergency lights, in operational order; and

c. Allow the operator the ability to maintain constant communication.

COMMENTARY:

The intent of this standard is to ensure that vehicles are properly equipped and that the operator has constant communication. Constant communication can be achieved by radio (fixed or portable), cell phones, or other similar communication devices.

OPR.01.04 A written directive defines the agency's use of occupant safety restraining devices in agency vehicles in compliance with the Illinois Compiled Statutes.

Commentary:

It is required that all occupants of agency vehicles be required to wear seatbelts as required by law. The directive should require use of child-safety restrains when transporting a child in any agency vehicle.

OPR.01.05 Body armor is issued to, or at least available to, all officers assigned to routine uniformed field duty.

OPR.01.06 A written directive defines the agency's use of the following equipment in the police vehicle, whether personally owned or department issued:

- a. Cell phones;
- b. Mobile data terminals/laptop computers; and
- c. Other wireless communication devices. (01/09)
- d. the unauthorized introduction of software programs or other files; or
- e. the manipulation or alteration of current software running on agency-owned mobile, desktop or handheld computers.

COMMENTARY:

The directive should specify appropriate safety measures to be considered while utilizing the above equipment while operating the police vehicle. It is recommended that the operators of police vehicles be prohibited from texting and data entry activities while driving

OPR.01.07 A written directive specifies procedures for:

- a. Assignments to operational shifts;
- b. Frequency of shift rotation, if any;
- c. Assignment to beats, if any;
- d. Frequency of beat rotation, if any;
- e. Continuous coverage during shift changes, if the agency operates on a shift schedule; and
- f. Providing information to oncoming shifts of previous shifts' activities.

OPR.01.08 IF the agency has, or uses, any special purpose vehicles, a written directive governs their operation and includes at a minimum:

- a. A statement of the objective of their operation or usage;
- b. Training for personnel authorized to operate and maintain the vehicle and its equipment; and
- c. A list of equipment required for the vehicle.

OPR.01.09 IF the agency has, or uses, any special purpose animals, a written directive governs their operation and includes at a minimum:

- a. A statement of the objective of their operation or usage;
- b. Training, certification and recertification for the animal/handler; and
- c. A list of equipment required for the animal.

OPR.01.10 A written directive governs pursuit of motor vehicles to include:

- a. Evaluating the circumstances;
- b. Initiating officer's responsibilities;
- c. Secondary officer(s) responsibilities;
- d. Dispatcher's responsibilities;
- e. Supervisor's responsibilities;
- f. Forcible stopping/roadblock (see Use of Force policy)
- g. Inter-jurisdictional pursuits;
- h. Intra-jurisdictional pursuits;
- i. When to terminate pursuit; and
- j. Procedure for administrative review of the pursuit.
- k. Prohibition of pursuit for misdemeanor traffic offenses, property crimes, non forceable felonies, which pose no threat of force or serious harm.

Commentary: *The agency should have clear-cut policies and procedures for pursuits. All sworn personnel should be provided with this written directive. Agencies shall review this policy yearly during shift briefings and/or in-service training sessions and during the FTO program.*

A review of incidents involving vehicle pursuits may reveal patterns or trends that indicate training needs and/or policy modifications. The absence of pursuit reports does not remove the requirement of reviewing the policies, procedures and practices associated with the reporting process.

OPR.01.11 IF the agency utilizes audio/video recording systems in the police vehicle or Body-worn Cameras; a written directive governs their usage to include:

- a. When the camera system is required to be activated/recording;
- b. Control and access to data; and
- c. A retention schedule for data consistent with Illinois Compiled Statutes.

Commentary: *The written directive should provide direction to field personnel for the use of this technology. The products of this technology could become an important piece of evidence in any type of case and should be maintained in a way to ensure the integrity of contents. When a recording becomes evidence, they should be treated as any other evidentiary items in accordance with evidence standards.*

SAFE-T Act compliance schedule:

1. *municipalities with a population of 500k or more, after January 1, 2022.*
2. *municipalities with a population of 100k or more, after January 1, 2023*
3. *municipalities with a population of 50k or more, after January 1, 2024*
4. *municipalities with a population under 50k or more, after January 1, 2025*
5. *all other remaining law enforcement agencies and state agencies by January 1, 2025*

Unusual Occurrences

OPR.04.01 The agency has a written directive/mobilization plan which provides for:

- a. Natural disasters;
- b. Man-made disasters;
- c. Civil disturbances;
- d. Hostage/barricaded person;
- e. Active shooter situation;
- f. Handling a bomb threat; and
- g. Search missions of missing and/or endangered persons.
- h. Hazardous Material Incident

COMMENTARY: The Incident Command System has proven very effective in law enforcement and fire services emergencies. This system permits a clear point of control and can be expanded or contracted with ease to escalating or diminishing situations. The Federal Emergency Management Agency's (FEMA) ICS is comprehensive, available on the Internet, and widely used in critical incidents such as natural and man-made disasters, pandemics, civil disturbances, mass arrests, bomb threats, hostage/barricaded person situations, acts of terrorism, and other unusual incidents.

OPR.04.02 Emergency operations plans are accessible to command personnel and are reviewed and updated as needed.

OPR.04.03 The agency has a written directive and/or plan for handling:

- a. The security of VIP's; and
- b. Special events.

Special Operations

OPR.05.01 IF the agency has a full or part-time tactical team or has a member assigned to a multi-agency team, a written directive establishes procedures for:

- a. Selection of members;
- b. Providing specialized equipment for its operations;
- c. Regularly scheduled training/readiness exercises;
- d. Coordination; and
- e. Deployment.

Commentary: This standard's intent is to demonstrate the agency is taking steps to ensure fair selection of members, appropriate training and equipping of members, and well as clear parameters regarding the team's scope of use.

OPR.05.02 IF the agency has a full or part-time crisis negotiations team or has a member assigned to a multi-agency team, a written directive establishes procedures for:

- a. Selection of members;
- b. Providing specialized equipment for its operations;
- c. Regularly scheduled training/readiness exercises;
- d. Coordination; and
- e. Deployment.

Commentary: This standard's intent is to demonstrate the agency is taking steps to ensure fair selection of members, appropriate training and equipping of members, and well as clear parameters regarding the team's scope of use.

Traffic

OPR.06.01 A written directive establishes uniform procedures for taking enforcement action incidental to traffic law violations, to include:

- a. Physical arrest;
- b. Uniform Traffic Summons; and
- c. Warnings (if used).

OPR.06.02 When a motorist is charged with a traffic violation, the agency provides information relative to the specific charge, to include:

- a. Court appearance schedule;
- b. If court appearance by motorist is mandatory; and
- c. Prepayment information.

OPR.06.03 A written directive establishes uniform enforcement policies for traffic law violations in accordance with Illinois Compiled Statutes to include:

- a. Driving under the influence of alcohol/drugs;
- b. Operating a vehicle after driving privileges have been suspended or revoked;
- c. Speed violations;
- d. Other hazardous violations;
- e. Off-road vehicle violations;
- f. Equipment violations;
- g. Public carrier/commercial vehicle violations;
- h. Violations committed by juveniles;
- i. Violations committed by non-residents (out of area and/or state);
- j. Newly enacted laws and/or regulations;
- k. Violations resulting in traffic accidents;
- l. Pedestrian and/or bicycle violations;
- m. Legislators; and
- n. Military Personnel.

OPR.06.04 A written directive establishes procedures for:

- a. Stopping traffic law violators; and
- b. Approaching traffic law violators.
- c. Conducting high-risk / felony traffic stops

COMMENTARY

The use of and training in right side approaches is encouraged where possible. Routine training in high-risk traffic stops is encouraged.

OPR.06.05 A written directive governs traffic accident reporting, response, management and investigation, as applicable, to include accidents involving:

- a. Death or injury;
- b. Property damage;
- c. Hit and run;
- d. Impairment due to alcohol or drugs;
- e. Occurrences on private property;
- f. Damage to public vehicles or property; and

g. Disturbances between principals.

OPR.06.06 A written directive specifies accident scene responsibilities for officers responding to accident scenes including procedures for:

- a. Identifying and dealing with fire hazards;
- b. Identifying and dealing with hazardous materials; and
- c. Protecting the accident scene.

OPR.06.07 A written directive governs control of property belonging to accident victims.

OPR.06.08 A written directive specifies procedures for traffic direction/control, to include the following, at a minimum:

- a. At the scene of traffic accidents;
- b. Uniform hand signals/gestures for manual traffic direction/control;
- c. At the scene of fires;
- d. During periods of adverse road or weather conditions;
- e. Circumstances warranting manual operation of traffic control devices;
- f. Use of temporary traffic control devices; and
- g. A requirement that any personnel directing or controlling traffic wear reflective clothing or vests at all times.

OPR.06.09 A written directive governs provisions for:

- a. Law enforcement escort services; and
- b. Escorts of civilian vehicles in medical emergencies.
- c. Limitations on personal information left on vehicles or exposed to public view or scrutiny.*

Commentary:

The directive should indicate the process required for the request of law enforcement escort services and the personnel required to approve such request. The directive should also provide guidance to that individual given that authority and under what circumstances escorts will be provided, i.e., funerals, vehicle carrying hazardous material/unusual cargo, etc.

OPR.06.10 A written directive specifies procedures for the implementation of traffic checkpoints.

Commentary:

The written directive should specify compliance with Illinois statutory requirements for the implementation of traffic checkpoints.

OPR.06.11 A written directive governs the provision of assistance to highway users, to include:

- a. General assistance;
- b. Mechanical assistance;
- c. Protection to stranded motorists;
- d. Emergency assistance; and
- e. Correcting hazardous highway conditions.

OPR.06.12 A written directive specifies procedures for the following:

- a. Enforcement of parking violations (if applicable) (01/09);
- b. Handling of abandoned vehicles;
- c. Towing of vehicles from public property;
- d. Towing of vehicles from private property; and
- e. Maintaining records of all vehicles towed at the direction of an officer.

Prisoner/Patient/Non-Police Persons Transport

OPR.07.01 A written directive prescribes the security and control of prisoners being transported, including, but not limited to:

- a. Restraints authorized;
- b. Seating arrangements;
- c. Requiring the search of the transport vehicle before and after transporting prisoners;
- d. Requiring a search of all prisoners prior to transporting; and
- e. Documentation.

COMMENTARY:

This directive should not be limited to vehicle transport. Procedures for the handling of high risk or dangerous prisoners should be specified, as well as the security of prisoners during rest stops and meals. Additionally, prisoner communication with citizens and each other on multiple transports should be addressed.

OPR.07.02 A written directive describes procedures for transporting and handling the following: individuals known to be physically ill; individuals known to be mentally ill; individuals known to be injured; individuals known to suffer physical disabilities; and individuals suspected of having a communicable disease such as AIDS or hepatitis. The written directive must address:

- a. Supervisory notification in the above or unusual instances;
- b. Dealing with medical personnel and hospital protocol
- c. Documentation of the occurrence and action taken.
- d. Use and dispensing of prescription drugs

OPR.07.03 A written directive prescribes the security and control of non police persons who are transported in police vehicles.

OPR.07.04 A written directive provides procedures for transporting:

- a. Juveniles; and
- b. Prisoners of the opposite sex.

COMMENTARY:

Policies should be in place to address the transport by officers of juveniles and prisoners of the opposite sex, to include transmitting the vehicle mileage and time frame to the dispatcher.

OPR.07.05 A written directive establishes procedures following the escape of a prisoner while being transported, to include:

- a. Further actions to be taken;
- b. Timely notifications to be made; and
- c. Reports to be prepared.

PERSONNEL

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Selection and Hiring

PER.01.01 A written directive identifies the agency’s process for the selection of qualified applicants for sworn positions and includes, at a minimum, adherence to the requirements found in the Illinois Compiled Statutes.

PER.01.02 A written directive requires that all elements of the selection process be conducted in a uniform manner.

COMMENTARY:

All elements of the selection process should be clearly set forth and carried out identically for all candidates for each position.

PER.01.03 A written directive requires steps utilized in the selection process be conducted by trained personnel.

COMMENTARY:

This may include polygraph examinations, non-age and gender rated physical agility tests, written exams, medical exams, interview panels, etc.

PER.01.04 A written directive requires that, at a minimum, applicants receive notification of application disposition.

PER.01.05 A written directive requires the agency to maintain records on the testing results of each applicant in accordance with the Illinois Compiled Statutes.

Performance Evaluations

PER.05.01 A written directive establishes the performance evaluation system: and,

- a. Defines its objectives;
- b. Requires an annual written performance evaluation of each employee; and
- c. Addresses performance evaluations of probationary employees during the probationary period, or as required by jurisdictional personnel policy.

PER.05.02 A written directive requires a supervisory review (of evaluations) to include the following areas:

- a. Results of the performance evaluation just completed; and
- b. The level of performance expected for the next performance rating period.

Disciplinary Procedures

NOTE: Compliance with the Grievance Procedure standards are subject to state Statute exemptions and applicable collective bargaining agreements.

PER.08.01 A written directive specifies the conduct and behavior expected of all employees.

PER.08.02 A written directive establishes a disciplinary system, to include

- a. Utilization of training as a function of discipline;
- b. Utilization of counseling as a function of discipline;
- c. Taking punitive actions in the interest of discipline; and
- d. Appeal procedures in disciplinary actions.

PER.08.03 A written directive specifies the responsibility of each level of supervision relative to disciplinary actions.

PER.08.04 When employee misconduct results in dismissal, the following information is provided to the employee:

- a. A statement citing the reasons for dismissal (if applicable); and
- b. The effective date of the dismissal.

PER.08.05 A written directive specifies procedures for maintenance and security of records of disciplinary actions.

TRAINING

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Recruit Training

TRN.01.01 The agency requires all newly sworn officers to have successfully completed a recruit training program authorized and approved by the ILETSB prior to any routine assignment in any capacity in which the officer is allowed to carry a weapon and/or is in a position to make an arrest, except as part of a formal field training program. The recruit training program shall include:

- a. A curriculum based on tasks of the most frequent assignments of officers who complete recruit training;
- b. Use of evaluation techniques designed to measure competency in the required skills, knowledge, and abilities (SKA);
- c. Compliance with state training mandates for police officers and deputy sheriffs; and
- d. Any applicable legal requirements relevant to the performance of duties.

COMMENTARY:

The intent of this standard is to ensure that all officers have completed the agency required law enforcement basic training academy and field training program, and are certified peace officers of the State of Illinois.

TRN.01.02 A written directive establishes a field-training program for recruits with provisions for the following:

- a. Field training for trainees in accordance with ILETSBDCJS standards, at a minimum;
- b. A selection process for field training officers;
- c. Supervision of field training officers;
- d. Training of field training officers;
- e. Rotation of recruit field assignments, if possible;
- f. Guidelines for the evaluation of recruits by field training officers; and
- g. Reporting and documentation responsibilities of field training officers.

COMMENTARY:

The intent of this standard is to ensure that all officers have completed the agency required field training program under the supervision of a properly trained field training officer(s).

Specialized/In-Service Training

TRN.02.01 A written directive identifies the functions for which specialized training is required, and includes the following:

- a. Development and/or enhancement of the skills, knowledge, and abilities particular to the specialized training; and
- b. Supervised on-the-job training.

TRN.02.02 A written directive requires that sworn personnel be trained or at a minimum provided information on newly enacted laws and revisions to laws relating to the agency's responsibilities.

COMMENTARY:

Newly enacted legislative changes may be found on the Illinois General Assembly Web site as well as through contact with the Illinois Association of Chiefs of Police and Illinois Sheriffs Association legislative liaison. Agencies are encouraged to consult with their local States Attorney's office regarding legislative changes.

TRN.02.03 The agency provides skill development to all personnel upon functional reassignment or promotion.

TRN.02.04 The agency provides skill development to all sworn personnel (unless otherwise noted) in accordance with ILETSB training mandates:

- a. Civil Rights (every 36 months)
- b. Constitutional and Proper Use of Law Enforcement Authority (every 36 months)
- c. Cultural Competency (every 36 months)
- d. Homicide Investigator training (required only for Homicide Investigator)
(32 hours every 48 months)
- e. Human Rights (every 36 months)
- f. Law Update (every 12 months)
- g. Mental Health Awareness & Response (every 36 months)
- h. Officer Wellness (every 36 months)
- i. Procedural Justice (every 36 months)
- j. Psychology of Domestic Violence (every 60 months, first due 12/2021)
- k. Reporting Child Abuse and Neglect (every 36 months)
- l. Scenario-Based role playing (6 hrs de-escalation & 6 hrs “high risk traffic stops”)
- m. Sexual Assault / Abuse Investigator (required only for Sex Crimes Investigator)
(every 36 months)
- n. Sexual Assault / Abuse Trauma-Informed Response Training (every 36 months)
- o. Use of Force (must include scenario-based or similar training) (every 12 months)

Commentary: The intent of this standard is to ensure all sworn personnel have completed the ILETSB mandated training. See ILETSB Board Approved Mandates document for topics that meet these mandates <https://www.ptb.illinois.gov/media/1296/board-approved-mandates.pdf>

STANDARDS – TIER TWO

ADMINISTRATION

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Agency Role

ADM.01.01 A written directive requires all personnel, upon assuming sworn status, to take an oath of office to enforce the law and uphold the Constitution of the United States and the Constitution of the State of Illinois and the ordinances of the municipality in which the officer serves.

ADM.01.02 A written directive requires all sworn officers to receive and abide by a code or canon of ethics adopted by their agency.

COMMENTARY:

It is optional for municipal ordinances, county ordinances, or other agency ordinances. The canon of ethics adopted by the International Association of Chiefs of Police, the Law Enforcement Code of Ethics, as published by the International Chiefs of Police or the Code of Ethics of the Office of the Sheriff, as adopted by the National Sheriff's Association will satisfy the intent of this standard.

Limits of Authority

ADM.02.01 A written directive defines the authority vested in sworn personnel.

ADM.02.02 A written directive governs procedures for assuring compliance with all applicable constitutional requirements including:

- a. Interviews;
- b. Interrogations;
- c. Access to counsel;
- d. Search and seizure, with a warrant;
 1. No Knock Warrant procedures include use of Body Cams
 2. Supervisory verification of address and planned for children and vulnerable people
 3. Immediately notify supervisor if different location than one named on warrant was served.
- e. Search and seizure, without a warrant;
- f. Stop and frisk;
- g. Arrest made, with a warrant;
 1. No Knock Warrant procedures include use of Body Cams
 2. Supervisory verification of address and planned for children and vulnerable people
 3. Immediately notify supervisor if different location than one named on warrant was served.
- h. Arrest made, without a warrant;
- i. Assuring all constitutional safeguards are provided to non-English speaking persons in a manner that is clearly understood; and

- j. Assuring all constitutional safeguards are provided to hearing impaired persons in a manner that is clearly understood.
- k. Assuring detainees have right to three (3) phone calls within three (3) hours of being taken into custody to communicate with an attorney and family members, free of charge, and allows the detainee to access their own cellular phone for contact numbers

COMMENTARY:

This standard (bullet I and J) requires postings of Notice of Rights in English and Spanish in all interview rooms, processing areas (not holding areas), and where persons in custody are left (i.e. attorney rooms). SAFE-T Act compliance demonstrated through written directive and posting of Notice of Rights posters that include the county's public defender number.

ADM.02.03 A written directive defines the authority, guidelines, and circumstances when sworn personnel may exercise alternatives to arrest.

COMMENTARY:

The written directive should address preferences for seeking alternative resolutions, such as social diversion programs, station adjustment, peer jury, or warnings/citations in lieu of physical arrest for minor offenses. Policy guidelines and procedural direction should be developed to ensure proper use of arrest alternatives.

ADM.02.04 A written directive addresses the rights and privileges of foreign nationals and diplomatic immunity as applicable with Articles 51 & 55 of the Vienna Convention.

COMMENTARY:

Refer to Articles 51 & 55 of the Vienna Convention and the United States Department of State publications "Consular Notification and Access" and "Diplomatic and Consular Immunity."

ADM.02.05 A written directive prohibits officers from engaging in bias-based policing. The directive will include:

- a. A definition of bias-based policing;
- b. A requirement that all sworn employees receive initial and on-going proactive training in cultural diversity; and
- c. A requirement that all complaints of bias-based policing shall be thoroughly investigated through the agency's internal affairs process.

COMMENTARY:

Agencies must avoid practices that undermine the public trust, such as "racial profiling" if they are to strive for maximum effectiveness. A comprehensive "racial profiling" policy and related training provides officers with the knowledge needed to avoid unwarranted accusations. The policy should include direction based on reasonable and articulate suspicion.

Mission Statement

ADM.03.01 The agency shall have a written mission statement addressing overall departmental philosophy, disseminated to all personnel, that defines the agency's purpose. The mission statement shall clearly and distinctly reflect the Community Oriented Policing Philosophy and identify the agency as a Community Policing and Problem-Solving Agency.

Goals and Objectives

ADM.04.01 Written goals and objectives are reviewed and updated annually for the department and for each major organizational component, and made available to all agency personnel.

COMMENTARY:

Establishing goals and objectives that are communicated to all employees ensure unity of purpose and direction. Goals and objectives should include strategies. Periodic evaluation and updating of goals and objectives serve as a basis for measuring progress.

Use of Force

ADM.05.01 A written directive states:

- a. That officers shall use only the force reasonably necessary to affect lawful objectives;
- b. That officers will adhere to the objective reasonableness standard as defined in *Graham v Connor* in use of force in responding to perceived threats with all issued lethal or non-lethal weapons authorized by the agency;
- c. That officers may use deadly force only under a reasonable belief that the action is in defense of human life, or in defense of any person in imminent danger or facing a significant threat of serious physical injury;
- d. The guidelines for the use of deadly force against a fleeing felon; and
- e. That the discharge of warning shots is strongly discouraged.
- f. Use of Chokeholds is prohibited unless deadly force is warranted
- g. Officers have a Duty to Intervene when they witness the application of force that is **clearly** outside what is objectively reasonable under the circumstances shall, when appropriate, safely intervene to prevent the use of such force. The officer shall make a written report of the intervention to a supervisor in no less than five days

h. Officers must, as soon as reasonably practical, determine if a person is injured, whether as the result of use of force or otherwise, and render medical aid and assistance consistent with training and request emergency medical assistance if necessary.

COMMENTARY:

This directive may encompass the use of all kinds or types of force, whether deadly or not. The purpose of this standard is to provide officers with guidance in the use of force in threatening or life-or-death situations, and to prevent the loss of life. The agency might include in its orders definitions of “reasonable belief,” “serious physical injury,” and “excessive force,” per rulings of the United States Supreme Court. The force “continuum” and alternative force protocols refers to levels of threat perceived by the officer with corresponding, authorized modes of force to oppose the threats. In a written directive, this reference may include, with examples, every non-lethal weapon authorized by the agency.

ADM.05.02 A written directive requires that all sworn personnel:

- a. Be issued copies of, and trained in, orders pertaining to ADM.05.01 before being authorized to carry a firearm(s);
- b. Be issued copies of, and trained in, orders pertaining to ADM.05.01 before being authorized to carry less lethal weapons; and
- c. Receive training within every calendar year thereafter in the use of force.

COMMENTARY:

Demonstrating proficiency with firearms and other less lethal weapons prior to carrying these instruments is recommended.

ADM.05.03 A written directive outlines procedures to be observed following an application of force, to include:

- a. A description of the internal process for the documentation, review, and disposition of any incident where an officer applies force resulting in, or allegedly resulting in, injury or death of a person; and
- b. A provision permitting the removal of any employee from line duty assignment, pending administrative review, whose actions or application of force results in serious physical injury or death.

COMMENTARY:

Agencies must carefully review all incidents in which the application of force causes injury or death. Agencies may wish to consider that all applications of force should be documented and reviewed, not just those resulting in serious injury or worse. Control over the application of force must be maintained for reasons of safety, compliance with state law, or constitutional decisions. The agency directive should state situations or contexts in which force is applied that do not require reporting, such as during training. The purpose of removing employees from line duty assignment is to shield those who have not exceeded lawful authority in applying force. Further, agencies might consider removing from line duty, officers who have been involved in

critical or traumatic use of force incidents for debriefing or counseling, possibly including the officer's family.

Weapons

ADM.06.01 A written directive:

- a. Requires officers to receive training and demonstrate proficiency in the use of any weapons issued/authorized before carrying them;
- b. Requires officers to qualify within every calendar year with any firearm they are authorized to use;
- c. Requires officers to undergo refresher training at least once within every two calendar years for any issued/authorized weapons other than firearms; and
- d. Lists procedures for addressing duty status for those that fail to qualify with any issued/authorized firearm; to include remedial training. (01/09)

COMMENTARY:

The intent of this standard is to cover the issuance, training, certification, and carrying of all authorized weapons, from non-lethal varieties to firearms. It is recommended that annual recertification training be conducted for all impact weapons. Proficiency training must be monitored by a certified weapons or tactics instructor

ADM.06.02

A written directive requires that only weapons and ammunition authorized by the agency be used by agency personnel in the performance of their responsibilities. The directive shall apply to weapons and ammunition carried both on and off duty, and must address:

- a. the types and specifications of all lethal and less lethal weapons approved for use, including those weapons used by members of tactical teams or other specialized personnel;
- b. the types and specifications of ammunition approved for use, including ammunition used in specialized weapons for members of tactical teams or other specialized personnel;
- c. the procedure for review, inspection, and approval of all weapons intended for use by each employee in the performance of duty, prior to carrying, by a qualified weapons instructor or armorer;
- d. a process to remove unsafe weapons;
- e. the procedure for maintaining a record on each weapon approved by the agency for official use; and
- f. guidelines for the safe and proper storage of agency authorized firearms.

Structure and System

ADM.07.01 A written statement issued by a unit of government, or a law or ordinance, or a combination, designates the authority and responsibility of the Chief Executive Officer.

ADM.07.02 The agency establishes a command protocol for the following situations, at a minimum:

- a. The absence of the Chief Executive Officer;
- b. Exceptional situations; and
- c. Situations involving personnel of different functions engaged in a single operation.
- d. In normal day-to-day operations

ADM.07.03 The agency maintains a chart depicting its organizational structure that is made available to all personnel.

ADM.07.04 A written directive requires that:

- a. Each employee is responsible to only one supervisor at any given time;
- b. Each organizational component is under the direct command of only one supervisor;
- c. Supervisory personnel are accountable for the performance of employees under their immediate control;
- d. All employees obey any lawful order of a supervisor, including any order relayed from a supervisor by an employee of the same or lesser rank; and
- e. Procedures to follow when an employee receives a conflicting or unlawful order.

Classification

ADM.08.01 The agency maintains current job descriptions for each job within the agency. A review of job descriptions should be completed at least once per accreditation cycle (once every four years).

COMMENTARY:

Job descriptions entail the job title, reporting relationships, identification of important or essential elements of each position and dissecting the job into basic parts. The skills, knowledge, and abilities to perform each job should be detailed in the job description.

Written Directives

ADM.09.01 The agency has a written directive system that includes, at a minimum:

- a. A statement of agency policy;
- b. Procedures for carrying out agency activities;
- c. Rules and regulations;
- d. Procedures for reviewing, maintaining and revising written directives; and
- e. The identities of the persons or positions that have the authority to issue, modify, or approve agency written directives.

ADM.09.02 A written directive establishes procedures for the dissemination of approved agency directives to agency personnel, to include:

- a. Affected personnel;
- b. Placement at accessible locations; and
- c. Acknowledgement of receipt.

COMMENTARY:

The agency should either distribute the directives to each person affected by them or place the directives at specified locations. Dissemination of directives may be accomplished in either a paper format or electronic format. In either manner the issuance and acceptance of the directive by agency personnel must be able to be recorded and referenced.

Planning and Research

ADM.10.01 A written directive that establishes and defines the planning and research function of the agency.

- a. Activities of Planning and Research: A written directive describes the activities of the planning and research function.
- b. Operational and organizational placement of the planning and research function ensures that the position responsible for this function has ready access to the agency's chief executive officer.

COMMENTARY:

The responsibility for planning and research must be clearly delineated. This responsibility should identify the types of planning necessary to ensure effective agency operations.

Crime Analysis

ADM.11.01

A written directive establishes crime analysis procedures to include, at a minimum:

- a. identification of sources from which crime analysis data elements are extracted;
- b. evaluation of data and findings for accuracy;
- c. dissemination of analysis findings; and
- d. briefing the chief executive officer on crime patterns or trends.

Commentary

Crime analysis is a law enforcement agency function whereby data relating to crime are collected, evaluated, analyzed, and disseminated. Techniques that crime analysts may use may include repeat offender analysis, link analysis, telephone record analysis, temporal analysis, geographic analysis, and other resources as defined by the agency. For its crime analysis operation to remain effective, an agency should have feedback mechanisms in place so adjustments can be made to the analysis process based on the input of those operational components using the analyses produced.

A key element to developing actionable intelligence relative to crime is the evaluation of the data collected for accuracy and the subsequent organization of that data by filtering erroneous information and arranging the data in a manner that can be easily analyzed. Crime data is analyzed using analytical tools such as spreadsheets, geographic information systems, and statistical software. Through these tools, an analyst can identify and interpret criminal activity, patterns, and trends, and forecast trends to aid in staffing and deployment of resources. Also, the agency should research known offenders to provide potential suspect leads to patrol and investigative units.

For a crime analysis system to function effectively, information should be disseminated to the appropriate units or persons on a timely basis. The agency should choose the most effective method for the timely distribution of analysis information that may include shift briefing, shift information logs, or direct contact with supervisors. Information that is relevant to the operational and tactical plans of specific line units should be sent directly to them. Information relevant to the development of the agency's strategic plans should be provided to the appropriate staff units.

Auxiliary and/or Part Time Program

ADM.12.01 IF the agency has an auxiliary/part time officer program, a written directive that establishes and describes the agency's program, to include:

- a. The authority of the auxiliary/part time personnel;

- b. The duties and responsibilities of the auxiliary/part time personnel;
- c. The requirement that auxiliary/part time personnel successfully complete training in all tasks which they will be authorized to perform prior to performing the task to include all requirements of the Illinois Compiled Statutes; and
- d. All training requirements necessary to obtain and maintain auxiliary/part time personnel status.

COMMENTARY:

Auxiliary officers act with the authority of their agency, and present a potential liability if tasked with performing duties (such as traffic direction) without prior training. Please check definitions of terms in the glossary for this standard.

Mutual Aid

ADM.13.01 IF the agency participates in mutual aid agreements; they shall be conducted in accordance with the Illinois Compiled Statutes.

Liaison with Other Agencies

ADM.14.01 The agency maintains liaison with the following agencies in their service areas to include:

- a. Other criminal justice agencies with concurrent jurisdiction to include Illinois State Police, Sheriff's Departments and Federal agencies; and
- b. Emergency service agencies.

COMMENTARY:

Emergency service agencies should include a point of contact within the communications center, fire/EMS departments, etc.

ADM.14.02 The agency identifies the services and resources which are available to the locality, through public and private service agencies, and such information is made available to agency personnel.

COMMENTARY:

Identifying services and resources available to the public allows law enforcement personnel to refer citizens in need of such services for appropriate assistance. Examples of public service

agencies might be social services, health departments, etc. Examples of private service agencies might be the Red Cross, Salvation Army, Missions, Shelters, Crisis Centers, Mental Health Services, Food Pantries, and Legal Aid Services, etc.

Capital Assets/Budget and Fiscal Management

ADM.15.01 A written directive governs procedures for the requisition and purchase of agency equipment and supplies to include, at a minimum:

- a. Specifications for items requiring standardized purchases;
- b. Bidding procedures;
- c. Criteria for the selection of vendors and bidders;
- d. Procedures for emergency purchasing or rental agreements for equipment;
- e. Procedures for requesting supplemental or emergency appropriation and fund transfer; and
- f. Procedures for contracts such as maintenance and service agreements.

COMMENTARY:

This is generally a county/city procedure that most agencies have to follow.

ADM.15.02 The agency uses an accounting system that includes approval of each account, and, at minimum, provisions for monthly status reports showing:

- a. Initial appropriation for each account (or program);
- b. Balances at the commencement of the monthly period;
- c. Expenditures and encumbrances made during the period; and
- d. Unencumbered balance.

ADM.15.03 A written directive governs the maintenance of all official cash funds or accounts where agency personnel are permitted to receive, maintain, or disburse cash (except jail funds and asset forfeiture funds) and includes, at a minimum:

- a. A balance sheet, ledger, or other system that identifies initial balance, credits (cash income received), debits, (cash disbursed), and the balance on hand;
- b. Receipts or documentation for cash received;
- c. Authorization for cash disbursements, including CEO or designee authorization for expenses in excess of a given amount;
- d. Records, documentation, or invoice requirements for cash expenditures;
- e. Persons or positions authorized to disburse or accept cash;
- f. Quarterly accounting of agency cash activities; and
- g. Pursuant to Illinois Compiled Statutes 65 ILCS 5/8-2 through 5/8-8, the municipality is audited by an independent auditor at least annually. The accounts of the Department are

monitored for fiscal integrity as part of this process. The municipality manages the auditing procedure.

ADM.15.04 A written directive requires an inventory for all capital assets within agency control.

COMMENTARY:

Capital assets are defined by the individual agency. Many agencies set a dollar amount before an inventory is required.

Property and Evidence Control

ADM.16.01 A written directive establishes procedures for receiving all evidentiary and non-evidentiary property obtained by employees within agency control, to include:

- a. Requiring all property to be logged into agency records and placed under the control of the property and evidence control function before the officer ends his/her tour of duty;
- b. Requiring a written report detailing the circumstances by which the property came into the agency's possession and describing each item of property obtained;
- c. Providing guidelines for the packaging and labeling of property prior to storage;
- d. Establishing extra security measures for handling exceptional, valuable, or sensitive items of property; and
- e. Requiring an effort to identify and notify the owner or custodian of non-evidentiary property in the agency's custody.

ADM.16.02 A written directive establishes procedures for property and evidence storage to include:

- a. Requiring all evidentiary property be stored within designated, secure areas;
- b. Requiring non-evidentiary property be stored within designated, secure areas;
- c. Requiring secure facilities to be provided for storage of evidentiary and non-evidentiary property during periods when the property room is closed;
- d. Requiring that only authorized personnel have access to areas used by the agency for storage of evidentiary and non-evidentiary property;
- e. Requiring documented, escorted entry into property and evidence storage areas by those not routinely associated with the property and evidence function;
- f. Requiring the maintenance of records that reflect the status of all property held by the agency;
- g. Establishing procedures for the temporary release of items from the control of the property and evidence function; and
- h. Establishing procedures for the final release of items from the control of the property and evidence function.

ADM.16.03 A written directive that the following inspections and reports shall be completed:

- a. At least quarterly, the person responsible for the property and evidence control function, or his or her designee, conducts an inspection of adherence to procedures used for the control of property;
- b. Whenever the primary property manager is assigned and/or transferred from the property and evidence control function, an inventory of property, to ensure that records are correct and properly annotated, is conducted jointly by the newly designated property manager and a designee of the CEO;
- c. An annual audit of property held by the agency is conducted by an employee not routinely or directly connected with property control; and
- d. Unannounced inspections of property storage areas are conducted at least twice per year as directed by the agency's chief executive officer.

ADM.16.04 Final disposition is accomplished within six months after legal requirements have been satisfied and in accordance with the Illinois Compiled Statutes for:

- a. Found property;
- b. Recovered property; and
- c. Evidentiary property that is no longer of evidentiary value.

Contract Services

ADM.17.01 IF paid law enforcement services are provided by the agency to another jurisdiction, the agency has a written contract detailing the terms of such services, to include:

- a. A detailed description of the specific service(s) to be provided;
- b. Financial terms of the contract;
- c. Records to be maintained by the agency;
- d. Duration, modification, and termination of the contract;
- e. Liability issues;
- f. A stipulation that supervision and control of agency personnel will remain with the agency;
- g. Arrangements for the use of agency equipment and facilities.
- h. Insurance and Indemnity requirements.

COMMENTARY:

The intent of this standard is to address instances when the law enforcement agency provides primary law enforcement services to another jurisdiction. This would include the provision for primary law enforcement services to an incorporated town within an agency's jurisdiction. This does not include the provision of security for special events and limited services on an extra-duty basis.

Internal Agency Investigations/Internal Affairs

ADM.18.01 The agency makes information available to the public on procedures to be followed for registering complaints against the agency or its employees.

ADM.18.02 A written directive requires the agency to record, investigate, and adjudicate all complaints against the agency or employees of the agency.

COMMENTARY:

The purpose of this standard is to require a complaint to be recorded and investigated. On occasion, malicious and deliberate false accusations are made against the agency or its employees. These accusations should be investigated to protect the integrity of the agency or the employees, thereby instilling public confidence in the agency. In some cases, the extent of the investigation may be limited to substantiating the falsity of the accusations.

ADM.18.03 A written directive establishes the agency's internal affairs function, to include:

- a. The categories of complaints that require investigation by the internal affairs function;
- b. Designating a position or individual within the agency as responsible for the internal affairs function with the authority to report directly to the agency's chief executive officer; and
- c. That the written directives relating to the administration of the internal affairs function are disseminated to all personnel.

COMMENTARY:

The written directive should establish the administration of internal affairs matters for the purpose of creating a process to ensure the integrity of the agency. The goal of internal affairs is to ensure that the integrity of the agency is maintained through an internal system where objectivity, fairness, and justice are assured by intensive and impartial investigation and review.

ADM.18.04 A written directive specifies the activities of the internal affairs function, to include:

- a. Overseeing the assigned investigation(s) of alleged misconduct within the agency regarding a criminal matter;
- b. Overseeing the assigned investigation(s) of alleged misconduct within the agency regarding an administrative matter; and
- c. Maintaining the confidentiality and security of the internal affairs investigation and records.

COMMENTARY:

It should be the policy of the agency that all allegations of employee misconduct be appropriately investigated and promptly adjudicated. Additionally, all reports or accusations made against members of the agency, or the agency in general, from all sources, should be

completely investigated in order to ensure the integrity of the agency and its members. SAFE-T Act compliance showed through maintaining records of police misconduct permanently.

ADM.18.05 When employees are notified that they have become the subject of an internal affairs investigation, the agency provides the employee with:

- a. A written statement of the allegations;
- b. Employee's rights relative to the investigation; and
- c. Employee's responsibilities relative to the investigation.

ADM.18.06 Notification of the status/disposition of complaints against the agency or its employees is made to:

- a. The complainant; and
- b. The employee(s) investigated.

COMMENTARY:

Reference Illinois Compiled Statutes Peace Officers Bill of Rights.

Inspectional Services

ADM.19.01 A written directive specifies the agency's line inspection process and includes, at a minimum:

- a. Procedures to be used in conducting line inspections;
- b. Frequency of line inspections;
- c. Identity, authority, and responsibilities of person(s) conducting line inspections;
- d. Criteria to identify those inspections that require a written report; and
- e. Follow-up procedures to ensure noted deficiencies are corrected.

COMMENTARY:

See the glossary for definitions.

ADM.19.02 *(This standard deleted at meeting, August 11, 2009)*

ADM.19.03 A written directive designates that stored agency property is in a state of operational readiness and is inspected at least twice per year.

COMMENTARY:

This standard refers to the agency's stored law enforcement equipment (i.e., special weapons, tactical tools, gear, devices or any other stored equipment, including equipment stored in vehicles that must be kept in a state of operational readiness for immediate deployment).

Community Relations

ADM.20.01 The community relations function provides the following, at a minimum:

- a. A process to continually address citizen concerns;
- b. Establishing liaison with community organizations/groups;
- c. Informing all personnel that they are responsible for achieving the agency's community relations, community policing objectives;
- d. Developing community relations policies for the agency as a whole; and
- e. Provision for ongoing training of personnel in Community Policing.

ADM.20.02 The agency prepares a departmental annual report that is available to the public and includes, at a minimum, the following elements:

- a. Agency Mission Statement
- b. Agency Goals and Objectives
- c. Agency activities
- d. Philanthropic efforts; if any
- e. Department Organizational Chart
- f. Crime statistics
- g. Use of Force statistics
- h. Vehicle Pursuit statistics
- i. Traffic Enforcement and Crash statistics
- j. Summary of Internal Affairs Investigations

ADM.20.03 IF the agency conducts a survey of citizen attitudes and opinions, it includes:

- a. Overall agency performance;
- b. Overall competence of agency employees;
- c. Officers attitudes and behavior toward citizens;
- d. Concern over safety and security within the agency service area as a whole; and
- e. Recommendations and suggestions for improvements.

Community Policing/Problem Solving

ADM.21.01 The agency's Community Policing/Problem Solving function provides for the following:

- a. Targeting programs to address the public safety needs of the community;
- b. Evaluating the effectiveness of Community Policing programs;
- c. Assisting in organizing community/police groups in residential/business areas targeted for such activities; and
- d. Maintaining liaison with these and other interested community groups.

ADM.21.02 IF granted the opportunity by the jurisdiction's governing authority, the agency provides public safety input into development and/or revision of zoning policies, building codes, fire codes, and residential/ commercial building permits.

Public Information

ADM.22.01 A written directive establishes the public information function to include, at a minimum:

- a. Identifying personnel within the agency authorized to make news releases;
- b. Assisting news media personnel in covering news stories at the scene of incidents;
- c. Preparing and distributing agency news releases;
- d. Arranging for, and assisting at news conferences;
- e. Being available for on-call responses to the news media;
- f. Coordinating and authorizing the release of information concerning victims, suspects, and witnesses;
- g. Coordinating and authorizing the release of information concerning on-going agency investigations and operations; and
- h. Procedures for the coordinated release of information when other service agencies are involved in a mutual effort.

COMMENTARY:

Agencies have an obligation to inform the public and news media of events that affect the lives of citizens in their communities with openness and candor. The intent of this standard is to establish accountability for the public information function and to provide guidelines to all agency personnel regarding the release of information on agency activities or investigations which may jeopardize the outcome of such activities or investigations, or conflict with applicable legal requirements or restrictions.

ADM.22.02 A written directive controls the access of news media representatives to the scene of major fires, natural disasters, or other catastrophic events to include the perimeter of crime scenes, in accordance with the Illinois Compiled Statutes.

ADM.22.03 A written directive establishes guidelines for employees regarding compliance with the Freedom of Information Act to include at a minimum:

- a. A designated point of contact within the agency to handle third party requests for information;
- b. Maximum time limits for providing requested information;
- c. Calculating the charges for information provided; and
- d. Circumstances under which the information may be withheld.

Victim/Witness Services

ADM.23.01 A written directive summarizes the rights of victims/witnesses in accordance with the Illinois Compiled Statutes.

ADM.23.02 A written directive defines victim/witness services to be rendered during preliminary investigation, to include:

- a. Giving information to the victim/witness about applicable services such as medical services, compensation programs, counseling, legal services, etc.;
- b. Advising victims/witnesses about what to do if the suspect or suspect's companions or family threatens or otherwise intimidates him or her;
- c. Informing victims/witnesses about the case number and subsequent steps in the processing of the case;
- d. Providing the telephone number that the victim/witness may call to report additional information about the case or to receive information about the status of the case;
- e. Petitioning for an emergency protective order by the officer, if necessary; and
- f. Providing for transportation for victims to safe places or medical facilities.

COMMENTARY:

Much of the information for victim/witness services can be placed on a card and given to the victim/witness by the preliminary investigating officer. Most States' Attorneys Offices in Illinois and the Illinois Attorney General's Office are able to provide necessary information and assistance.

ADM.23.03 A written directive specifies victim/witness assistance services to be provided during the follow-up investigation, to include at a minimum:

- a. When not detrimental to the successful prosecution of the case, explaining to the victim/witness the procedures involved in their case and their role in those procedures;

- b. When feasible, scheduling line-ups, interviews, and other required appearances at the convenience of the victim/witness to include at the option of the agency (unless required by law), providing transportation; and
- c. When feasible, promptly returning victim/witness property taken as evidence (except contraband, disputed property, and weapons used in the course of the crime), where permitted by law or rules of evidence.

COMMENTARY:

In most cases, these services should be provided by the victim/witness advocate of the local States Attorney's office or the Office of the Illinois Attorney General.

ADM.23.04 A written directive specifies victim/witness services to be provided to agency personnel and their families regarding line-of-duty deaths or serious injuries to include:

- a. Training for officers on line-of-duty death benefits in accordance with the Illinois Compiled Statutes and the United States Code; and
- b. Assistance to be provided to families of officers.

COMMENTARY:

Appropriate agency-provided services include: notifying the family of the dead or injured officer in a timely, personal manner, assisting at the hospital, supporting the family at the funeral and burial, helping the family with legal and benefit matters, supporting the family during criminal proceedings, if any, and maintaining long-term contact with the family.

Communications

ADM.24.01 A written directive specifies a position in the agency responsible for the communications function.

COMMENTARY:

The purpose of this standard is to place accountability for the communications function within the agency's organizational structure.

ADM.24.02 A written directive establishes the agency's communication function, to include:

- a. Radio communications;
- b. Telephone communications;
- c. Teletype and automated data communications; and
- d. Alarm monitoring (if applicable).

COMMENTARY:

The written directive should establish these functions and specify activities associated with each. In small agencies, one person may be responsible for all functions. In larger agencies, these functions may be separated and staffed accordingly.

ADM.24.03 A written directive requires that the agency's radio operations be conducted in accordance with Federal Communications Commission (FCC) procedures and requirements and/or LEADS procedures, as applicable.

ADM. 24.04 – A written directive prohibiting personal information being left on vehicles where subject to public view or scrutiny.

COMMENTARY: Pursuant to *Drivers Privacy Protection Act. 18 U.S.C. § 2721 et. seq. (Public Law 103-322) Section 2721.*

ADM.24.05 A written directive establishes procedures for obtaining, recording, maintaining, and purging relevant information of each request for service, to include:

- a. Control number;
- b. Date and time of request;
- c. Name and address of complainant (if possible);
- d. Type of incident reported;
- e. Location of incident reported;
- f. Identification of officer(s) assigned as primary and backup;
- g. Time of dispatch;
- h. Time of officer arrival;
- i. Time of officer return to service;
- j. Disposition or status of reported incident; and
- k. CAD equipped agencies must include a retention schedule for data captured by the computer system.

ADM.24.06 A written directive establishes procedures for radio communications, to include:

- a. Specifications of the circumstances requiring radio communications by field officers;
- b. The recording of the status of officers when out of service;
- c. The methods used for identifying officers during radio transmissions;
- d. Communications with interacting agencies; and
- e. Circumstances that require the presence of a supervisor at the scene for the purpose of assuming command.

ADM.24.07 Communications personnel have immediate access to at least the following departmental resources:

- a. Officer in charge;

- b. Roster containing the contact telephone number of every sworn agency member;
- c. Duty schedule for incoming shifts; (01/09)
- d. Visual maps detailing the agency's service area;
- e. Officer status information; and
- f. Written procedures and telephone numbers for procuring emergency and necessary external services to the agency.

ADM.24.08 A written directive specifies security measures for the communications center, to include:

- a. Limiting access; and
- b. Protecting equipment within the communications center.

COMMENTARY:

The capability to maintain communications in all emergencies dictates security measures are implemented that protects communications personnel and equipment. This standard does NOT apply to generators.

ADM.24.09 The communications component maintains the capability of immediate playback of emergency telephone and radio conversations while it maintains continuous recording of radio transmissions and emergency telephone conversations within the communications center. The written directive establishes the following:

- a. The retention of audio records in accordance with the Illinois Compiled Statutes;
- b. Secure handling and storage of audio records; and
- c. Procedures for reviewing recorded conversations.

ADM. 24.10 The agency's communication function (or its provider if not within the agency) maintains an alternate source of electrical power that is sufficient to ensure continued operations of emergency communications equipment in the event of the failure of the primary power source. The agency shall ensure:

- a. The operational readiness of the alternate source of power by scheduled and routine testing; and
- b. Security measures are in place to prevent unauthorized access to control/service panels.

Records

ADM.25.01 A written directive requires the documenting/reporting of every incident if the incident is alleged to have occurred in the agency's service area to include:

- a. Citizen reports of crimes;
- b. Citizen requests/calls for service;
- c. When an employee is dispatched or assigned;
- d. Criminal cases initiated by law enforcement employees;
- e. Non-criminal cases initiated by law enforcement employees;
- f. Incidents resulting in custodial arrests; and
- g. Incidents resulting in the issuing of summonses.

COMMENTARY:

A record should be made of actions taken by Illinois law enforcement personnel whether in response to a request for service or for self-initiated actions.

ADM.25.02 The agency's criminal incident records system must:

- a. Be compatible with the requirements of the Illinois Crime Reporting Program; and
- b. Have records (physical or electronic) accessible 24 hours a day.

COMMENTARY:

Participation in the national Uniform Crime Reporting/Incident Based Reporting system helps promote the development of good record keeping and aids in the effort to establish a national database of crime statistics. The standard would be satisfied if the agency reports data via the Illinois Uniform Crime Reporting Act in keeping with Illinois Compiled Statutes, for subsequent inclusion in the national system and supplied 24-hour access to physical or electronic records.

ADM.25.03 A written directive establishes privacy/security precautions for the agency's records, and at a minimum, includes the following:

- a. Procedures for the separation of juvenile criminal arrest records from adult criminal arrest records pursuant to state code;
- b. Physical security of agency files;
- c. Controlling access to agency files; and
- d. Procedures for the release of agency records.

ADM.25.04 The agency maintains an alphabetical master name index.

COMMENTARY:

A master name index file is a file (physical or electronic) that includes the names of persons identified in field reports and should serve as a cross reference to all documents in which a person has been named.

ADM.25.05 IF the agency is automated, the following files are maintained:

- a. Incidents by type of offense or report;
- b. Incidents by location;
- c. Stolen property file;
- d. Found property file; and
- e. Recovered property file.

ADM.25.06 A written directive establishes a numbering system, with provisions for the assignment of a unique number to every agency-identified incident.

COMMENTARY:

A single numbering series (case or incident number) should be employed for all incidents of law enforcement service.

ADM.25.07 A written directive establishes an incident reporting system to include:

- a. Guidelines for types of incidents that require reports;
- b. Procedures for processing reports; and
- c. Procedures for incidents reported to the agency, by citizens of their jurisdiction, when the jurisdiction of the offense cannot be determined.

ADM.25.08 A written directive establishes criteria for recording arrest information on all IUCR reportable offenses, to include:

- a. Assigning an arrest or case number to each person arrested; and
- b. Reporting to IUCR in accordance with the Code of Illinois. (01/09)

ADM.25.09 IF the agency has a traffic records system, it contains;

- a. Traffic accident data (reports/investigations/locations); and
- b. Traffic enforcement data (citations/summons/arrests/locations).

COMMENTARY:

The traffic records system should provide accurate information to field personnel who are performing primary traffic functions and provide compilations of data upon which management decisions may be based. Some of the required data may be collected and disseminated by other Commonwealth or local agencies.

ADM.25.10 A written directive establishes procedures for maintaining a warrant and wanted persons file, to include:

- a. Establishing criteria for entering notices in regional, state, and federal information systems;
- b. Establishing criteria for receiving information from other jurisdictions;
- c. Recording the information in agency files;
- d. Verifying information;
- e. Canceling information; and
- f. 24-hour physical access to the warrants.

COMMENTARY:

Warrants and the master name index should be cross-referenced. Some agencies may place this responsibility with central records, others may have specialized functions such as warrant and fugitive or civil process units. If the agency is accomplishing the requirements in any fashion, it is sufficient for compliance with all standards.

ADM.25.11 The agency has and complies with a records retention schedule consistent with the Illinois Compiled Statutes.

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Patrol

OPR.01.01 A written directive establishes procedures for responding to:

- a. Routine calls;
- b. Emergency calls; and
- c. Includes guidelines for the use of authorized emergency equipment.

Commentary:

At a minimum, the agency should classify calls for service as routine or emergency. These classifications should designate when emergency lights and siren should be used and when traffic laws should be observed. The directive should address high-speed driving conditions and restrictions when responding to emergency calls. The procedure should also address the responsibility of responding officers, dispatchers, and supervisors while responding to emergency calls. Guidelines for emergency equipment use during routine activities, such as stopping traffic violators, assisting motorists, and parking on/off roadways.

OPR.01.02 All agency marked vehicles used in general patrol service must:

- a. Be conspicuously marked;
- b. Be equipped with a siren, in operational order;
- c. Be equipped with emergency lights, in operational order; and
- d. Allow the operator the ability to maintain constant communication.

COMMENTARY:

The intent of this standard is to ensure that vehicles are properly equipped and that the operator has constant communication. Constant communication can be achieved by radio (fixed or portable), cell phones, or other similar communication devices.

Conspicuously marked patrol cars are readily identified as law enforcement agency vehicles from every view and from a long distance, even at night. Vehicles with ghost markings (lettering that is nearly invisible until lights reflects from it) are considered marked police vehicles. However, conspicuous marking increases safety, serves as a warning to potential violators, and provides citizens with a feeling of security. Markings, if used, should include exterior mounted emergency lights (such as those mounted on rooftop light bars), the agency's name, the emergency telephone number, and reflective materials placed on the sides and rear of the vehicle, such as reflective striping, lettering, or decals. It is also recommended that patrol cars be equipped with a public address speaker, exterior spotlights, and alley lights.

OPR.01.03 IF unmarked vehicles are used for general patrol service/traffic enforcement, they must:

- a. Be equipped with a siren, in operational order;
- b. Be equipped with emergency lights, in operational order; and

c. Allow the operator the ability to maintain constant communication.

COMMENTARY:

The intent of this standard is to ensure that vehicles are properly equipped and that the operator has constant communication. Constant communication can be achieved by radio (fixed or portable), cell phones, or other similar communication devices.

OPR.01.04 A written directive defines the agency's use of occupant safety restraining devices in agency vehicles in compliance with the Illinois Compiled Statutes.

Commentary:

It is required that all occupants of agency vehicles be required to wear seatbelts as required by law. The directive should require use of child-safety restrains when transporting a child in any agency vehicle.

OPR.01.05 Body armor is issued to, or at least available to, all officers assigned to routine uniformed field duty.

OPR.01.06 A written directive defines the agency's use of the following equipment in the police vehicle, whether personally owned or department issued:

- a. Cell phones;
- b. Mobile data terminals/laptop computers; and
- c. Other wireless communication devices. (01/09)
- d. the unauthorized introduction of software programs or other files; or
- e. the manipulation or alteration of current software running on agency-owned mobile, desktop or handheld computers.

COMMENTARY:

The directive should specify appropriate safety measures to be considered while utilizing the above equipment while operating the police vehicle. It is recommended that the operators of police vehicles be prohibited from texting and data entry activities while driving

OPR.01.07 A written directive specifies procedures for:

- a. Assignments to operational shifts;
- b. Frequency of shift rotation, if any;
- c. Assignment to beats, if any;
- d. Frequency of beat rotation, if any;
- e. Continuous coverage during shift changes, if the agency operates on a shift schedule; and
- f. Providing information to oncoming shifts of previous shifts' activities.

OPR.01.08 IF the agency has, or uses, any special purpose vehicles, a written directive governs their operation and includes at a minimum:

- a. A statement of the objective of their operation or usage;
- b. Training for personnel authorized to operate and maintain the vehicle and its equipment; and
- c. A list of equipment required for the vehicle.

OPR.01.09 IF the agency has, or uses, any special purpose animals, a written directive governs their operation and includes at a minimum:

- a. A statement of the objective of their operation or usage;
- b. Training, certification and recertification for the animal/handler; and
- c. A list of equipment required for the animal.

OPR.01.10 A written directive governs pursuit of motor vehicles to include:

- a. Evaluating the circumstances;
- b. Initiating officer's responsibilities;
- c. Secondary officer(s) responsibilities;
- d. Dispatcher's responsibilities;
- e. Supervisor's responsibilities;
- f. Forcible stopping/roadblock (see Use of Force policy)
- g. Inter-jurisdictional pursuits;
- h. Intra-jurisdictional pursuits;
- i. When to terminate pursuit; and
- j. Procedure for administrative review of the pursuit.
- k. Prohibition of pursuit for misdemeanor traffic offenses, property crimes, non forceable felonies, which pose no threat of force or serious harm.

Commentary: *The agency should have clear-cut policies and procedures for pursuits. All sworn personnel should be provided with this written directive. Agencies shall review this policy yearly during shift briefings and/or in-service training sessions and during the FTO program.*

A review of incidents involving vehicle pursuits may reveal patterns or trends that indicate training needs and/or policy modifications. The absence of pursuit reports does not remove the requirement of reviewing the policies, procedures and practices associated with the reporting process.

OPR.01.11 IF the agency utilizes audio/video recording systems in the police vehicle or Body-worn Cameras; a written directive governs their usage to include:

- a. When the camera system is required to be activated/recording;
- b. Control and access to data; and
- c. A retention schedule for data consistent with Illinois Compiled Statutes.

Commentary: *The written directive should provide direction to field personnel for the use of this technology. The products of this technology could become an important piece of evidence in any type of case and should be maintained in a way to ensure the integrity of contents. When a recording becomes evidence, they should be treated as any other evidentiary items in accordance with evidence standards.*

SAFE-T Act compliance schedule:

6. municipalities with a population of 500k or more, after January 1, 2022.
7. municipalities with a population of 100k or more, after January 1, 2023
8. municipalities with a population of 50k or more, after January 1, 2024
9. municipalities with a population under 50k or more, after January 1, 2025
10. all other remaining law enforcement agencies and state agencies by January 1, 2025

Criminal Investigations

OPR.02.01 A written directive establishes steps to be followed in conducting preliminary investigations, to include:

- a. Documenting pertinent conditions, events, and remarks;
- b. Maintaining and protecting the crime scene;
- c. Arranging for the collection of evidence;
- d. Locating, identifying, and interviewing victims;
- e. Locating, identifying, and interviewing witnesses; and
- f. Locating, identifying, and interviewing suspects.

OPR.02.02 The agency uses a case screening system and specifies the criteria for:

- a. Continuing an investigative effort; and
- b. Suspending an investigative effort.

OPR.02.03 A written directive establishes procedures to be used in follow-up investigations, to include:

- a. Reviewing preliminary investigation reports;
- b. Conducting additional interviews or interrogations;
- c. Collecting/preserving physical evidence;
- d. Identifying/apprehending suspects;
- e. Conducting in-person lineups; (01/06)
- f. Conducting photographic lineups; (01/06) and
- g. Preparing case files.

Commentary: *These procedures should be used only in the event they are found to be necessary. For example, every follow-up investigation may not include a search. The written directive should be intended as a guide. The investigation may include the following activities:*

(1) identifying and apprehending the offender; (2) collecting, preserving, analyzing, and evaluating evidence; (3) recovering stolen property; (4) interviewing victims and witnesses; (5) interrogating suspects; (6) determining in detail the exact circumstances of the offense; (7) determining if other crimes may have been committed by the suspect; (8) reporting information obtained; and (9) preparing case for court presentation.

Maintaining contact with principals in any investigation is valuable in building public confidence in the agency as well as indicating that the law enforcement officers are genuinely concerned about the welfare of the victim and other citizens associated with the case.

OPR.02.04 A written directive establishes a case file management system for the criminal investigation function, to include:

- a. A case status control system;
- b. A case coordinator for each case;
- c. The types of records to be maintained; and
- d. Rules defining accessibility to the files.
- e. Procedures for purging files.

Commentary: *A system for case status control should be established to specify information that should be recorded for each case, such as investigator assigned, date assigned, case number, and report due date. Administrative designations such as “open,” “suspended,” and “closed” are also recommended for assisting internal case management and control.*

OPR.02.05 IF the criminal investigation function does not provide 24-hour coverage; an “on-call” procedure ensuring access to an investigator(s) is maintained.

OPR.02.06 A written directive specifies policies and procedures to be followed when using informants, to include:

- a. Inclusion of informants in a master file;
- b. Content of the informant file;
- c. Maintenance of an informant file;
- d. Security of informant file and related codes;
- e. Other methods to protect the identity of informants;
- f. Criteria for paying informants, if applicable;
- g. Precautions to be taken with informants, generally;
- h. Special precautions to be taken with juvenile informants; and
- i. Procedures for the use of informants by patrol officers.

OPR.02.07 The agency has a procedure for any surveillance or undercover equipment owned or issued to the agency, to include:

- a. Authorization;

- b. Distribution; and
- c. Use of equipment.

OPR.02.08 A written directive identifies forfeiture action seizure procedures to include the following:

- a. Responsibility for the effective processing of paperwork;
- b. Responsibility for the management of property seized under asset seizure laws;
- c. Responsibility for monitoring the proceeds from forfeited assets;
- d. Responsibility for compliance with State and Federal guidelines for asset forfeiture; and
- e. The position(s) in the agency responsible for the agency's asset forfeiture program.

Juvenile Operations

OPR.03.01 A written directive establishes the agency's juvenile operations, and includes a statement that all agency personnel are committed to the development and perpetuation of programs designed to prevent and control juvenile delinquency.

OPR.03.02 A written directive requires that officers dealing with juvenile offenders use, when applicable, reasonable alternatives to arrest, and includes at a minimum, provisions for the following:

- a. Outright release with no further action;
- b. Criteria and procedures for issuing summonses to juvenile offenders in lieu of taking them into custody; and
- c. Referral to juvenile court.

OPR.03.03 The agency has written procedures for taking a juvenile into custody, including, at a minimum, provisions for the following:

- a. Determining whether the juvenile is alleged to have engaged in non-criminal misbehavior (a status offense);
- b. Determining whether the juvenile is alleged to have been harmed or to be in danger of harm;
- c. Ensuring that the constitutional rights of juveniles are protected;
- d. Bringing the juvenile to the intake facility or the juvenile component without delay (unless the juvenile is in need of emergency medical treatment);
- e. Notifying parents or guardians of juveniles of the fact that they have been taken into custody; and
- f. Custodial interrogation to include duration, number of officers, and conferring with parents or guardians.
- g. When recordings and attorneys are required during juvenile interrogation

OPR.03.04 **IF** the agency has a school liaison program, it incorporates the following:

- a. Acting as a resource with respect to delinquency prevention; and
- b. Explaining the law enforcement role in society.

Unusual Occurrences

OPR.04.01 The agency has a written directive/mobilization plan which provides for:

- a. Natural disasters;
- b. Man-made disasters;
- c. Civil disturbances;
- d. Hostage/barricaded person;
- e. Active shooter situation;
- f. Handling a bomb threat; and
- g. Search missions of missing and/or endangered persons.
- h. Hazardous Material Incident

COMMENTARY: *The Incident Command System has proven very effective in law enforcement and fire services emergencies. This system permits a clear point of control and can be expanded or contracted with ease to escalating or diminishing situations. The Federal Emergency Management Agency's (FEMA) ICS is comprehensive, available on the Internet, and widely used in critical incidents such as natural and man-made disasters, pandemics, civil disturbances, mass arrests, bomb threats, hostage/barricaded person situations, acts of terrorism, and other unusual incidents.*

OPR.04.02 Emergency operations plans are accessible to command personnel and are reviewed and updated as needed.

OPR.04.03 The agency has a written directive and/or plan for handling:

- a. The security of VIP's; and
- b. Special events.

Special Operations

OPR.05.01 **IF** the agency has a full or part-time tactical team or has a member assigned to a multi-agency team, a written directive establishes procedures for:

- a. Selection of members;
- b. Providing specialized equipment for its operations;

- c. Regularly scheduled training/readiness exercises;
- d. Coordination; and
- e. Deployment.

Commentary: *This standard's intent is to demonstrate the agency is taking steps to ensure fair selection of members, appropriate training and equipping of members, and well as clear parameters regarding the team's scope of use.*

OPR.05.02 IF the agency has a full or part-time crisis negotiations team or has a member assigned to a multi-agency team, a written directive establishes procedures for:

- a. Selection of members;
- b. Providing specialized equipment for its operations;
- c. Regularly scheduled training/readiness exercises;
- d. Coordination; and
- e. Deployment.

Commentary: *This standard's intent is to demonstrate the agency is taking steps to ensure fair selection of members, appropriate training and equipping of members, and well as clear parameters regarding the team's scope of use.*

Traffic

OPR.06.01 A written directive establishes uniform procedures for taking enforcement action incidental to traffic law violations, to include:

- a. Physical arrest;
- b. Uniform Traffic Summons; and
- c. Warnings (if used).

OPR.06.02 When a motorist is charged with a traffic violation, the agency provides information relative to the specific charge, to include:

- a. Court appearance schedule;
- b. If court appearance by motorist is mandatory; and
- c. Prepayment information.

OPR.06.03 A written directive establishes uniform enforcement policies for traffic law violations in accordance with Illinois Compiled Statutes to include:

- a. Driving under the influence of alcohol/drugs;
- b. Operating a vehicle after driving privileges have been suspended or revoked;
- c. Speed violations;
- d. Other hazardous violations;

- e. Off-road vehicle violations;
- f. Equipment violations;
- g. Public carrier/commercial vehicle violations;
- h. Violations committed by juveniles;
- i. Violations committed by non-residents (out of area and/or state);
- j. Newly enacted laws and/or regulations;
- k. Violations resulting in traffic accidents;
- l. Pedestrian and/or bicycle violations;
- m. Legislators; and
- n. Military Personnel.

OPR.06.04 A written directive establishes procedures for:

- a. Stopping traffic law violators; and
- b. Approaching traffic law violators.
- c. Conducting high-risk / felony traffic stops

COMMENTARY

The use of and training in right side approaches is encouraged where possible. Routine training in high-risk traffic stops is encouraged.

OPR.06.05 A written directive governs traffic accident reporting, response, management and investigation, as applicable, to include accidents involving:

- a. Death or injury;
- b. Property damage;
- c. Hit and run;
- d. Impairment due to alcohol or drugs;
- e. Occurrences on private property;
- f. Damage to public vehicles or property; and
- g. Disturbances between principals.

OPR.06.06 A written directive specifies accident scene responsibilities for officers responding to accident scenes including procedures for:

- a. Identifying and dealing with fire hazards;
- b. Identifying and dealing with hazardous materials; and
- c. Protecting the accident scene.

OPR.06.07 A written directive governs control of property belonging to accident victims.

OPR.06.08 A written directive specifies procedures for traffic direction/control, to include the following, at a minimum:

- a. At the scene of traffic accidents;
- b. Uniform hand signals/gestures for manual traffic direction/control;
- c. At the scene of fires;
- d. During periods of adverse road or weather conditions;
- e. Circumstances warranting manual operation of traffic control devices;
- f. Use of temporary traffic control devices; and
- g. A requirement that any personnel directing or controlling traffic wear reflective clothing or vests at all times.

OPR.06.09 A written directive governs provisions for:

- a. Law enforcement escort services; and
- b. Escorts of civilian vehicles in medical emergencies.
- c. Limitations on personal information left on vehicles or exposed to public view or scrutiny.

Commentary:

The directive should indicate the process required for the request of law enforcement escort services and the personnel required to approve such request. The directive should also provide guidance to that individual given that authority and under what circumstances escorts will be provided, i.e., funerals, vehicle carrying hazardous material/unusual cargo, etc.

OPR.06.10 A written directive specifies procedures for the implementation of traffic checkpoints.

Commentary:

The written directive should specify compliance with Illinois statutory requirements for the implementation of traffic checkpoints.

OPR.06.11 A written directive governs the provision of assistance to highway users, to include:

- a. General assistance;
- b. Mechanical assistance;
- c. Protection to stranded motorists;
- d. Emergency assistance; and
- e. Correcting hazardous highway conditions.

OPR.06.12 A written directive specifies procedures for the following:

- a. Enforcement of parking violations (if applicable);
- b. Handling of abandoned vehicles;

- c. Towing of vehicles from public property;
- d. Towing of vehicles from private property; and
- e. Maintaining records of all vehicles towed at the direction of an officer.

Prisoner/Patient/Non-Police Persons Transport

OPR.07.01 A written directive prescribes the security and control of prisoners being transported, including, but not limited to:

- a. Restraints authorized;
- b. Seating arrangements;
- c. Requiring the search of the transport vehicle before and after transporting prisoners;
- d. Requiring a search of all prisoners prior to transporting; and
- e. Documentation.

COMMENTARY:

This directive should not be limited to vehicle transport. Procedures for the handling of high risk or dangerous prisoners should be specified, as well as the security of prisoners during rest stops and meals. Additionally, prisoner communication with citizens and each other on multiple transports should be addressed.

OPR.07.02 A written directive describes procedures for transporting and handling the following: individuals known to be physically ill; individuals known to be mentally; individuals known to be injured; individuals known to be handicapped; and individuals suspected of having a communicable disease such as AIDS or hepatitis. The written directive must address:

- a. Supervisory notification in the above or unusual instances;
- b. Dealing with medical personnel and hospital protocol; and
- c. Documentation of the occurrence and action taken.
- d. Use and dispensing of prescription drugs

OPR.07.03 A written directive prescribes the security and control of non police persons who are transported in police vehicles.

OPR.07.04 A written directive provides procedures for transporting:

- a. Juveniles; and
- b. Prisoners of the opposite sex.

COMMENTARY:

Policies should be in place to address the transport by officers of juveniles and prisoners of the opposite sex, to include transmitting the vehicle mileage and time frame to the dispatcher.

OPR.07.05 A written directive establishes procedures following the escape of a prisoner while being transported, to include:

- a. Further actions to be taken;
- b. Timely notifications to be made; and
- c. Reports to be prepared.

Restraints

OPR.08.01 A written directive identifies:

- a. The types of restraints authorized by the agency; and
- b. Circumstances or conditions for their use.

Commentary:

Restraints will be used in accordance with the officer's training. Positional asphyxia should be part of that training. Double-locking and checking restraints for proper fit within the written directive is recommended.

Lock-Up/Holding Cells

OPR.09.01 IF the agency operates a lock-up facility, a written directive requires that all involved personnel in the operation of the lock-up facility:

- a. Receive training in the operation/security of the lock-up facility;
- b. Properly secure firearms prior to entering the lock-up facility;
- c. Control the use of keys and other access devices;
- d. Search all prisoners upon entry into the lock-up facility; and
- e. Conduct a physical security check of each prisoner at least every 30 minutes.

COMMENTARY:

Refer to glossary for definitions. More frequent observation checks are recommended when detainee exhibits behavior or indicates potential for self inflicted injury.

OPR.09.02 IF the agency operates a holding cell(s), a written directive requires that all involved personnel in the operation of the holding cell(s):

- a. Receive training in the operation/security of the holding cell(s);
- b. Properly secure firearms prior to entering the holding cell(s);

- c. Control the use of keys and other access devices;
- d. Search all prisoners upon entry into the holding cell(s); and
- e. Conduct a physical security check of each prisoner at least every 30 minutes.
- F. Adhere to Illinois Municipal Jail and Lock-up Standards.

COMMENTARY:

Refer to glossary for definitions. More frequent observation checks are recommended when detainee exhibits behavior or indicates potential for self inflicted injury.

OPR.09.03 IF the agency operates a lock-up facility and/or holding cell(s), a written directive prescribes procedures to be followed in the event of an escape from the lock-up facility and/or holding cell(s).

Court Security

OPR.10.01 A written directive establishes the agency's courthouse/courtroom security function, to include:

- a. Facility security plan;
- b. Security operations;
- c. High-profile trial plans;
- d. High-risk trial plans; and
- e. Emergency procedures (i.e., fire, bomb, prisoner escape, etc.).

OPR.10.02 A written directive governing the courthouse/courtroom security function must be made available to all personnel assigned therein.

OPR.10.03 IF the courthouse/courtroom is equipped with duress alarms or other means of summoning emergency assistance, then the equipment must be tested and fully operational.

COMMENTARY:

This standard does not include fire/intrusion alarms.

OPR.10.04 A written directive requires documented searches of courtrooms at the beginning and end of the court day.

OPR.10.05 A written directive provides guidelines for equipment used for courthouse/courtroom security.

Legal Process

OPR.11.01 A written directive governs the service of civil process.

COMMENTARY:

The directive should describe the role and responsibilities relating to the service of civil process. Each type of process should be identified and specific requirements explained.

OPR.11.02 A written directive requires that the information regarding items of civil process be recorded and maintained, to include:

- a. Date received;
- b. Agency tracking method;
- c. Nature of document;
- d. Source of document;
- e. Name of plaintiff/complainant and defendant/respondent;
- f. Officer assigned for service or serving officer;
- g. Date of assignment;
- h. Method of service;
- i. Date of service and/or return;
- j. Location of service or attempted service; and
- k. Reason for non-service.

OPR.11.03 IF the agency acquires property through the civil process; a written directive defines the methods to be used in the disposition of all such property.

COMMENTARY:

All property acquired through the civil legal process must be disposed of according to Illinois Compiled Statutes.

OPR.11.04 A written directive governs the execution of criminal warrants

COMMENTARY:

The directive should address the types of warrants to be executed, territorial limits, time requirements, statutory provisions, and provisions for the issuance of summons in lieu of arrest.

OPR.11.05 A written directive requires that the information regarding items of criminal process be recorded and maintained, to include:

- a. Date and time received;
- b. Agency tracking method;

- c. Nature of document;
- d. Source of document;
- e. Name of complainant and defendant;
- f. Officer assigned for service or serving officer;
- g. Date of assignment;
- h. Method of service;
- i. Date of service and/or return;
- j. Location of service or attempted service; and
- k. Reason for non-service.

Domestic Violence

OPR.12.01 A written directive establishes the procedures for handling domestic violence, to include:

- a. Outlining arrest criteria;
- b. Defining standards for determining the predominant physical aggressor;
- c. Outlining standards for completing arrest reports;
- d. Defining procedures for transporting victims to safe places or medical facilities;
- e. Requiring officers to advise victims of available legal/community resources; and
- f. Requiring officers to petition for an emergency protective order in accordance with the Illinois Compiled Statutes.

Commentary:

Bullet C - It is recommended that agencies document suspected domestic violence cases in the event the violence continues.

Interview Rooms

OPR.13.01 A written directive establishes procedures for interview rooms, to include:

- a. Constant monitoring through visual and/or video technology of the persons in police custody and left alone in an interview room;
- b. Having personnel in close proximity of the room, available to intervene on behalf of the person or the agency immediately as needed;
- c. Conducting a search of the person, if necessary;
- d. A search or preparation of the room prior to each interview;
- e. Defining procedures for officers to follow regarding weapons when using the interview room;
- f. Controlling the use of keys and other access devices; and
- g. Training requirements for all personnel authorized to utilize the interview room.

COMMENTARY:

The interview room is a commonly used tool in the investigative process. The intent of this standard is to ensure that officers understand and avoid the civil liability that can be incurred

when the room is used to hold a person who is not under constant personal supervision. Constant visual observation can be achieved by sight or video equipment.

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Selection and Hiring

PER.01.01 A written directive identifies the agency’s process for the selection of qualified applicants for sworn positions and includes, at a minimum, adherence to the requirements found in the Illinois Compiled Statutes.

PER.01.02 A written directive requires that all elements of the selection process be conducted in a uniform manner.

COMMENTARY:

All elements of the selection process should be clearly set forth and carried out identically for all candidates for each particular position.

PER.01.03 A written directive requires steps utilized in the selection process be conducted by trained personnel.

COMMENTARY:

This may include polygraph examinations, physical agility tests, written exams, medical exams, interview panels, etc.

PER.01.04 A written directive requires that, at a minimum, applicants receive notification of application disposition.

PER.01.05 A written directive requires the agency to maintain records on the testing results of each applicant in accordance with the Illinois Compiled Statutes.

Employment Discrimination/Harassment

NOTE: These standards apply only to intra-agency complaints and do not apply to citizen complaints of discrimination/harassment.

PER.02.01 A written directive prohibits discrimination and harassment of any type in the work place and provides a means by which it can be reported.

PER.02.02 A written directive shall identify the person(s) or position(s) within the agency responsible for investigating complaints of discrimination/harassment.

PER.02.03 The agency's investigations into allegations of discrimination/harassment shall be confidential.

Compensation, Benefits and Conditions of Work

PER.03.01 A written directive describes the agency's salary program, to include:

- a. Entry level salary for the agency;
- b. Salary differential within ranks;
- c. Salary differential between ranks;
- d. Salary levels for those with special skills, if any;

- e. Compensatory time policy; and
- f. Overtime policy.

COMMENTARY:

Compensation guidelines are governed by applicable state and federal regulations (FLSA) and appropriate collective bargaining agreement.

PER.03.02 A written directive describes the agency's leave program, to include:

- a. Administrative leave;
- b. Holiday leave;
- c. Sick leave;
- d. Vacation (annual) leave; and
- e. Military Leave.

PER.03.03 A written directive describes the agency's:

- a. Retirement program;
- b. Health insurance program;
- c. Disability and death benefits program;
- d. Liability protection program; and
- e. Employee educational assistance program, if any
- f. Employee Assistance Program, if any.

PER.03.04 A written directive describes the provision of clothing/equipment used by employees in performing law enforcement functions.

PER.03.05 **IF** the agency requires a medical examination of an employee in a permanent, full time position, it must be provided at no cost to the employee.

COMMENTARY:

This standard does not apply to medical examinations required during the hiring process.

PER.03.06 A written directive specifies guidelines for general health and physical fitness to be maintained by sworn employees.

Off-duty/Extra duty Employment

PER.04.01 IF the agency permits employees to engage in off-duty employment, a written directive addresses the following:

- a. The requirement that employees must receive agency permission to engage in off-duty employment;
- b. Types of employment in which the employee may not engage;
- c. Revocation processes pertaining to employees' off-duty employment; and
- d. Designation of a point of coordination within the agency to oversee adherence to the aforementioned policies, processes, and other matters deemed appropriate by the agency; if applicable.
- e. Secondary employment indemnity agreement.

COMMENTARY:

Off-Duty Employment is secondary employment that is outside employment wherein the use of law enforcement powers is not anticipated. Non-sworn personnel shall be governed by department policy concerning outside employment.

PER.04.02 IF the agency permits sworn personnel to engage in extra-duty employment, a written directive addresses the following:

- a. The requirement that sworn personnel must receive agency permission to engage in extra-duty employment;
- b. The behavior and activities of officers during extra-duty employment;
- c. Revocation processes pertaining to officers' extra-duty employment;
- d. Designation of a point of coordination within the agency to oversee adherence to the aforementioned policies, processes, and other matters deemed appropriate by the agency; and
- e. Description of the responsibilities of each officer's extra-duty employment.

COMMENTARY:

This standard pertains to personnel whose secondary employment is of the extra-duty type, that is, outside employment wherein the actual or potential use of law enforcement powers is anticipated.

Performance Evaluations

PER.05.01 A written directive establishes the performance evaluation system: and,

- a. Defines its objectives;
- b. Requires an annual written performance evaluation of each employee; and

c. Addresses performance evaluations of probationary employees during the probationary period, or as required by jurisdictional personnel policy.

PER.05.02 A written directive requires a supervisory review (of evaluations) to include the following areas:

- a. The performance evaluation just completed; and
- b. The level of performance expected for the next rating period.

Promotions

PER.06.01 A written directive describes the agency's promotional process, to include:

- a. Identifying a position, or positions responsible for administering the promotion process;
- b. Describing the elements to be used in the promotion process;
- c. Providing eligible employees with a written announcement of the promotion process;
- d. Establishing procedures for review of results for each element of the promotion process;
- e. Establishing years of service, or time in rank/grade requirement for promotion; and
- f. Ensuring all elements used in the promotional process are job related.

PER.06.02 IF the agency uses eligibility lists in its promotion process, a written directive establishes:

- a. A system for ranking eligible employees on the lists;
- b. The duration of the lists; and
- c. A system for selecting names from the lists.

COMMENTARY:

The agency should describe its promotional process in writing to all employees to ensure that it is consistent. In agencies where the hiring and promotion process is governed by a Board of Police Commissioners or Merit Commission, the rules and regulations established by such commissions may be substituted.

Grievance Procedures

NOTE: Compliance with the Grievance Procedures standards are subject to state Statute exemptions and applicable collective bargaining agreements.

PER.07.01 A written directive establishes a grievance procedure, including:

- a. Identifying matters that are grievable, i.e. scope;
- b. Establishing time limitations for filing or presenting the grievance;
- c. Establishing procedural steps and time limitations at each step in the grievance procedure;
- d. Establishing criteria for employee representation; and
- e. Identifying the position or component within the agency responsible for coordination of grievance procedures.

PER.07.02 A written directive requires that any grievance include:

- a. A written statement of the grievance including the information upon which it is based;
- b. A written specification of the alleged wrongful act and resultant harm; and
- c. A written description of the remedy, adjustment, or other corrective action sought.

PER.07.03 A written directive establishes procedures for:

- a. Responding to any grievance received by the agency;
- b. Appeals to any decision made within the grievance process; and
- c. Maintaining and controlling grievance records.

PER.07.04 **IF** the agency has a grievance board; a written directive specifies its composition, functions, and criteria for appointment of its members.

Disciplinary Procedures

NOTE: Compliance with the Grievance Procedure standards are subject to state Statute exemptions and applicable collective bargaining agreements.

PER.08.01 A written directive specifies the conduct and behavior expected of all employees.

PER.08.02 A written directive establishes a disciplinary system, to include:

- a. Utilization of training as a function of discipline;
- b. Utilization of counseling as a function of discipline;
- c. Taking punitive actions in the interest of discipline; and
- d. Appeal procedures in disciplinary actions.

PER.08.03 A written directive specifies the responsibility of each level of supervision relative to disciplinary actions.

PER.08.04 When employee misconduct results in dismissal, the following information is provided to the employee:

- a. A statement citing the reasons for dismissal (if applicable); and
- b. The effective date of the dismissal.

PER.08.05 A written directive specifies procedures for maintenance and security of records of disciplinary actions.

Health and Safety

PER.09.01 A written directive addresses communicable diseases to include the following:

- a. The designation of a position responsible for the coordination of a communicable disease program;
- b. Precautions associated with public safety personnel in the performance of their duties;
- c. Protective equipment issued to and maintained by personnel; with training provided.
- d. Reporting procedures for possible exposure;
- e. Disposal of contaminated materials;
- f. Guidelines for associated medical care;
- g. Training; and
- h. Record keeping confidentiality and retention.

COMMENTARY:

All departmental policy regarding communicable diseases should be in compliance with the Illinois Compiled Statutes and federal OSHA standards requiring retention of exposure records to be retained for 30 years after termination of employment.

PER.09.02 IF the agency has and utilizes Automated External Defibrillators (AED) or other specialized medical equipment, the agency has:

- a. Written procedures for use of equipment;
- b. Training in the use of equipment; and
- c. Routine testing and replenishment of equipment.

Commentary:

Specialized medical equipment includes NARCAN and other similar overdose-reversal agents.

Commendations and Awards

PER.10.01 The agency makes information available to the public on recognizing employees for exceptional performance or acts.

TRAINING

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NOTE: The Illinois Compiled Statutes vests the governing of training of law enforcement officers with the Illinois Local Law Enforcement Training and Standards Board (ILETSB). Publications of the ILETSB and the Illinois Compiled Statutes provide guidance in this area.

Recruit Training

TRN.01.01 The agency requires all newly sworn officers to have successfully completed a recruit training program authorized and approved by the ILETSB prior to any routine assignment in any capacity in which the officer is allowed to carry a weapon and/or is in a position to make an arrest, except as part of a formal field training program. The recruit training program shall include:

- a. A curriculum based on tasks of the most frequent assignments of officers who complete recruit training;
- b. Use of evaluation techniques designed to measure competency in the required skills, knowledge, and abilities (SKA);
- c. Compliance with state training mandates for police officers and deputy sheriffs; and

d. Any applicable legal requirements relevant to the performance of duties.

COMMENTARY:

The intent of this standard is to ensure that all officers have completed the agency required law enforcement basic training academy and field training program, and are certified peace officers of the State of Illinois.

TRN.01.02 A written directive establishes a field-training program for recruits with provisions for the following:

- a. Field training for trainees in accordance with ILETSBDCJS standards, at a minimum;
- b. A selection process for field training officers;
- c. Supervision of field training officers;
- d. Training of field training officers;
- e. Rotation of recruit field assignments, if possible;
- f. Guidelines for the evaluation of recruits by field training officers; and
- g. Reporting and documentation responsibilities of field training officers.

COMMENTARY:

The intent of this standard is to ensure that all officers have completed the agency required field training program under the supervision of a properly trained field training officer(s).

Specialized/In-Service Training

TRN.02.01 A written directive identifies the functions for which specialized training is required, and includes the following:

- a. Development and/or enhancement of the skills, knowledge, and abilities particular to the specialized training; and
- b. Supervised on-the-job training.

TRN.02.02 A written directive requires that sworn personnel be trained or at a minimum provided information on newly enacted laws and revisions to laws relating to the agency's responsibilities.

COMMENTARY:

Newly enacted legislative changes may be found on the Illinois General Assembly Web site as well as through contact with the Illinois Association of Chiefs of Police and Illinois Sheriffs Association legislative liaison. Agencies are encouraged to consult with their local States Attorney's office regarding legislative changes.

TRN.02.03 The agency provides skill development to all personnel upon functional reassignment or promotion.

TRN.02.04 The agency provides skill development to all sworn personnel (unless otherwise noted) in accordance with ILETSB training mandates:

- a. Civil Rights (every 36 months)
- b. Constitutional and Proper Use of Law Enforcement Authority (every 36 months)
- c. Cultural Competency (every 36 months)
- d. Homicide Investigator training (required only for Homicide Investigator)
(32 hours every 48 months)
- e. Human Rights (every 36 months)
- f. Law Update (every 12 months)
- g. Mental Health Awareness & Response (every 36 months)
- h. Officer Wellness (every 36 months)
- i. Procedural Justice (every 36 months)
- j. Psychology of Domestic Violence (every 60 months, first due 12/2021)
- k. Reporting Child Abuse and Neglect (every 36 months)
- l. Scenario-Based role playing (6 hrs de-escalation & 6 hrs “high risk traffic stops”)
- m. Sexual Assault / Abuse Investigator (required only for Sex Crimes Investigator)
(every 36 months)
- n. Sexual Assault / Abuse Trauma-Informed Response Training (every 36 months)
- o. Use of Force (must include scenario based or similar training) (every 12 months)

Commentary: The intent of this standard is to ensure all sworn personnel have completed the ILETSB mandated training. See ILETSB Board Approved Mandates document for topics that meet these mandates <https://www.ptb.illinois.gov/media/1296/board-approved-mandates.pdf>

Civilian Training

TRN.03.01 A written directive requires all newly appointed civilian personnel to receive information regarding:

- a. The agency’s role, purpose, goals, policies, and procedures;
- b. Working conditions and regulations; and
- c. Responsibilities and rights of employees.

TRN.03.02 A written directive identifies the civilian positions for which training is required for:

- a. Pre-service; and
- b. In-Service.

Record Keeping

TRN.04.01 A written directive requires that proper documentation and records be kept on file for all job-related training received by agency personnel, to include:

- a. The title of the training received;
- b. The dates and number of hours of attendance;
- c. The identification of trainers or agencies presenting the course; and
- d. The names of all agency personnel receiving the training.

APPENDIX

GLOSSARY OF TERMS

Academy: A training facility, which is certified by the Illinois Law Enforcement Training and Standards Board (ILETSB) to conduct basic, in-service and other specialized training for law enforcement personnel.

And: used as a function word to indicate connection or addition especially of items within the same class or type; used to join sentence elements of the same grammatical rank or function. In the context of accreditation, when the word “and” is used between items then all items must be accounted for – proven.

Auxiliary Officer: Auxiliary officers shall be defined by their authority or lack of authority to arrest. If the auxiliary member has the authority to arrest, he or she must meet the minimum law enforcement training standards as set by the ILETSB for law enforcement officers. Auxiliary members not having the authority to arrest must meet minimum training standards as set by the ILETSB pertaining to the tasks they perform, if applicable.

Capital Assets: Assets that add to the long-term worth. Capital assets are items the agency acquires for long-term use such as furniture and equipment as opposed to supplies such as pencils and paper. Examples of capital assets are vehicles, weapons, uniforms and office equipment.

Chain of Command: Formal lines of communication going downward or upward within the organizational hierarchy through each successive level of command.

Civil Process: Those writs, summonses, mandates, petitions, or other process issuing from a court of law or equity pertaining to a cause of action of a civil nature. The term includes original, intermediate and final process to be served by the agency in any action involving civil litigants. For the purpose of the accreditation standards, asset forfeiture will not be considered under this category.

Commentary: The italicized narrative located below the standard statement, which serves as a guide regarding the intent of the standard. It is solely for clarification and is NOT a binding part of the standard.

Crime Analysis: Evaluation of criminal incidents using statistical raw data relative to date, time geographic location or other significant detail formulated to increase criminal justice assets in order to bring those responsible to justice.

Evaluation Period: An established length of time during which an employee is evaluated for his/her ability to learn and/or perform expected tasks and functions associated with his/her assigned position.

Evidentiary Property: An item that will be used during the legal process.

Field Training: A program for recruit officers/deputies designed to enable them to apply classroom knowledge in closely supervised on-the-job situations.

Foreign National: Someone who is not a United States Citizen but may reside legally within the United States.

Ghost (markings): nearly invisible patrol car striping that is visible when light reflects from it. For purposes of ILEAP Standards, “ghost marked” cars fall under the “marked” style.

Holding Cell: A temporary detention facility where detainees are held pending arraignment, hearing or trial (court appearance) that is not co-located with, and operated as, an integral part of a jail.

Interview/Interrogation Room: An agency designated room(s) that will be used by agency members to either conduct custodial interviews of arrestees or non-custodial interviews of witnesses, victims, or potential suspects. These rooms shall not be used as prisoner holding cells.

Job Classification: A group of positions that perform similar duties, have similar qualifications and have the same salary grade.

Job Description: A description of the tasks, duties, responsibilities and working conditions associated with a job. A job description generally contains information on the following:

- What the employee will do;
- What skills, knowledge, and abilities (SKA’s) the job requires; and
- What the working conditions and the physical demands of the job are.

Legal Process: Any item of civil or criminal process, whether original, intermediate or final which is valid on its face and is to be served or executed by the law enforcement agency.

Line Inspection: The frequent inspection of personnel, equipment and/or facilities.

Lock Up Facility: A temporary facility where detainees are held for not more than twelve (12) hours pending CCRE processing, appearance before a judge, release on bond, commitment to jail, or transfer to another facility. The Lock Up Facility is not co-located with or operated as an integral part of a jail.

Non-Evidentiary Property: Property that has come into the agencies custody that has no value to the criminal/legal process.

Or: used as a function word to indicate an alternative <coffee or tea> <sink or swim>, the equivalent or substitutive character of two words or phrases <lessen or abate>, or approximation or uncertainty <in five or six days>. In the context of accreditation, when the word “or” is used between items then one item or the other must be accounted for – proven. The same rule applies where the character “/” is seen dividing two or more terms.

Personnel: All sworn and non-sworn members of an agency.

Probationary Status: For police departments, a phase of the selection promotional process represented by some form of conditional employment.

SAFE-T Act: This refers to Public Act 101-0652, commonly known as the Illinois Safety, Accountability, Fairness and Equity-Today Act, enacted in 2021. It was amended in major ways twice, by PA 102-028 in June 2021 and PA 102-0694, in January 2022.

Special Purpose Vehicle or Animal: A vehicle or animal used due to considerations of weather, terrain, the need for inconspicuous appearance, quietness, storage requirements, special operational needs, etc. This category includes but is not limited to: SWAT trucks, bomb disposal vehicles, mobile command posts, all-terrain vehicles, snowmobiles, boats, aircraft, prisoner transport vehicles, motorcycles, bicycles, and animals such as dogs and horses.

Staff Inspection: The periodic inspection of agency procedures conducted by designated agency personnel.

Written Directive: Any written documents used to guide or affect the performance or conduct of agency employees. The term includes policies, procedures, rules and regulations, general orders, special orders, memorandums, and instructional material such as lesson plans. Also included in this category are International, Federal, State, and local laws and ordinances.