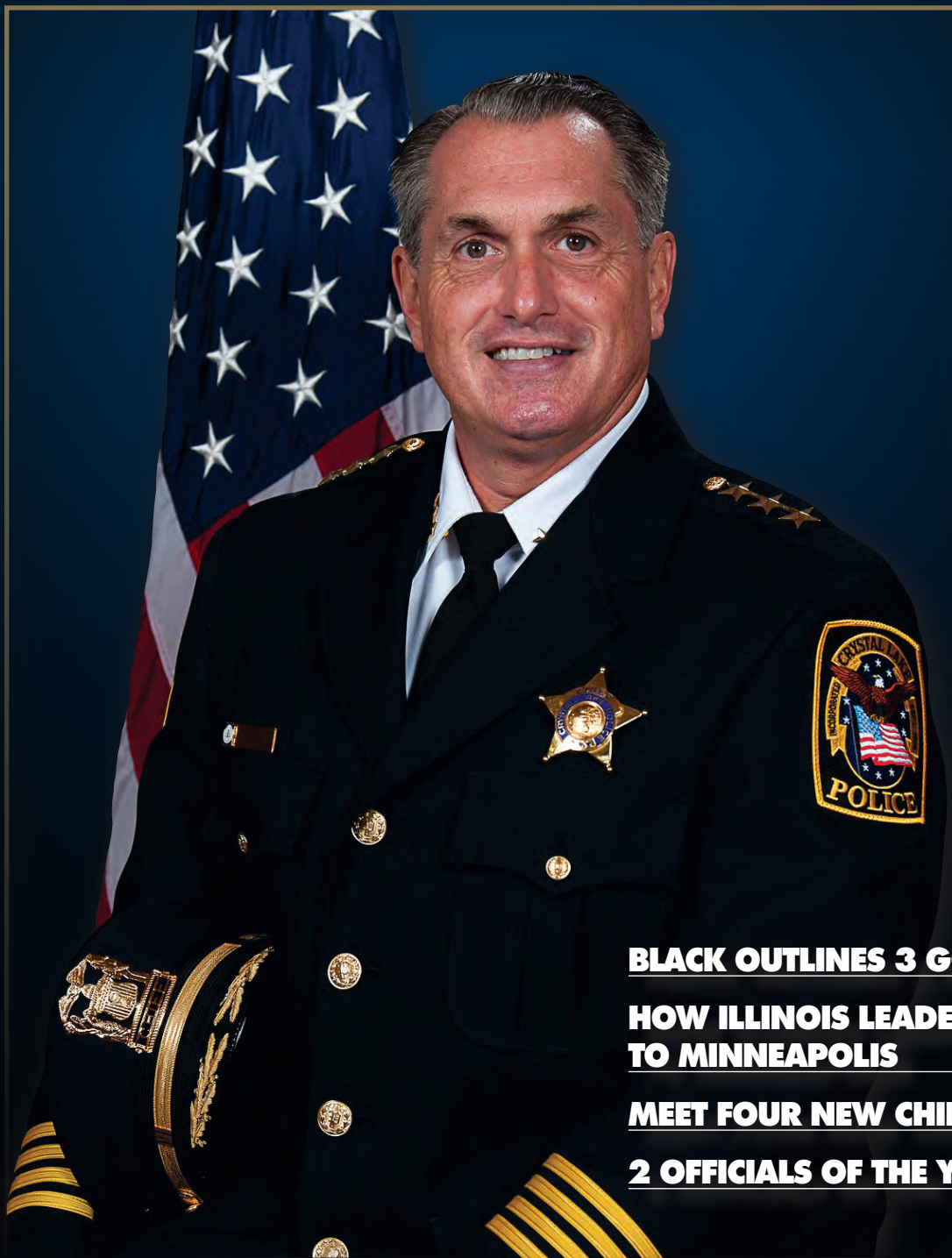


JUNE 2020
Volume 30 Issue 2

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

President James R. Black



BLACK OUTLINES 3 GOALS

**HOW ILLINOIS LEADERS RESPOND
TO MINNEAPOLIS**

MEET FOUR NEW CHIEFS

2 OFFICIALS OF THE YEAR



Leopardo

WE ARE WHAT WE
REPEATEDLY DO.
EXCELLENCE,
THEN, IS NOT
AN ACT, BUT
A HABIT"

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

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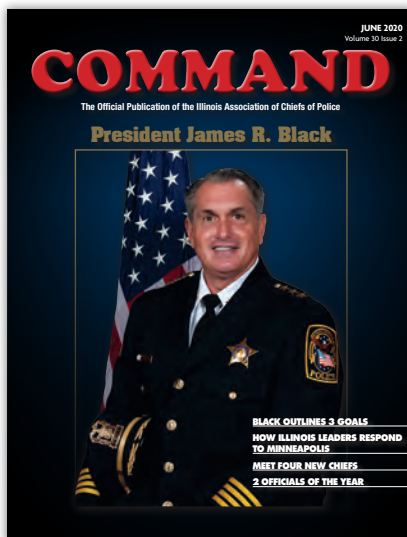
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On the Cover: Crystal Lake Chief James R. Black is the 72nd president of the Illinois Association of Chiefs of Police. It is perhaps the most unusual start for any ILACP president. The Installation Banquet was cancelled due to the COVID-19 pandemic, and Black was installed May 1, 2020, in a small private ceremony in the Crystal Lake City Hall. The Annual Conference was also canceled. Black delivered his installation speech via video. Before the month was over, George Floyd was killed in Minneapolis, and law enforcement in responding to that while the pandemic lingers. The text of President Black's installation speech and his statement in response to Minneapolis are inside.

★ ★ ★

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Illinois Association of Chiefs of Police Mission Statement

We promote the professional and personal development of our members through innovative services, training, and camaraderie.

We make a positive impact on the quality of life in the communities we serve through proactive leadership in:

Vision and Innovative Change
Legislation
Ethics and Integrity
Professional Standards

Knowledge and Information
Dissemination
Media Relations
Community Partnerships



PRESIDENT'S MESSAGE

BY CHIEF JAMES R. BLACK

NEW DIVERSITY COMMITTEE FORMED; PLUS MY INITIAL THOUGHTS ON MINNEAPOLIS



Chief James R. Black

UPDATES

I would take a moment to update the membership on what has been happening in the Association since I was installed on May 1. Chief Marc Maton and the Legislative Committee have been hard at work reviewing bills that we thought were going to be called during the short legislative session being held in Springfield. The main item we were watching was HB2924, which is a Cannabis trailer bill that would have eliminated odor-

proof containers and modify cannabis packaging. We opposed this legislation, and although it passed in the Senate, it was never called in the House. We will watch this to see if it resurfaces again in the Veto Session.

Our Officer Wellness Committee has been working diligently to research training and information that can be provided to our membership once we can start having gatherings of up to 50 people again when Illinois moves into Phase 4 of Restore Illinois.

Finally, as part of my objectives for the Association, the Board of Officers approved my request to implement an ad hoc Diversity Committee. Chief Chris Fletcher (Calumet City PD) will be the Chair, and Chief Kristen Ziman (Aurora PD) will be the Co-Chair of this new committee. I am excited that both chiefs have agreed to act in this capacity, and I look forward to their innovative direction and input. One of the first objectives of this new committee is to promote our Ten Shared Principles document and attempt to get more agencies to adopt them. In addition, I've asked the committee to look at ways to advance and further enhance our relationship with the NAACP and to see if we can identify a Chicago professional athlete to help endorse and advocate for us on the Ten Shared Principles.

COVID, Minneapolis, and the Ground Hog Day feeling

I don't know how many of you are feeling lately, but I can tell you that over the last few months I've felt like I'm stuck in the middle of the movie Ground Hog Day and Contagion. Every day we are reminded of the positive COVID test cases and tragic deaths of those who lost their courageous battle with this virus. Our officers and medical professionals struggle to obtain PPE and other safety equipment needed to perform their jobs. And, as if our jobs weren't difficult

enough, we are tossed in the middle of being the social distance and essential business police, all while balancing the constitutional rights of our citizens as we police during a global pandemic. I am extremely proud of how our officers have responded to policing during the fight against this invisible enemy.

And then, it happened again: the senseless death of George Floyd while in Minneapolis police custody. Whether an incident like this happens in our state or elsewhere around the nation, it erodes the years we have spent building trust and positive relationships in our communities.

Several days after the incident occurred in Minneapolis, I had an opportunity to view the video of the event on the internet. To say that I was disgusted and saddened would be putting it mildly. Disgusted and saddened that Mr. Floyd, regardless of the crime he allegedly committed, didn't deserve to die. Disgusted and saddened that this incident would now be stigmatized to all law enforcement. Disgusted and saddened that this incident should have and could have been prevented. To be clear, I am not being the judge, jury, and executioner. Yes, the officers are entitled to due process. But let's be honest; the video is damning regarding the actions of the officers, and if there was body camera footage that would have exonerated the officers, my assumption is Minneapolis would have released it very early. The fact that Mr. Floyd complained that he couldn't breathe for several minutes and the officer applying the neck restraint (if that's what we want to call it) and back up officer standing behind him did nothing to prevent his death is chilling.

The racial divide in this country is quite evident and I don't pretend to have the answers for how we fix it. I am not looking to point fingers or cast blame. This is a passionate subject on both sides of the argument; yes officers have been murdered because of the profession; yes, the media has negatively portrayed law enforcement for some time now; and, yes, minorities have been discriminated against by the police. I am not looking to argue for one view point or the other, but believe it's important to look at this issue with an open mind.

In his statement made on the IACP website regarding the incident in Minneapolis, IACP President Steven Casstevens states, "...No single incident should define an agency or the profession..." While I believe this to be true, unfortunately, the reality of it is that it does define an agency and impact our profession. Regardless of how you feel about the specifics of each of these cases, when we hear Rodney King,



Then-ILACP Vice President James R. Black participated in the World Café Summit in Peoria in June 2019. As president, he wants to continue promoting the Ten Shared Principles.

we think of Los Angeles; when we hear Michael Brown, we think of Ferguson; when we hear Laquan McDonald, we think of Chicago. Please understand I mean no disrespect to those departments. There are many excellent police officers working at these agencies providing professional police services to their communities daily. I do not know the officers involved in the use of force incident in Minneapolis. I don't know if they are racists. I don't know if they have received previous excessive use of force complaints. I don't know if they were "bad cops." But they will forever be labeled as such. I think it's time that we had a hard conversation with ourselves on what we can do to somehow affect positive change within our profession and communities. If we don't change the narrative, the lawmakers will write our scripts.

I am proud of the fact that the members of this Association are ethical, innovative, and bold. We tackle problems faced in our state head on. You have heard Past IACP/ILACP President Russ Laine and current IACP President Steve Casstevens speak at our Annual Conferences about how the law enforcement leaders of this state lead the way, and other states look to what Illinois does in addressing law enforcement issues. If we are going to tackle the issue of race and use of force, I think it is important we start asking ourselves some tough questions.

- Does our Mission and Vision statement for our departments reflect how we interact and build partnerships with our communities?
- Do we promote an environment that supports zero tolerance for racial bias and excessive use of force?

- Do we have sound policies and procedures in place that reflect best practices in our profession?
- Do we follow those policies and procedures?
- Do we review our policies annually and do we correct policy failures?
- Are we providing our officers with the proper training and equipment to provide the best service to all citizens?
- Have we reviewed our hiring practices and do we have the ability to hire the best candidates for the job?

These are some basic questions to start with. I realize we all have budget constraints, especially given the fact that our economy is in a recession right now. However, many of the questions I have raised are within our circle of control and can be addressed without a financial obligation. Our profession is resilient, and we have always possessed the ability to adapt and overcome obstacles that stand in our way. The topic of race and use of force is a large obstacle that has been in front of us for years. If we bury our heads in the sand we become part of the problem, instead of the solution. Now more than ever our profession requires bold leadership, so let's be the positive example. I know the members of this Association are up for the task. If we don't want this negative perception to become our reality, we must be at the tip of the spear and advocate for change. But buckle up...the road ahead is filled with pot holes. ■

James R. Black



LET'S NOT CEDE THE MORAL HIGH GROUND; 6 practical ideas for where we go from here

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police



I HAVE WRITTEN thousands of words in the past few weeks, almost none of them for public consumption. I am so frustrated with the masses of self-righteous critics who find it convenient to blame the police for all of society's racial divisions.

It's a distant memory already that cops were re-emerging as heroes during the COVID-19 panic. Google changed its home-page artwork on April 8 in praise of first

responders, surely signifying worldwide admiration for officers exposing themselves to the virus. Two months later, it seems to be of no concern how many officers died from COVID-19 and how many tested positive during the most serious social disruption of our lifetimes.

The country has quickly pivoted from Black Lives Matter being a fringe group post-Ferguson to "black lives matter" gaining mainstream acceptance and acclaim. More white people, black people, celebrities, athletes, businesses, and organizations are getting behind BLACK LIVES MATTER. Amazon, Microsoft, the National Football League, Google, and Sephora were among many giving money and support to black employees, businesses, and organizations. I have no major objections to these marketing and political decisions; they are doing what they feel is best, I guess.

WHAT IS WRONG is to pile on with an "us vs. them" condemnation – the "them" being law enforcement. We regularly hear outrage directed at "police brutality, racism, and injustice," accompanied by the explicit suggestion that "reforming the police" will adequately target all of those problems.

I refuse to cede the high moral ground to the growing coalition that sees police reform as the best and penultimate response to racism in America. It's so much easier – and it takes less energy -- to blame everything on the police than it is to reflect on indicators of racism and unequal opportunity in their own social circles, churches, schools, civic organizations, neighborhoods, and places of work.

Every police executive I know is one hundred percent against police brutality, racism, and injustice. Our passionate desire to build trust with communities of color is precisely why all seven ILACP presidents since Ferguson in 2014 – Chiefs Fred Hayes, Frank Kaminski, Steven Casstevens, James Kruger, Brian Fengel, Steven Stelter, and now James Black – have been active in our statewide collaboration with the NAACP Illinois State Conference and, since 2018, pushing our Ten Shared Principles. On top of that, we have posted or shared dozens of Facebook stories from northeastern Illinois to the Quad-Cities to Pekin to Springfield and Edwardsville to Carbondale and points in between of our chiefs and their officers building strong relationships with National Night Out and daily community policing.

So what's next?

THIS DUST WILL SETTLE, as it always does, and when it does, we need to keep influencing what happens next. We need strategies, because the public wants us to do something. There are changes we can consider in this climate. We can lead. While ILACP is still crafting a final list, here



Top-level Illinois Democrats participated in a Juneteenth parade in Chicago on June 19, 2020, and they supported various Black Lives Matter protests and gatherings in the month of June. They are wearing masks because Illinois was in Phase 3 of the COVID-19 Restore Illinois program. To Governor JB Pritzker's left is Lt. Gov. Juliana Stratton. To Pritzker's right are U.S. Senator Tammy Duckworth and U.S. Senator Dick Durbin.



Continued from page 5



are a few ideas, some of which would require legislative action. We can focus on:

1. **Hiring practices.** Tighten up what needs to be tightened with testing and psychological exam. Closely related to this are discipline, arbitration, and firing processes. We want these strengthened, hopefully with a review of decertification processes.
2. **Traffic stops.** The NAACP leadership and I agree that if we can get these right, we can build stronger trust in all community-police relationships. Traffic stops are where a lot of ill will and distrust begin. Departments could (a) review their own procedures and practices, paying special attention to de-escalation, and (b) educate drivers and passengers about what to do and what their rights are.
3. **Use of force and de-escalation.** There is near-consensus emerging that national standards (IACP) and/or statewide standards on use of force should be adopted. Always in the past, ILACP has eschewed attempts to have policies written into statutes. We may not be able to avoid that on this topic in this climate, so we need to prepare to influence lawmakers to make the policy as reasonable as possible. And, as NAACP Illinois President Teresa Haley has said repeatedly, de-escalation is a two-way street, and community leaders need to educate citizens that there are better choices than copping an attitude, cursing, or getting physical with the police.
4. **Training.** This is high on everybody's list, it's important, and there must be funding to provide it.
5. **Officer wellness:** This has moved to the front burner in recent years, and because officers are feeling beat up at this moment, it's more critical than ever to check in with employees and get them to talk about how they're feeling and what they're experiencing. Don't shy away from this.
6. **Accreditation.** In other states and in federal proposals, accreditation is emerging as a proactive, positive step for local agencies. It is a great time to look anew at the Illinois Law Enforcement Accreditation Program (ILEAP). Your municipality might get an insurance incentive for your accreditation, and federal funding might be on the way for accredited agencies.

Other ideas are emerging in Springfield and Washington, such as licensing, getting rid of School Resource Officers (a terrible idea), and setting qualified immunity aside (a worse idea). We will engage in all of these conversations on your behalf.

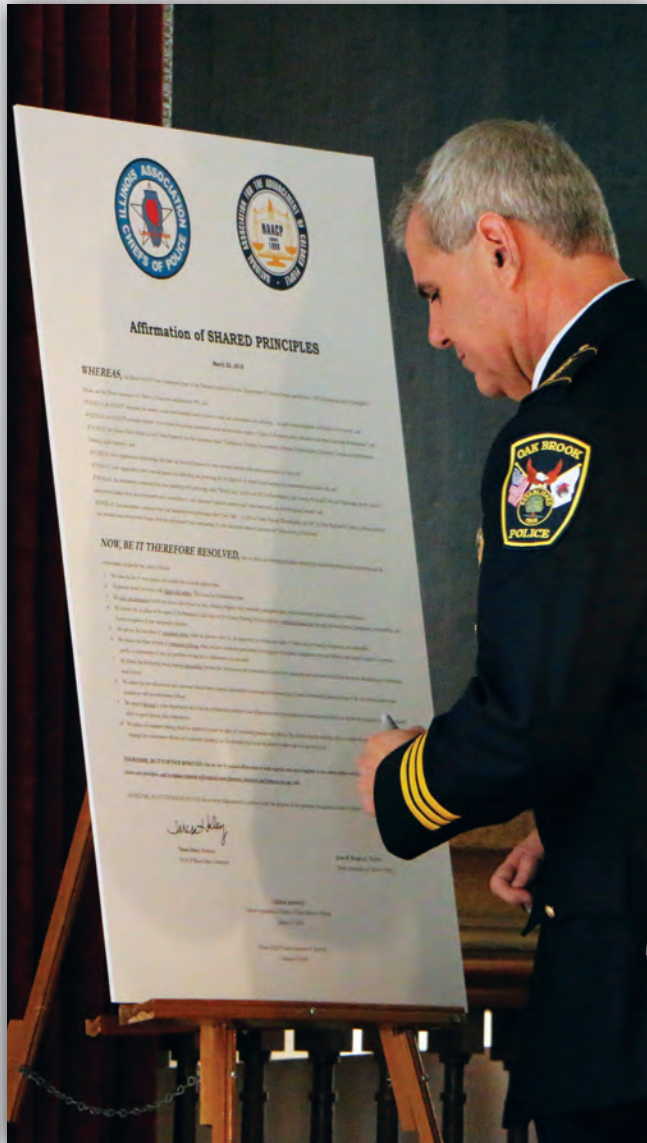
Meanwhile, your officers, collectively, did 99,999 things right today. They made your community safer by showing up for their shifts. You see their work as noble, and you are right. Spread the word. ■

Ed Wojcinski

All seven ILACP presidents since Ferguson in 2014 –
Chiefs Fred Hayes, Frank Kaminski,
Steven Casstevens, James Kruger, Brian Fengel, Steven Stelter,
and now James Black – have been active in our statewide
collaboration with the NAACP



Illinois Chiefs issue strong statements following the death of George Floyd



On March 22, 2018, the Illinois Chiefs and the Illinois NAACP State Conference signed the Ten Shared Principles at a major ceremony in the Old State Capitol in Springfield. Shown is then-ILACP President James R. Kruger, Jr., chief of police in Oak Brook, signing for all Illinois chiefs.

The death of George Floyd under the knee of a Minneapolis police officer on May 25, 2020, startled the nation, to say the least. This issue of Command was going into production even as protests were continuing in many cities.

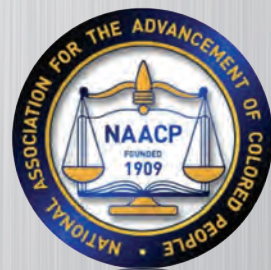
In this case, law enforcement leaders nationwide were unanimous in criticizing and sometimes condemning the tactics used by the officer.

On these pages are public statements by:

- Chief James R. Black, president of the Illinois Association of Chiefs of Police
- Chief Mitchell R. Davis III, 1st Vice President of the Illinois Chiefs and President of the South Suburban Association of Chiefs of Police
- Chief James R. Kruger, Jr., past president of the Illinois Chiefs. Kruger posted his reflections on LinkedIn and gave permission for his essay to be republished here.

Three of them referenced the “Ten Shared Principles” adopted jointly by the Illinois Association of Chiefs of Police and the Illinois NAACP State Conference in 2018 in Springfield.

By now, more than 170 police agencies in Illinois have adopted these Ten Shared Principles as their own, and President Black is making it a priority to get more agencies to sign in the next two years. Therefore, we are republishing the Ten Shared Principles on these pages as well. ■





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Public Statement of President James Black Speaking for the Illinois Association of Chiefs of Police

In Response to the Death of Mr. George Floyd in Minneapolis

May 29, 2020

After watching the Minneapolis video depicting the senseless death of George Floyd, I was disgusted and saddened by what I observed.

Now more than ever, the need for transparency in policing couldn't be more evident. As police officers, we should be held to a high standard. As law enforcement leaders, it is our responsibility to hold officers accountable when violations of use of force occur. We have an obligation to provide proper training to our officers involving procedural justice, use of force, and de-escalation techniques. When incidents such as this occur, it stigmatizes our profession and erodes the trust built by the thousands of professional police officers who keep their communities safe daily. We must do a better job of collaborating with the citizens we serve.

When we become a police officer, we take an oath to treat all individuals with dignity and respect. One of the things I'm incredibly proud of is our Ten Shared Principles, which are designed to build trust between law enforcement and communities of color. These principles were adopted in 2018 by the Illinois Association of Chiefs of Police and the Illinois NAACP State Conference. We call them "shared principles" because our two associations mutually and deeply believe in the words themselves and the values underlying these principles. It is the first document of its kind in the United States between a statewide civil rights organization and a statewide law enforcement association. This document embodies everything we as police stand for: treating everyone with dignity and respect, rejecting discrimination, building trust and strong relationships within our communities, endorsing the values of community policing, and supporting diversity within our organizations.

As law enforcement leaders we must have the courage to denounce actions that tear at the very core of these principles, and we must muster the courage to continue to build trust and a collaborative partnership with our communities.

James R. Black, Chief of Police in Crystal Lake, Illinois, is president of the Illinois Association of Chiefs of Police.





Reflecting on the personal side of this tragedy: “Now what?” is the right question

By Chief James R. Kruger, Jr.
June 4, 2020

The events of the last eleven days have rocked the law enforcement community and the nation. For the first time that I can recall in my forty years as a law enforcement officer have I seen such universal condemnation from law enforcement executives across the country. I cannot begin to understand the feelings of fear and resentment that communities of color or even my African American colleagues endure. However, I can express my sincere sadness of what this senseless eight minutes and forty-six seconds has done to what I believed was incremental progress over the last five years since the President's Task Force on 21st Century Policing.

There is both a professional side and a human side to this tragedy.

Certainly, we can see from a professional perspective that the hard work and relationship building we have done the last several years could now be evaporated. But even more tragic is the human cost of the last week and a half. The first of course is the tragic loss of Mr. Floyd's life and the contribution he may have made to society, the tragic loss of several police officers' lives as a result of the demonstrations that were co-opted by groups intent on

destruction and violence at the police, but as tremendous as these losses are, the loss of trust between the police and the community and even neighbor to neighbor maybe even more horrendous in the months and years to come.

I have been very open about my naiveté about some of the issues that the black community has faced. I never heard of “the talk”

until several years ago and decades as a police officer. I did work for a time, right out of high school, as a police officer in the deep south over forty years ago, and saw firsthand systemic discrimination. Basically still an idealistic teenager I knew it was time to go back home to Chicago, where I thought things were much better because I was never exposed to any other way of life in the near west suburbs and twelve years of parochial school. I saw it as an economic divide, but not a racial one.

Over the last forty years, I was extremely fortunate to try to live up to two guiding principles. The first and most important is my Christian values and the Golden Rule and secondly is my steadfast

belief in the Constitution to treat everyone equally and fairly. I did have an experience very early as a young sergeant in the mid-'90s with an African American family at our public housing project. We would be called to their apartment for domestic disturbances at least twice a week for over a month. When I arrived as the supervisor I made the tremendous error of using the phrase “you people”. Now, I meant the phrase referring to that particular family



and the repeated calls to their home, not race, but of course, it was not taken that way. I spent the next hour sitting in their apartment living room talking about police-community relationships, shared Christian values, and praying together. Needless to say, I learned a very valuable lesson very early in my career and never used that phrase again. But more importantly, I started to see an awakening



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of the thoughts and perspective of those that have a very different life story.

Fast forward thirty years and the work we have done between the Illinois Association of Chiefs of Police and the Illinois NAACP. Due to a lot of work by my predecessors, I was honored to be the president when we finalized the Ten Shared Principles. Even while we were at the signing ceremony at the Old State Capitol in Springfield, NAACP state president Teresa Haley turned to me and asked point-blank, "Now what?"

And she was right. The shared principles cannot just be a nice ceremony and a fancy poster. They must be a commitment to the community and to our profession, but more so they must be a jumping-off point for positive change.

It is sometimes frustrating that the police seem to be on the tail end of a very large sociology experiment. While we have no control over social policy decisions or the laws we enforce, we no less become the fall guys and the outward symbol of government to the community. There must be a concerted effort to allow us to be peace officers, with an emphasis on peace. The rhetoric of the

war on crime, the war on drugs is not helpful. We cannot police our way out of these issues. Police legitimacy has taught us that we must rely on the community's will to want to be policed and the belief that it will be done in a manner consistent with our moral values. Our success counts on the innate goodness of the majority of individual people to want to do the right thing and live according to a certain set of values.

I pray that we can be part of a real transformation in society. This generation of law enforcement executives know what we have to do, but we need the community and the elected officials help to do it. We're not afraid of the change that is necessary or lack the will. I still believe this is the most honorable profession in the world and while we cannot control the actions of everyone that works for us, or truly know what's in their heart, we can hold people accountable and create cultures that make doing the right thing and treating everyone with dignity and respect the rule, not the exception. All I ask is for fair-minded people to be our partner and know that it's not business as usual. We truly are a work in progress but we are also a reflection of the communities we serve. And in that sentiment, it isn't just a time to point the finger, but look into the mirror. ■



Chief James R. Kruger, Jr., chief in Oak Brook, published this essay on LinkedIn on June 4, 2020, and gave Command magazine permission to reprint it. Kruger is a past president of the Illinois Chiefs.



Chief Mitchell R. Davis III

Citizens of Chicago's Southland:

The South Suburban Association of Chiefs of Police (SSACOP) represents over 70 municipalities and police organizations that cover Chicago's Southland. As law enforcement leaders and professionals in the Southland, we are responsible for almost a million residents. As the current president of the SSACOP, a 29-year law enforcement professional, and a police chief who is an active advocate for humane and equitable police service for everyone, my heart is heavy both personally and professionally about the death of George Floyd at the hands of police officers. While I am well aware that most officers serve our communities with professionalism and compassion, it is the egregious chain of events that led to George Floyd's death that I openly denounce. If we are sincere in our efforts to provide equitable and compassionate service to all communities, incidents such as these cannot go unchallenged or unchecked by law enforcement leadership.

Watching George Floyd's body appear to go lifeless after having repeatedly begged a Minneapolis police officer to take his knee off of his neck so that he could breathe devastated me! Mr. Floyd was being arrested for allegedly using counterfeit money. At some point after officers arrived on the scene, there is video showing the officers removing Mr. Floyd from a car, handcuffing him, and sitting him down. From officers' accounts and from statements made by officers, a witness, and Mr. Floyd heard on the video, Mr. Floyd seems to have resisted getting into the police car during the arrest. This appears to have resulted in him being taken to the pavement by officers to gain control. It appears that one officer is holding him down and another officer has his knee and full bodyweight on Mr. Floyd's neck. It is from this point that an approximately 10-minute video starts that shows Mr. Floyd and bystanders begging for his life. During the fourth minute of the video, Mr. Floyd appears to be at least unconscious and possibly

Chief Davis points to Ten Shared Principles in denouncing the actions leading to George Floyd's death

lifeless, which is repeatedly pointed out by bystanders. The officer with his knee on Mr. Floyd's neck keeps it there for almost another four minutes until paramedics arrive. At this point they literally drag Mr. Floyd's limp body onto a stretcher.

Neither the severity of Mr. Floyd's alleged crime, nor the alleged level of his resistance appear to have required the use of deadly force. As leaders in law enforcement, both we and the officers among our ranks have to be held accountable for our actions. It is also our responsibility as law enforcement leaders to deal swiftly and decisively with abuse of authority at any level within our organizations, and to address these abuses head-on as they arise anywhere in our profession. It is only then that we can start to develop the trust that is needed for successful policing partnerships within every community. As law enforcement professionals, equity in service and procedural justice have to be at the forefront of all that we do, for all citizens, no matter what community.

In 2018, the Illinois Association of Chief of Police and the NAACP partnered to form "10 Shared Principles." These mutually agreed upon values and principles were created to "replace mistrust with mutual trust wherever, whenever, and however we can." This is just a start, but many of our SSACOP members have adopted these principles as part of the fabric of their organizations. You can find out about the principles and whether your department has adopted them at ilchiefs.org.

The SSACOP is here to ensure that service is properly provided in the Southland in an equitable manner for all members of every community.

Chief Mitchell R. Davis III is chief of police in Hazel Crest. He is also 1st Vice President of the Illinois Association of Chiefs of Police. He issued this statement on May 29, 2020, in his capacity as the current president of the South Suburban Association of Chiefs of Police.



Affirmation of Shared Principles



March 22, 2018

WHEREAS, the Illinois NAACP State Conference is part of the National Association for the Advancement of Colored People, established in 1909 following race riots in Springfield, Illinois; and the Illinois Association of Chiefs of Police was established in 1941, and

WHEREAS, the NAACP “advocates for smarter, results-based criminal justice policies to keep our communities safe, including ... an end to racial disparities at all levels of the system,” and

WHEREAS, the NAACP’s principal objective “is to ensure the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination,” and

WHEREAS, the Illinois Chiefs declare in their Vision Statement that the association values “Compassion, Integrity, Accountability, Fairness, Professionalism, Innovation, Continuous Improvement, Diversity, [and] Inclusion,” and

WHEREAS, both organizations acknowledge that there are historical reasons for some mistrust between police and communities of color, and

WHEREAS, both organizations have a mutual passion for defending and protecting the civil rights of all citizens and in keeping our communities and citizens safe, and

WHEREAS, the associations conducted four joint leadership-level gatherings called “World Cafes” in 2016 and 2017 in Bloomington, Lake County, the Quad-Cities, and Champaign, where a total of ninety-seven leaders from law enforcement and communities of color discussed common concerns and “what most needs our attention going forward,” and

WHEREAS, the associations conducted four joint leadership-level gatherings called “Let’s Talk” -- in 2016 in Tinley Park and Bloomingdale, and 2017 in Tinley Park and Mt. Vernon, where a total of one hundred and seventy-seven leaders from law enforcement and communities of color discussed common concerns and “where do we go from here,”

NOW BE IT THEREFORE RESOLVED that we affirm the following principles regarding the relationship between law enforcement and the communities and people they serve in Illinois:

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President’s Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice

(i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.

6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort; and

THEREFORE, BE IT FURTHER RESOLVED, that we vow by mutual affirmation to work together and stand together in our communities and at the state level to implement these values and principles, and to replace mistrust with mutual trust wherever, whenever, and however we can, and

THEREFORE, BE IT FURTHER RESOLVED, that we work collaboratively to publicize widely the adoption of this resolution throughout the state of Illinois.

Teresa Haley, President

NAACP Illinois State Conference

James R. Kruger, Jr., President

Illinois Association of Chiefs of Police

Substantial agreement by:

Illinois Association of Chiefs of Police Board of Officers

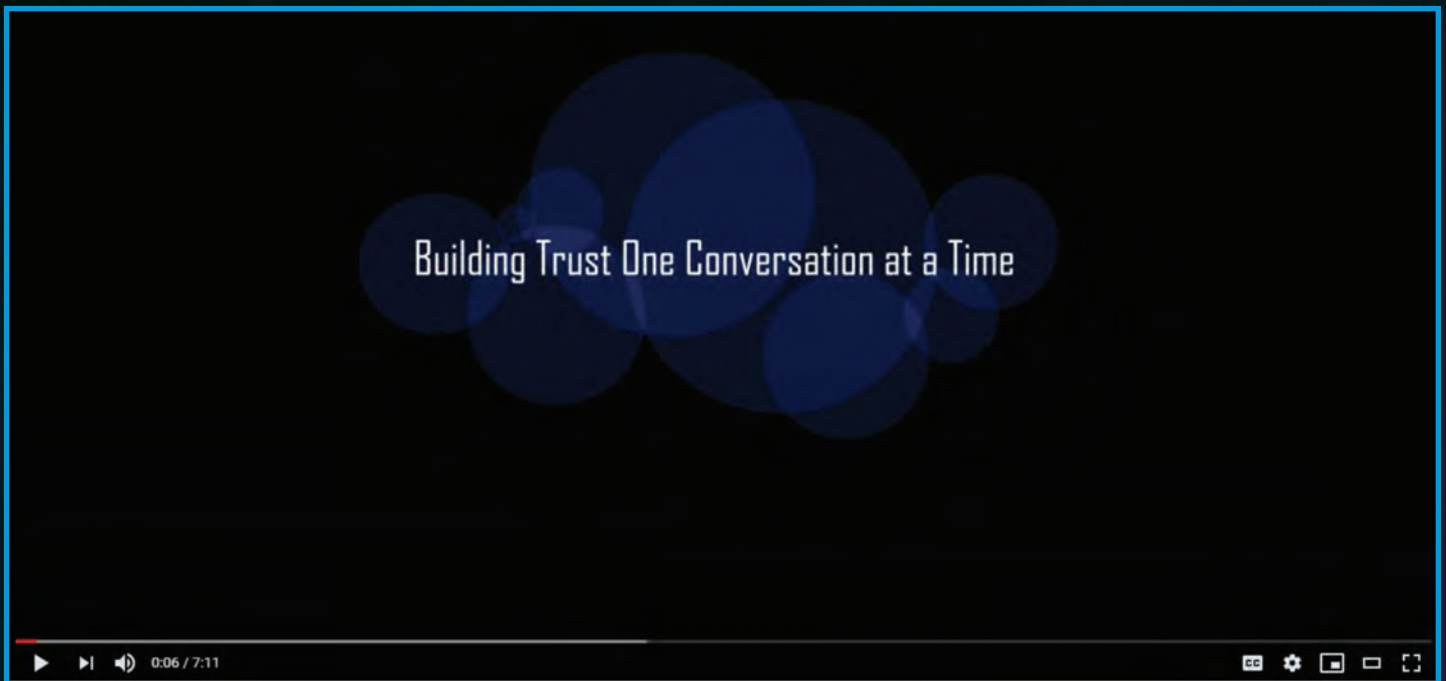
January 31, 2018

Illinois NAACP State Conference of Branches

February 10, 2018

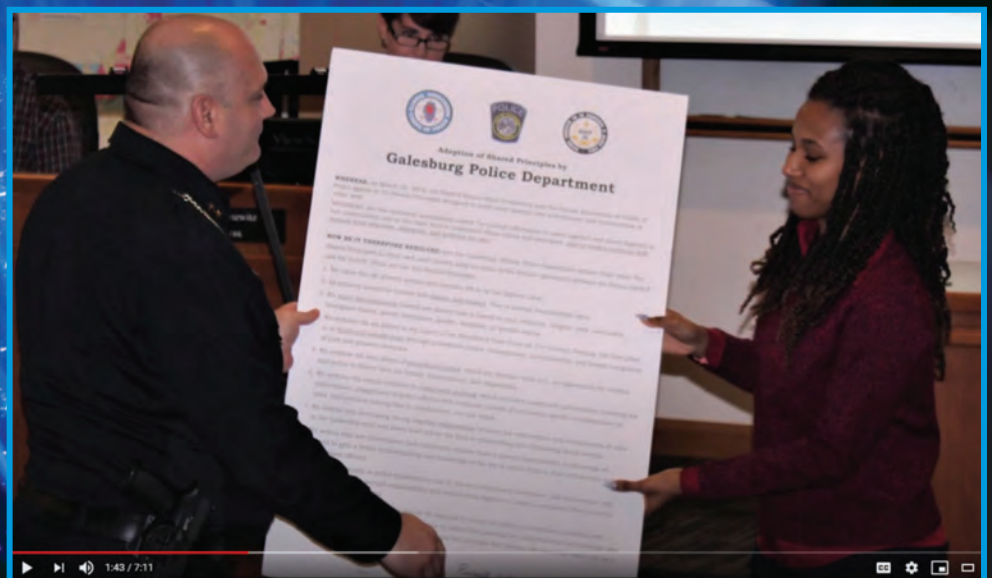
NEW TRAINING VIDEO on TEN SHARED PRINCIPLES

Everything you need to know in 7 minutes!



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Written by Ed Wojcicki
Produced by Sherrie Phipps
Narrated by Michael Holub





President Black announces three goals: advancing Ten Shared Principles, legislation, and officer wellness

By James R. Black



Crystal Lake Chief James R. Black is sworn in May 1, 2020, by Judge Justin Hansen as the 72nd President of the Illinois Association of Chiefs of Police.

Note: The ILACP 2020 Annual Conference was cancelled due to the COVID-19 pandemic, so President and the Board of Officers were sworn in during a small, private ceremony on May 1, 2020, in the Crystal Lake City Hall. These are his prepared remarks for the occasion. They are also available on a video on the ILACP website.

Greetings everyone. To say that the start of my presidency has been interesting would be an understatement. I had prepared remarks several months in advance for our banquet and installation of officers to include thanking my wife and my family, along with my mayor and city manager for their support. Those remarks I will save for another day. As law enforcement leaders, we have all managed and lead during a crisis over our careers in some form or another. Never in my wildest imagination did I ever think we would be policing during a global pandemic. In the blink of an eye we went from fighting crime, fighting our lawmakers over recreational cannabis use and pension reform, to fighting an invisible enemy. For this, I can't thank the men and women on the front lines enough for their courage and perseverance during these troubled times.

I am humbled and honored to become the 72nd president of the Association and I promise our membership that we, as a Board, will do everything to meet your expectations. We will continue to face challenges in our profession, both on a state and federal level during 2020 and 2021. After being involved with this Board for the last 4 years,

rest assured that we do not take legislative decisions lightly. We will do our best to continue to fight obstacles that our profession will face.

During my year as president, I would like the Association to focus on three items. Before I outline my objectives, I want to thank our Executive Director, Ed Wojcicki and the ILACP staff, for their work. I think that I may be the first incoming president to not include the financial sustainability of the association as a goal. However, due to the economic downturn, this does not mean that the Association will not face some financial obstacles. I am certain that our Executive Director, the ILACP staff, and our Finance Committee will put a sound plan in place to navigate issues that will face the Association.

My first objective or goal for the Association is to continue with our legislative advocacy. Marc Maton and our Legislative Committee have worked tirelessly over the last several legislative sessions. They have literally reviewed well over one thousand pieces of law enforcement legislation and provided the Board of Officers with much-needed insight to determine our stance on various pieces of legislation. I appreciate the work that Marc and this Committee has done, but unfortunately, our work is not complete and we always seem to be on the defensive side of the reviews, based on the sheer volume of law enforcement-related bills that are presented during each legislative session. We will continue to work with the Illinois Sheriffs' Association, the Illinois State's Attorneys Association, the Illinois FOP, and the Illinois Police Benevolent and Protective Association to combat legislation that will negatively impact our profession, our officers, and our communities.

Next, my predecessors and this Board have worked hard in developing a relationship with the NAACP. As a result of this hard work, the ILACP and NAACP have developed the first-ever 10 Shared Principles document. These principles were collaboratively developed by both associations and designed to build trust between the police and communities of color. It is the first-ever document of this nature designed and implemented in the United States. But this is just the beginning. If we don't take actionable steps forward in continuing to build trust with citizens of all colors, this document means nothing. Depending on how long our shelter in place and social distancing mandates stay in effect, this may be challenging for us since our ability to meet face to face may be limited. But I am confident that we can work together to enhance these Principles.



My last objective for the Association is to enhance our efforts in addressing officer wellness. According to Blue Help.org, we lost 228 officers to suicide in 2019 across the United States. That number is staggering. As a profession, we need to break down the macho stereotype about asking for help and seeking guidance. The “We Never Walk Alone” online peer support program is one step. The opening of St. Michael’s House at Holy Family Hospital in Des Plaines last year is another step in the right direction, and these two address counseling needs, peer support advocacy, and substance abuse. I think we can do more, and I believe our officers and their families deserve more. As a profession, we need to do a better job of taking care of the people that take care of our communities. I am going to be tasking our Officer Wellness Committee to develop initiatives and to provide training to our membership in an effort to hopefully help reduce these statistics and to provide much-needed assistance to officers who may be struggling.

In closing, I want to thank you for entrusting me to this position. As a member of the Board of Officers for the last 4 years, I have learned a lot from our Past Presidents and I am excited about what the future may hold for the Association and our profession.

In my opinion, the police profession is both honorable and noble. We hear this a lot, but what does it mean to you? Nobility has been defined as greatness of character and high ethical qualities or ideals that serve a cause greater than yourself; or a faithfulness to a higher calling or purpose. President Calvin Coolidge once stated, “No one is compelled to choose the profession of a police officer; but having chosen it, everyone is obligated to perform its duties and live up to the high standards of its requirements.” Whether we chose this profession or we were called to it, we have an obligation to live up to its high standards. It is unknown when will get back to normal or whatever the new normal will be as a result of COVID 19 and its effects on our cities, our economy, and our officers. Whatever that new normal may be, remember to take care of yourselves, take care of your family, take care of your officers, and take care of your communities. ■

Chief James R. Black of the Crystal Lake PD is the 72nd President of the Illinois Association of Chiefs of Police.



Members of the ILACP Board of Officers take their oaths of office May 1, 2020, in Crystal Lake by Judge Justin Hansen. From left are Vice President at-Large William Kushner, Vice President at-Large Dean Stiegemeier, Past President Steven Stelter, 3rd Vice President Laura King, 2nd Vice President Lou Jogmen, and 1st Vice President Mitchell R. Davis III. Unable to attend due to the COVID-19 pandemic were Vice President at-Large Dan Ryan and Parliamentarian Russell Laine.



Chief Laura King elected 3rd Vice President; Black sworn in as 72nd ILACP President

Chief Laura King of the McHenry County Conservation District Police Department was elected 3rd Vice President of the Illinois Association of Chiefs of Police in electronic balloting that took place the last week of April. She was sworn in May 1 along with other members of the Board of Officers.

Because of the COVID-19 pandemic, the Annual Conference and Installation Banquet were canceled, and the board was sworn in in a private ceremony in Crystal Lake.

Chief Dan Ryan of the Leland Grove Police Department in Sangamon County was unopposed in his bid for re-election as Vice President at-Large, Region 1, which consists of the 62 southernmost counties in Illinois. He was unable to travel north for the installation due to the pandemic.

"It is very much worth noting that Chief King is the first woman on the ILACP Board of Officers in the association's 79-year history," said Ed Wojcicki, ILACP executive director, in a press release. King is in line to become the first woman ILACP president in April 2023.



About President Black

Black began his career in 1988 with the Downers Grove Police Department. He retired from Downers Grove in January 2013 as Deputy Chief to accept the Chief of Police position for the City of Crystal Lake. His educational background includes a Bachelor's Degree in Criminal Justice and a Master's Degree in Criminal/Social Justice from Lewis University in Romeoville. He

is a graduate of Northwestern University's School of Police Staff and Command, a graduate of the 235th Session of the FBI National Academy, and a graduate of the 75th Session of FBI LEEDS.

Chief Black has served on the ILACP Board of Officers, the Executive Board, the ILACP Constitution and Bylaws Committee as Chairman, the McHenry County Chiefs of Police Association Executive Board, and the North East Multi-Regional Training (MTU #3) Finance and Audit Committee.

Black has been married for 30 years to his wife, Kim, and they have two children.



About Vice President King

Dr. Laura L.V. King began with the McHenry Police Department in 1996 as a patrol officer, developing community-oriented policing programs and being designated as a crisis-intervention, field-training, and juvenile officer. She was also an inspector with the North Central Narcotics Task Force, responsible for both overt (tactical) and covert (undercover) narcotics operations

while assigned to a multiagency specialized unit. During this time, she acquired advanced training in surveillance, interviewing, and management of narcotics investigations, as well as experience in working cooperatively with local, state, and federal agencies.

In 2003, she became a detective, conducting general investigations with specialty areas of asset forfeiture, financial crimes, sexual assault, crimes against children, crimes against the elderly, forensic interviewing, and evidence processing and handling. When she became a patrol/administrative sergeant, Dr. King's responsibilities increased to include supervision of staff members, quality assurance for written reports, scheduling, productivity monitoring, and grant program management. She continued these roles when she became commander in 2012 where she also became responsible for the administrative division operations of the police department.

Dr. King received her doctorate degree and her master's degree in psychology at Capella University in Minneapolis, Minnesota; she received a bachelor of arts degree in criminal justice management from Judson University in Elgin, Illinois. She is a graduate of both Northwestern University's School of Police Staff and Command and of Session 265 of the FBI's National Academy.

Dr. King is an adjunct instructor in the criminal justice and psychology programs at McHenry County College in Woodstock. She previously worked as an adjunct instructor in the criminal justice programs at both Judson University and Columbia College of Missouri. In addition, she is a state-certified instructor for a variety of criminal justice courses at Northern Illinois Multi-Regional Training, Inc.

Dr. King has had many officer wellness-related articles published in various professional journals. She works as a subject matter expert for BJA's VALOR for Blue program and travels the country speaking on matters of mental wellness, psychological resiliency, and physical fitness. ■

Board of Officers for 2020-2021

- **President, James R. Black, Crystal Lake PD**
- **1st Vice President: Chief Mitchell R. Davis III, Hazel Crest PD**
- **2nd Vice President: Chief Lou Jogmen, Highland Park PD**
- **3rd Vice President: Chief Laura King, McHenry County Conservation District PD**
- **Past President, Chief Steven Stelter, Indian Head Park PD**
- **Vice President at-Large, Region 1: Chief Dan Ryan, Leland Grove PD**
- **Vice President at-Large, Region 2: Chief Dean Stiegemeier, Maple Park PD**
- **Vice President at-Large, Region 3: Chief William Kushner, Des Plaines PD**
- **Parliamentarian: Retired Chief Russell Laine, Algonquin PD**



THE COP AND THE HERO'S JOURNEY

A LIFE OF SACRIFICE AND SERVICE WITH NO GUARANTEE OF A TIDY, HAPPY ENDING

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police

Part 2 in a Special Series for Command magazine – June 2020

In the December 2019 issue of *Command*, I introduced the concept of the hero's journey and how it applies to a cop's career. As I go into greater depth, I remain concerned that cops might call bullshit on it because popular heroic characters often seem too super, almost perfect, and without serious flaws.

That is precisely why I'm trying to follow Joseph Campbell's lead into describing why the hero's journey is a universal journey available to anyone. Cops might benefit from knowing that their personal sacrifices and lives of service follow a script familiar in every culture and every period of history. I won't convince everyone, perhaps not many at first, but I know I am right about this.

**Cops shun the "hero" label, but they proudly wear a badge,
and they can benefit from learning how their careers,
driven by service and sacrifice,
follow an astonishing resemblance to the classic hero's journey
as it unfolds in every culture and every genre.**

Take your cue from Luke Skywalker, Indiana Jones, Simba, or other characters in popular movies. Campbell first described the hero's journey in his 1949 book, *The Hero With a Thousand Faces*. Then Hollywood producer Christopher Vogler popularized it with a seven-page memo in 1985 that propelled the hero's journey to become a staple of Hollywood producers. Both Campbell and Vogler saw this as mostly a circular journey in which the hero leaves his ordinary world, endures a period of trials and struggles, learns a lot from those struggles, and returns as a better person capable of sharing what he has learned. Here are the twelve stages of the hero's journey as Vogler described them:

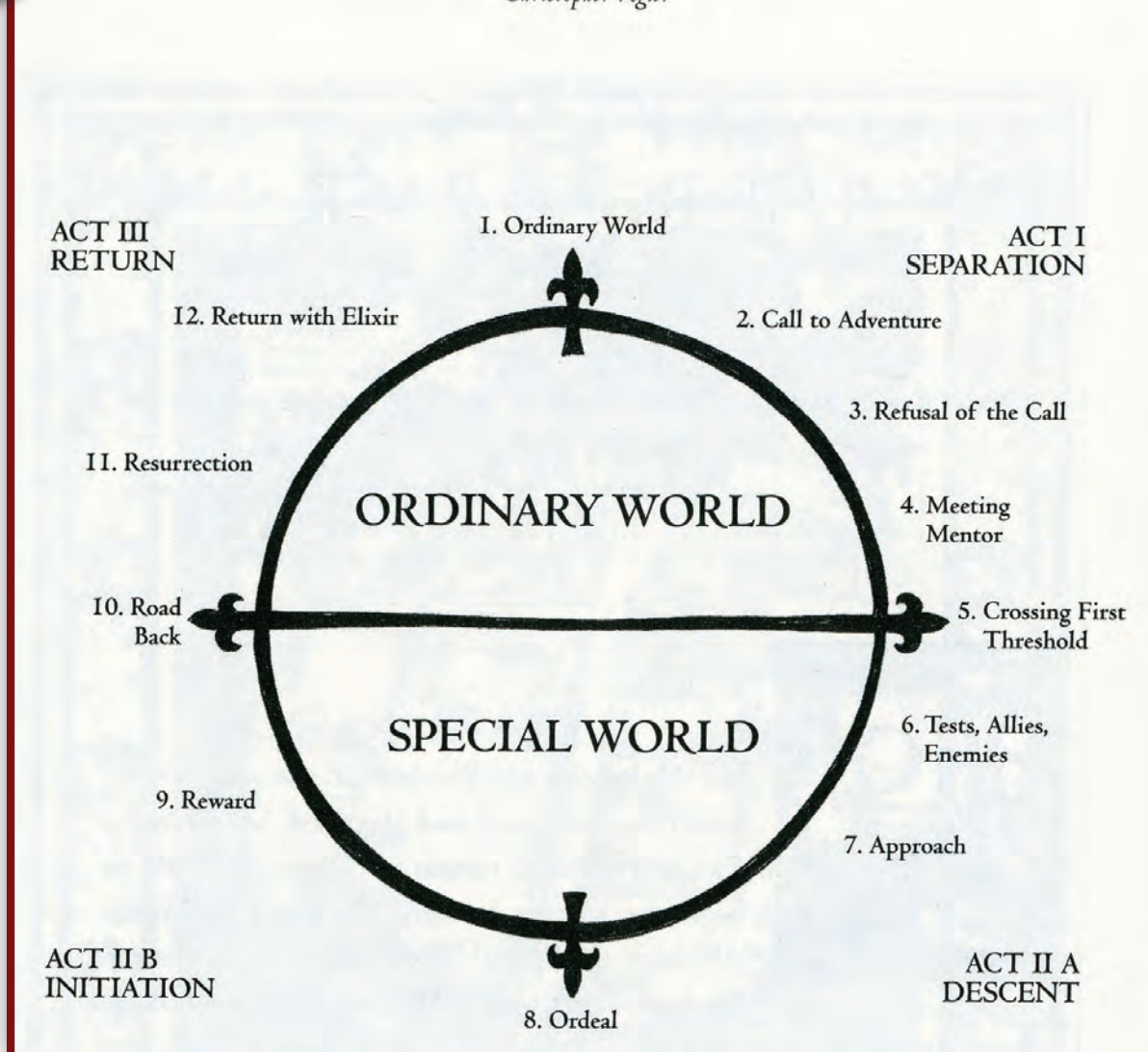
1. The hero is introduced in his/her **ORDINARY WORLD**.
2. The **CALL TO ADVENTURE**.
3. The hero is reluctant at first. (**REFUSAL OF THE CALL**.)
4. The hero is encouraged by a **MENTOR** (often a Wise Old Man or Woman)
5. The hero passes the first threshold. (**CROSSING THE THRESHOLD**.)
6. The hero encounters tests and helpers. (**TESTS, ALLIES, ENEMIES**.)
7. The hero reaches the innermost cave. (**APPROACH TO THE INMOST CAVE**.)
8. The hero endures the supreme **ORDEAL**.
9. The hero seizes the sword. (**SEIZING THE SWORD, REWARD**)
10. **THE ROAD BACK**.
11. **RESURRECTION**.
12. **RETURN WITH THE ELIXIR**





THE WRITER'S JOURNEY ~ THIRD EDITION

Christopher Vogler



You see this pattern again and again in myths, movies, and classic literature.

As you think of movies and classics of literature, you might begin to think: Oh yes, now I see. Consider *The Wizard of Oz*. Dorothy is in her ordinary world in Kansas, she goes through a threshold into the Land of Oz, she encounters serious troubles with the Wicked Witch of the West, she finds allies and makes enemies, and eventually she prevails and discovers there is no place like home.

Applying this to cops' careers

It might be not obvious at first why I apply the same universal journey to sworn officers. So here it is, and I take the liberty of combining

a few of Vogler's stages to describe a police officer's career in the stages of a hero's journey:

1. LEAVES the ORDINARY WORLD after hearing a **CALL TO ADVENTURE**.

That gets them into the academy and their first job.

2. Finds MENTORS and CROSSES THE THRESHOLD...

... into the world where evil happens, where people hurt each other, and where people feel afraid for their safety. Cops routinely enter scenes from which everybody else is relieved to run. Cops find mentors in the academy, among their peers, or in other departments.



3. Makes ALLIES and ENEMIES and endures a variety of TESTS and STRUGGLES.

They develop strong bonds with other officers. They find that many people in the communities they serve are grateful that they are there, and if they look, they would find such support in Gallup and Pew national surveys. Almost none of the bad guys think they deserve to be arrested, and so there are fights and a lot of cursing and yelling. They feel the department doesn't always have their back, and they complain that the state's attorneys and judges don't always put the bad guys in jail.

They also feel largely unappreciated by the media, many politicians, and community groups whose purpose is to bash the police. They feel powerless to respond to this, and it weighs on them.

4. Wins the big ordeal (hopefully), enjoys some personal TRANSFORMATION and takes the ROAD BACK to the ordinary world, the department and their home.

One or two major events always seem to stand out as they go through their careers. They grow with experience and gradually understand that they are different and not at all the same person who came out of the academy. This can be both negative and positive. Some become disillusioned and go off the rails in their personal lives, too. If they pay attention to their physical and psychological health, they can emerge as highly confident and effective individuals and as strong leaders in their departments and in their communities.

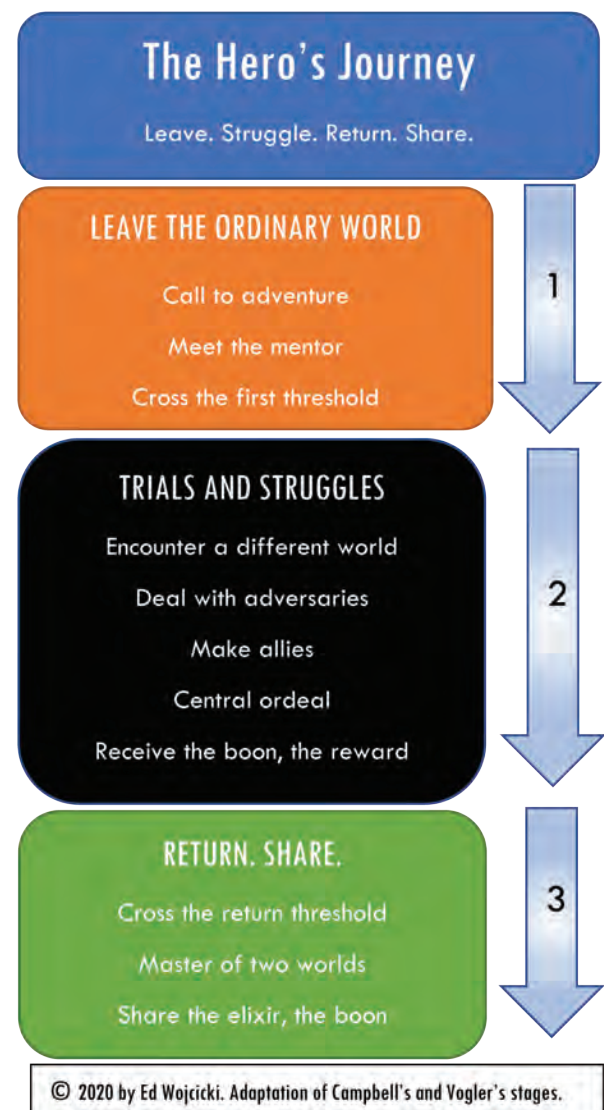
5. Becomes MASTER OF TWO WORLDS. One is the ordinary world where they begin and end their days, and the other is a special world(s) that includes all those places where police respond to calls for service.

As Kent Williams, retired chief of the Bartlett Police Department, says in his Breach Point presentations, the police do what they do so that the rest of society can pretend the evils don't exist.

Officers become experts on the street, and some accept promotions to sergeant and higher as their careers advance. They continue to grow,

Stories where the hero's journey can be plotted

- Harry Potter, Star Wars, and Dances With Wolves.
- Also The Matrix, The Wizard of Oz, and Jaws.
- E.T. The Extraterrestrial. And, most likely, Beverly Hills Cop.
- Hamlet by William Shakespeare.
- Huckleberry Finn by Mark Twain
- The Lion King is one of my favorites. Simba overcomes his wicked uncle, returns from a world of great ordeals, and ascends the mountain and roars as the benevolent king.
- Ulysses in the ancient story, The Odyssey, by Homer.
- King Arthur in the medieval era.
- Perhaps two epic Hindu poems, Mahabharata and Ramayana, although a friend from India tells me that these heroes are more likely a collection of individuals rather than one individual.





Continued from page 19



WQAD.COM

Dixon police officer named National Officer of the Year

DIXON, Illinois— Dixon High School resource officer Mark Dallas is being...

4,120
People Reached

839
Engagements

Boost Post

Hanover Park and Hoffman Estates off-duty officers save man's life at hockey game:

<https://www.dailyherald.com/.../suburban-heroes-off-duty-cops...>



DAILYHERALD.COM

Suburban Heroes: Off-duty cops help save Arlington Heights man at floor hockey match

2019 Hockey Game July 15 post

Village of Carpentersville Public Safety Police Officers Named Officers of the Year:

<https://kanecountyconnects.com/.../heroic-action-under-gunfi.../>



KANECOUNTYCONNECTS.COM

Heroic Action Under Gunfire: Carpentersville Law Enforcers Earn Officer of The Year Honors

and they get more and more training. They learn how to re-enter the “ordinary world” with their newfound skills and wealth of experiences. They know how to go back and forth and how to thrive in the department and in their communities.

This process repeats itself many times, because the cop goes daily from home to work, into the dark world, and back again. The master of two worlds learns to navigate these transitions and thresholds.

The process never ends. It is important to note that cops go back to the “struggles” stage regularly at work and at home, and it should be seen as okay to acknowledge the bumps in the road. In nearly every fictional story where the hero’s journey can be tracked, that middle period of struggles and challenges and dealing with internal and external adversaries is more than twice as long as the beginning stage and final stage combined.

6. SHARE THE ELIXIR (REWARDS).

Officers deliver psychological or physical rewards to individuals and to their communities and families. They stabilize many, many situations just by showing up and taking charge of the scene. They are trained to do that with the unlikely mix of firmness and compassion. They might return a stolen item or a lost child or provide comfort and security to victims of domestic violence. They provide guidance at accident scenes. As a result, people feel safer, and their communities are safer. Meanwhile, the cop thrives primarily because of an inner satisfaction that his or her personal sacrifice has been a service to civilized society.

Campbell says that this hero figuratively has “a thousand faces,” because he found the same hero in many cultures on most continents in every period of history. Decades later, he watched the first three movies in the *Star Wars* trilogy with filmmaker George Lucas and was thrilled to find the major themes of the hero’s journey in those movies.

Endings are not always happy

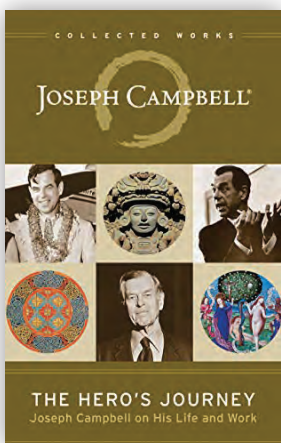
One issue I have with the classic hero’s journey is that in real life, heroes don’t always enjoy happy endings, as fairy tales and a lot of movies do. In *Hoosiers*, *Rocky*, and *Bad News Bears*, once-ordinary individuals and teams overcome great odds and win championships.



They rise from obscurity, face great challenges, and overcome arrogant, higher-society challengers. Those triumphs are mostly for personal gain, not for the betterment of society.

In real life, real “heroes” don’t always get to the podium after enduring great struggles. Sometimes they die. Sometimes they are cast out and have to leave and never come back. They are no longer welcome. Sometimes they fail and fade away, disappearing into the oblivion of ordinary life.

Hamlet, a tragic hero, died. Serpico did not die, but he was shot and then ostracized and was said to be living in Switzerland. Huckleberry Finn felt he could not go back to the slave-owning world; he headed west instead. Lt. Dunbar – renamed “Dances With Wolves” – becomes a Sioux and doesn’t go back to the army.



Those heroes did not return to their familiar ordinary worlds. Vogler wrote a great book in which he recognizes that there are numerous alternatives to “happily ever after.” He says that a more open-ended approach to a story’s conclusion would see the world “as an ambiguous, imperfect place,” which is exactly what cops could tell anyone. Maybe that’s a major difference between a hero’s movie and real life. A movie

has to end with some resolution, but real life goes on with all of its complexities and uncertainties, full of resets, new opportunities, and new obstacles.

Life is not as tidy as the classic hero’s journey. Neither is it circular or straight-line linear. Many analysts diagram the hero’s journey in a neat circle, with the hero moving from stage to stage and eventually circling back to where he came from after the challenges and the great ordeal. I don’t see it that way.

I see it as a crooked trajectory down and up. I see it as a grotesquely crooked line with barricades and plunges and ascents and plateaus. It is as uncertain as a maze, with seemingly insurmountable challenges.

Sacrifice and service

Whether it’s tidy or circular or twisted, the universal journey, traveled well, is always about personal sacrifice and service. Officers on the hero’s journey endure daily personal sacrifices and rarely talk about them, all in the service of their communities and their brothers and sisters who also wear the badge.

That’s because the object of the service, the purpose of the sacrifice, is ultimately not about the hero’s destiny. No, their service and sacrifices allow *all others* opportunities for a better, safer path in life. The object of their service is the other, not oneself.

Cops know this.

That’s what attracts me to the “hero’s journey” and why I apply it to police officers. The self-help industry encourages us to follow our passions and follow our dreams – to discern what we’re good at and then to go after it. Follow your bliss, Campbell summarizes.

It’s not that I disagree, but I think there is a higher calling than figuring out your purpose and going after it. The higher calling is other-focused. The higher calling is to serve and care for others and to make great and small personal sacrifices, almost all unknown to others, as you make your humble mark in a specific time and place in history. It is by giving of yourself that you find meaning in life, and only in sacrifice and service are you the ultimate master of two worlds. ■

Ed Wojcicki is the Executive Director of the Illinois Association of Chiefs of Police.



Legislative Update

Special funding for ILETSB in shortened session

By Ed Wojcicki

Most of the bills of concern to Illinois Chiefs this spring were not considered in the five-day special legislative session that ended over the Memorial Day weekend.

Because of the pandemic, the legislature did not go to Springfield at all between March and the middle of May. By mutual agreement, because travel was extremely limited and the Capitol building was closed to the public, they missed all of their deadlines for bills to be heard and passed out of committees and the house of origin. They agreed to return to Springfield under austere circumstances to pass a budget and a small number of other issues. The Senate met in the State Capitol, and the House met in Springfield's spacious Bank of Springfield Convention Center.

The governor had made it a priority to do criminal justice reform in the spring, but all of those bills were set aside due to the pandemic. Those would have been bad bills such as an end to cash bail, the three-phone call, and other issues. The General Assembly adjourned a day or two before George Floyd was killed in Minneapolis, and so criminal justice reform did not seem like a pressing issue when the legislature went home.

Following is a summary of Springfield action that affects law enforcement the most.

Funding for the Training Board: The legislature approved the annual budget for FY2021 in SB 264. We were pleased that the bill included \$3 million in supplemental state funding (General Revenue Fund, or GRF) for the Illinois Law Enforcement Training and Standards Board. ILETSB and the Mobile Training Units are significantly short on funding this year because of a major decrease in revenue from the traffic ticket surcharge. We supported a bill that would have provided \$5 million in additional

funds this year. That bill was not taken up, but the \$3 million was rolled into the 600-page budget bill. More good news: The budget for FY2021 includes another \$3 million in GRF for ILETSB. The bad news is that will not be enough, and so we're continuing to work on the question of how to fund ILETSB and the MTUs. We have asked ILETSB and we are awaiting word on how ILETSB intends to allocate the first \$3 million before this fiscal year ends on June 30.

Other legislative issues:

- **COVID-19 labor issue:** HB 2455 amends the Workers' Occupational Diseases Act to provide that any injury or occupational disease resulting from the contraction of COVID-19 by first responder such as a law enforcement officer is presumed to have arisen during the course of the worker's employment.



Attorney General Kwame Raoul (lower left), who was diagnosed with COVID-19 in June, listens to law enforcement leaders, including ILACP President James Black (center) in a discussion about police licensing on June 16, 2020. These kinds of video meetings became common from March to June during the pandemic.



- **Liquor to go:** HB 2682 allows bars and restaurants to sell cocktails and mixed drinks to go in sealed containers for consumption off-site. During transport, the containers must be placed in the trunk or a rear area of the vehicle that is not readily accessible
- **Extension of 9-1-1 Advisory Commission:** HB 2174 modifies the sunset language of the Emergency Telephone Systems Act to extend it until December 31, 2021. That is the new deadline for every 9-1-1 system in Illinois to provide Next Generation 9-1-1 service. The act was set to expire. The bill also extends various surcharges on wireless systems.
- **Traffic surcharge act extended:** SB 1857 extends the sunset of the Criminal and Traffic Assessment Act until January 1, 2022. The act, which the Illinois Chiefs opposed when passed, was set to expire. Allowing it to expire would have been worse, because the mechanism for assessing any surcharges on traffic tickets would have expired.
- **Aggravated battery for attacking a merchant:** SB 471 amends the Criminal Code of 2012. Provides that battery of a merchant is aggravated battery: (i) when the merchant is performing his or her duties, including, but not limited to, relaying directions for healthcare or safety from his or her supervisor or employer or relaying health or safety guidelines, recommendations, regulations, or rules from a federal, State, or local public health agency; and (ii) during a disaster declared by the Governor, or a state of emergency declared by the mayor of the municipality in which the merchant is located, due to a public health emergency and for a period of six months after such declaration.
- **Extension of driver's licenses by Secretary of State:** SB 2135 amends the Secretary of State Act. Provides for emergency powers to extend the validity of driver's licenses, permits, identification cards, disabled parking placards and decals, and vehicle registrations. The Secretary may extend for the duration of a proclaimed disaster and for up to a period of 120 days beyond the expiration of the disaster proclamation. the expiration dates of driver's licenses, driving permits, identification cards, disabled parking placards and decals, and vehicle registrations. All law enforcement agencies in the State of Illinois and all State and local governmental entities shall recognize the validity of, and give full legal force to, extensions granted pursuant to this Section. This Section is repealed on June 30, 2021.
- **Treatment for survivors of sexual assault:** SB557 temporarily allows federally qualified health centers to perform rape kit examinations at a time when a visit to the emergency department by a victim may be difficult due to the pandemic.

Post-Minneapolis: Licensing and reforms? Calls for reform burst open in the first week of June, after the death of George Floyd, but this year any new bills will have to be taken up in a special session or veto session in Springfield. ILACP is tracking the following – with information about most of them on our website:

- Attorney General Kwame Raoul's idea for licensing police officers. ILACP President James R. Black and other chiefs are a part of these discussions. We don't know where these discussions are heading, but we would like to see a strengthening of processes to permanently get rid of bad cops that chiefs want to fire.
- Lt. Gov. Juliana Stratton's impassioned support of the Black Lives Matter movement. She is a voice for police reform, and so we are in communication with her, too.
- The White House Executive Order on policing, with Buffalo Grove Chief Steven Casstevens, president of the International Association of Chiefs of Police, attending. This EO supports agency accreditation, which could be good news for our ILEAP program, the Illinois Law Enforcement Accreditation Program.
- Two different "Justice Acts" from congressional Democrats and congressional Republicans in Washington. Many proposals here.
- An IACP seven-point plan. We could support most of the ideas here, as they address hiring, discipline, national databases of police misconduct, a standardized use of force policy, improving police culture, and more. ■



Buffalo Grove Chief Steven Casstevens, president of the International Association of Chiefs of Police, was at the White House on June 16, 2020, when President Trump signed an Executive Order on policing.



COMMAND MAGAZINE NEW CHIEFS INTERVIEWS

In the Spring 2014 issue of Command, the Illinois Association of Chiefs of Police debuted a new article featuring new police chiefs that have been appointed throughout the state. Every year, law enforcement agencies in Illinois experience retirement of police chiefs and new chiefs are appointed. Quite often, we are not aware of these appointments for some time. Even for those that we are aware of, we may not know a lot about the new chief.

This recurring article will give all members the opportunity to know about new chiefs appointments and to get to know more about them personally. We will continue to feature as many as we can in each edition of Command magazine, and we encourage our members to notify us when you are aware of new appointments. New chiefs will be sent a simple questionnaire to complete and return, along with a photo. Please take the time to call, send an e-mail, and welcome these new police chiefs! Also, please convey their contact information to ILACP Membership Committee Chair, John Tannahill, Chief of Police, Lake County Forest Preserve District, 847-968-3405 or jtannahill@lcpd.org. Thank you.



Chief Joe Berry

Age: 51

Agency: Mt. Olive Police Department

Years in law enforcement: 23

Family (spouse, kids, pets): Currently have a girlfriend, 5 kids, 2 Belgian Mals and a cat

Hobbies: Fishing, Motorcycle riding Hunting Deer

About your agency: There are 4 sworn

fit and 6 sworn part time officers, with a population of 2300. No specialty departments

Your history in law enforcement: Started as a reserve deputy in North Carolina in 1992. Been Deputy, Officer and Chief

Are you a graduate of SPSC, FBINA, SPI, etc.? If so, which ones? No

What got you interested in a career in law enforcement? Have always had one since child

When did you realize that you wanted to be a chief? When I was a part-time chief, back in 2009

What are your plans/priorities for your agency? More involvement in school and more community-oriented policing.

What do you see as the greatest value of being a member of the Chiefs' association? Getting insight from more experienced police chiefs

Any other information you would like members to know about you that you haven't been asked?

I am a certified forensic interviewer through IAI.

Last and most important: Cubs or White Sox or Cardinals? Not a baseball fan



Chief Thomas Coppotelli

Age: 55

Agency: Caseyville Police Department

Years in law enforcement: 34

Family (spouse, kids, pets): I am married to Shameem; 4 children and 4 grandchildren

Hobbies: I like outdoor activities, such as camping and boating. I also attempt to golf

About your agency: I have a small agency consisting of 19 sworn personnel and 1 non-sworn. We are right outside of St. Louis MO. We proactively police our community and we are involved in community policing.

Your history in law enforcement: I worked at the Collinsville Police Department for several years retiring as the as the Assistant Chief. I then took the position of Director of Public Safety at Lindenwood University before being offered the Chief job at Caseyville PD.

Are you a graduate of SPSC, FBINA, SPI, etc.? If so, which ones? FBINA#255 and SPI#115

What got you interested in a career in law enforcement? I always had a passion to involved in things and help others. I knew several police officers and would listen to their stories with great interest. I also think Hill Street Blues may have had something to do with it.

When did you realize that you wanted to be a chief? Had I moved up through the ranks I realized I wanted the responsibility to lead a department.

Are you a Certified Police Chief through the ILACP? Yes

Last and most important: Cubs or White Sox or Cardinals? St. Louis Cardinals!

**Chief Dan Donath****Age:** 51**Agency:** Bloomington Police Department**Years in law enforcement:** 26**Family (spouse, kids, pets):** Married (Connie Donath) 2 sons (Connor, 26 Grant 23) one dog (Owen)**Hobbies:** exercising, travel, reading

About your agency: Our agency is allocated for 128 sworn officers. We have 30 civilian staff including our own dispatch center. We are fortunate enough to have our own cybercrimes unit, vice unit, SRO program, neighborhood focus team, one officer assigned to US Marshal's fugitive task force, as well as CID. Bloomington is 78,000 people.

Your history in law enforcement: I have been very fortunate to have worked in CID, vice unit, teach DARE, crime scene, patrol supervisor, Asst. Chief of OPS.

Are you a graduate of SPSC, FBINA, SPI, etc.? If so, which ones? Northwestern Supervision of Police Personnel

What got you interested in a career in law enforcement? I enjoyed helping people and it looked exciting.

When did you realize that you wanted to be a chief? When the opening came up unexpectedly, I realized I had all the tools and I wanted to give back to the department that has given me so much.

What are your plans/priorities for your agency? Create our very first officer wellness program, which will include physical, mental, financial, and resiliency training. Once the officers know we care about them, we will work on what community policing looks like in 2020.

What do you see as the greatest value of being a member of the Chiefs' association? Networking and sharing of information.

Last and most important: Cubs or White Sox or Cardinals? Cubs!

**Chief Jeff Ramsey****Age:** 43**Agency:** East Moline PD**Years in law enforcement:** 19**Family (spouse, kids, pets):** Wife, son (12), daughter (7), Dog**Hobbies:** Watching sports (Football, baseball, golf, basketball, etc.) Coaching, fishing, boating

About your agency: 37 sworn, 3 civilians. 21,000 residents, part of a metro area (6 cities, total population 383,681)

Your history in law enforcement: Juv. Detective, Sgt., Special Ops., Lt., Det. Commander

Are you a graduate of SPSC, FBINA, SPI, etc.? If so, which ones? FBINA 278

What got you interested in a career in law enforcement? The job interested me as I grew up and once in college I knew it was the career for me.

When did you realize that you wanted to be a chief? As I moved up the ranks and felt a need to be a leader at the department.

What are your plans/priorities for your agency? Training, Community engagement, Officer Development, Officer Wellness

What do you see as the greatest value of being a member of the Chiefs' association? Connections in the law enforcement community, training.

Last and most important: Cubs or White Sox or Cardinals? Cubs



WELCOME NEW 2020 ILACP MEMBERS

(Added since publication of Command Mach 2020 Vol 30, Issue 1)

ACTIVE MEMBERS

Name

Sean Gilhooley
Brian Vielweber
Raymond Navratil
Walter Trillhaase
Jessica Crowley
Giordano Manfredini
Dan Donath
Tim McCoy
Chad Lamb
David Anderson
Donald Barber
William Bradley
Gerard Corrigan
Todd Law
Donald Cummings
Camillo Incrocci
Thomas Coppotelli
Steven Brown
Allyson Clark-Henson
Heather Daniel
James O'Donnell
John Petragallo
Kevin Scully
Edmond Moore
James Mendrick
Brian Foltz
Jeff Ramsey
Steven Roegge
Rich Brodrick
Jason McFarland
Clinton Wagner
Robert Harney
George Pappas
Scott Workman
John DeVries
Quinn Laird
Christopher Conrad
Brian Thompson
Michael Kraft
Dustin Geier
Michael Kurinec
Adam Davenport
Ronald Poyner
John Strezo
Christopher Sullivan
Daniel Dykshorn
Thaddeus Mezyk
Hoffman Jacob
Schenita Stewart

Title

Deputy Chief
Chief of Police
Chief of Police
Chief of Police
Sergeant
Commander
Chief of Police
Assistant Chief
Chief of Police
Deputy Chief
Chief of Police
Acting Chief
Chief of Police
Commander
Patrol Commander
Commander
Chief of Police
Chief of Police
Assistant Director
Lieutenant
Chief of Police
Chief of Police
Dep Special Agent in Charge
Chief of Police
Sheriff
Captain
Chief
Chief of Police
Deputy Chief
Chief of Police
Deputy Chief
Chief of Police
Deputy Chief
Chief of Police
Chief of Police
Chief of Police
Captain
Lieutenant
Commander
Chief of Police
Chief of Police
Deputy Chief
Director
Commander
Commander
Chief of Police
Deputy Chief

Department

Addison Police Department
Albers Police Department
Aroma Park Police Department
Bannockburn Police Department
Bartlett Police Department
Berwyn Police Department
Bloomington Police Department
Bloomington Police Department
Blue Mound PD
Bourbonnais Police Department
Bradley Police Department
Bureau of Organized Crime in Chicago Police Department
Calumet Park Police Department
Canadian Pacific Railroad
Carol Stream Police Department
Carol Stream Police Department
Caseyville Police Department
Centreville Police Department
Chicago Police Department
Chicago Police Department
Chicago Police Department
Dekalb Police Department
Drug Enforcement Administration
Dupage County Sheriff's Office
Dupage County Sheriff's Office
East Moline Police Department
East Moline Police Department
East Peoria Police Department
East Peoria Police Department
Effingham Police Department
Flossmoor Police Department
Franklin Grove Police Dept.
Glendale Heights Police Department
Greenville Police Department
Harwood Heights Police Department
Herrin Police Department
Highland Police Department
Illinois Commerce Commission Police
Illinois State Police
Illinois State Police- La Salle
Indian Head Park Police Department
Kirkland Police Department
Knoxville Police Department
La Grange Park Police Department
Lake County Metropolitan Enforcement Group
Lemont Police Department
Lemont Police Department
Lenzburg Police Department
Lincolwood Police Department



WELCOME NEW 2020 ILACP MEMBERS

(Added since publication of Command Mach 2020 Vol 30, Issue 1)

ACTIVE MEMBERS

Name	Title	Department
Kenneth Ryker	Chief of Police	Litchfield Police Department
Scott Montgomery	Chief of Police	Manito Police Department
John Taylor	Chief of Police	McLeansboro Police Department
Joel Berry	Chief of Police	Mount Olive Police Department
Mark Weger	Commander	Mount Prospect Police Department
Brian McReynolds	Chief of Police	Moweaqua Police Dept
Thomas Perry	Chief of Police	Mt. Auburn Police Dept.
Nicholas Zakula	Bureau Chief	Niles Police Department
Joseph Romano	Bureau Chief	Niles Police Department
Terrence Baney	Deputy Chief	Northlake Police Department
Gregory "Okon, Jr."	Sergeant	Oak Forest Police Department
Michael Lynch	Sergeant	Oak Forest Police Department
Jeffrey Hoffmann	Chief of Police and Emergency Management	Oakton Community College
David Matevey	Captain	O'Fallon Police Department
Shawn Melville	Chief of Police	Oregon Police Department
David Daigle	Chief of Police	Palatine Police Department
William Nord	Deputy Chief	Palatine Police Department
Meredith Wayman	Chief of Police	Palmyra Police Dept
Luke VonDerHeide	Chief of Police	Pekin Park District Police Department
Bruce Franks	Chief of Police	Prophetstown Police Department
Adam Yates	Deputy Chief of Admin Services	Quincy Police Department
Michael Konwinski	Chief of Police	River Grove Police Department
James Lawley	Chief of Police	Riverton Police Department
Sheri Vaughn	Commander	Riverwoods Police Department
David Pilgrim	Administrative Commander	Rock Falls Police Department
Thomas Yehl	Deputy Chief	Rock Valley College Police Department
David Prus	Deputy Chief	Round Lake Police Department
David Prus	Deputy Chief of Police	Round Lake Police Department
Mark VanKlaveren	Chief of Police	Silvis Police Department
Michael Rivas	Chief of Police	Sleepy Hollow Police Department
Adam Puralowski	Sergeant	South Barrington Police Department
Matthew Blomberg	Deputy Chief	Swansea Police Department
Timothy Sullivan	Chief of Police	Thayer Police Department
Darren Persha	Sergeant	Tinley Park Police Department
Robert Bell	Special Agent in Charge	U.S. Drug Enforcement Administration
Jeremy Francis	Special Agent	U.S. Nuclear Regulatory Commission Office of Investigations
Matt Myrick	Interim Chief of Police	University of Illinois Police Department / Urbana-Champaign
Richard Surles	Deputy Chief	Urbana Police Department
Joel Sanders	Lieutenant	Urbana Police Department
Robert Bartolotte	Lieutenant	Village of Broadview
Christopher Dausch	Chief of Police	Village of Lomax Police Department
John Naydenoff	Chief of Police	Wayne Police Department
Jason Antonacci	Lieutenant	West Dundee Police Department
John Prudent	Chief of Police	West Frankfort Police Department
Ron Bateman	Chief of Police	Windsor Police Department
Ryan O'Neil	Deputy Chief	Wood Dale Police Department



Illinois Accreditation Adds Pride to Your Department and Your Community



Sycamore PD Chief Jim Winters, center, accepts congratulations from ILACP Vice President Dean Stiegemeier when Sycamore was recognized for being re-accredited in the ILEAP program. The accreditation manager is Officer Dana Allen.

List of Illinois Accredited Agencies as of September 2019

- ◆ Reduce your risk of liability
- ◆ Save on insurance costs
- ◆ Send the message that you care about professional standards
- ◆ Give your officers and elected officials additional pride
- ◆ Full support from ILEAP team

ILEAP Coordinator: Lt. Jeff Hamer
jhamer@macombpolice.com 309.833.4505

Algonquin PD	Niles PD
Bannockburn PD	Northeastern Illinois University PD
Benedictine University PD	Oak Brook PD
Bensenville PD	Oak Forest PD
Bloomington PD	O'Fallon PD
Braidwood PD	Orland Park PD
Champaign PD	Park Ridge PD
Channahon PD	Riverwoods PD
College of Lake County PD	Rock Island PD
DeKalb PD	Rolling Meadows PD
Elmhurst PD	Roselle PD
Illinois State University PD	Round Lake Beach PD
Itasca PD	Skokie PD
Kankakee PD	SIU - Carbondale PD
Lake County Sheriff's Department	Sycamore PD
Lake in the Hills PD	University of IL - Urbana PD
Lemont PD	West Chicago PD
Lockport PD	Western Illinois University PD
Macomb PD	
Morton Grove PD	
Mt. Prospect PD	



The Leader in Me

Why you have the power to lead others well and serve others well

By Roy Bethge and Judith Bethge

Leadership starts in the mirror. From the moment you wake up, the most important person you lead is yourself. If you don't do that, you can't lead well in other areas of your life or organization. Personal leadership failures are not always catastrophic. Sometimes the impact of my poor self-leadership choices is only visible to me in the moment, such as the ache when I get out of bed in the morning because I skipped my nightly stretching routine instead of taking the 15 minutes just to do it. Sound familiar? Other times the impact is quickly repairable with a conversation and apology or requires a longer consistency in changed behavior and intention. But there are moments when our lack of self-leadership has a dire, unexpected, or catastrophic impact with continued ripples and aftershocks. And in law enforcement, these moments can quickly become broadcast on the evening news or trend on Twitter. This article aims not to analyze the leadership failures and inadequacies dominating the news cycles for the first half of 2020. There will be plenty of time to revisit and assess the leadership processes and decision-making by those in leadership roles throughout the coronavirus pandemic and riots.

This article is a focused and timely reminder to each of us of the power that the leader in me and the leader in you possesses to serve others well and lead others well. If you have not been leading yourself well

these days or months, now is the moment to decide and begin again. A reference list of some helpful books is provided at the end to get you started or remind you of who you want to be and the leader your organization and sphere of influence needs you to become. In this first section, we will focus on how the leader in me identifies personal core values that drive my behavior and decision-making to act rightly and own my part in things.

Core Values. The priority in leading yourself begins with identifying your three to five core values that guide your thinking, decision-making, and actions as well as act as the boundary line that you will not cross or sacrifice for anything or anyone. If you've already done this, now is a good time to re-examine your core values to ensure that you are living and leading in alignment with them. If you have never taken time to identify what you value most at your core, this is the time to do it. A Google search of "core values inventory" or "life values inventory" will provide some sample self-quizzes that can guide you in determining your core values.

I was first introduced to the idea of intentional core values several years ago when a friend recommended that I read the book by Gus Lee called *Courage: The Backbone of Leadership*. In his book, Lee takes the reader



Continued from page 29

through the process that he used to identify and argue that the top three high core values are integrity, courage, and character. The book had such an impact on me that I reached out to the author to find out more. As I processed the reasoning, I saw that the three high core values of integrity, courage, and character represented the top three guiding principles that I wanted to exhibit in my own life, in my relationships with others, and in the organization that I led. I wanted to make sure that I reminded myself daily of those core values, so I had a sign made for my office at work and in my home so that I would see them, and others in my life would see them and help me stay accountable to my core values.

Once you identify your core values, try them out for alignment in your daily life, decisions, and actions. Ask yourself, "How does this process, action, decision, attitude, choice, etc. positively reflect and align with my core values?" Encourage a trusted friend or colleague to help you stay accountable to them by privately calling you out when you fail to lead yourself or in your organization from those core values.

Acting Rightly. In Jack Colwell and Chip Huth's book, *Unleashing the Power of Unconditional Respect: Transforming Law Enforcement and Police Training*, Colwell and Huth take the core values of integrity, courage, and character and put them into action within law enforcement agencies and the law enforcement profession. Acting rightly is to act with courage to do the right thing in a situation, to act with integrity in our interactions, and to act with character in the way that we treat all people. Colwell and Huth focus on the power of unconditional respect for others that emanates from the core values and has the power to transform our systems, interactions, and outcomes. Acting rightly means acting in alignment with our core values and not cutting the corner. The behavior we tolerate in ourselves and in those we lead and supervise becomes the new level of normal and acceptable operating conditions.

Owning my part. The problem is not with everyone else. The problem starts with me first. As a leader in my organization, I have to own my part and build the strength of my character over time. Owning my part is about practicing self-discipline and living by the rules and expectations I set for others. It takes courage. There are no special rules for leaders of organizations, and the damage to an organization or a leader's credibility and impact when she or he makes excuses for why the rules do not apply cannot be overlooked. A scan of the news in 2020 provides many examples of leaders across the country who made rules and orders

one way and then did the exact opposite in their personal lives. Owning my part is about leading myself first so that I am in the best place to lead my team and organization. Jocko Willink and Leif Babin, both U.S. Navy SEALs, write in their book *Extreme Ownership: How U.S. Navy SEALs Lead and Win*, about the need to take extreme ownership as the leader of a team to set the example and process but also instill confidence in the team to decentralize command. While mistakes and missteps are inevitable as a leader and on my team, when I own it as the leader, I set aside my ego to learn from those failures to lead better. When I own my part, I inevitably build my credibility and impact with the team and organization. Ask yourself, "Am I a leader who talks and walks in the same direction?"



To Serve Others Well. Many of us who chose to become part of the law enforcement profession did so out of a deep desire to serve our communities and help others. That service aspect of policing happens most directly in our patrol units and front-line connection with the community and visitors within our jurisdictions. But after time, you see how the service component of policing becomes more significant and more profound in its application throughout all parts of the organization. Sometimes we forget that as leaders, we are not only serving our communities but serving the people in our organizations who do the most direct serving of the community. As we



Roy Bethge gives a presentation on leadership in 2019 in Chicago.

progressed through our careers, and the direct impact of service seems to become more and more intangible, we have to remind ourselves that the job of a leader is to serve others—both inside our organizations and within the community. We can do it well, or we can cut corners to our detriment. But as you rise in rank or responsibility in your organization, you must be intentional about understanding the current realities and conditions of your community and team to serve them best. Serving others well includes acting for others with empathy, listening to others to understand, and doing good for others and on behalf of the organization.

Empathy. The seat of empathy comes from a deep compassion for other human beings. And sometimes it feels like policing does anything but promote compassion in us with everything that we see and experience on the job. Empathy and compassion are not weaknesses, but rather powerful ways of being that can change a life, change organizational culture, and change a relationship with the community. To serve others well includes cultivating empathy with the people and community members we serve—even when it's hard. It's about respect. Cowell and Huth define genuine compassion as “empathy for others with a strong desire to relieve suffering” (p. 102). We find it easier to be empathetic with people who are like us and have similar life situations. But the most critical test of our integrity and character may be cultivating empathy for people who are not like us and have different stories and life experiences. So start close to home—who in your department or organization is it hard for you to connect with? How can you change that relationship by growing in empathy? Maybe start with a conversation and find out that person's story.

Listening. *One of the best ways to persuade others is with your ears—by listening to them.* —Dean Rusk. To serve others well and develop empathy also requires building your capacity as a listener. When a leader hears and listens to understand, she or he can gain more in-depth insight into the issue, story, and situation of the other person. One of the keys to listening is learning how to self-regulate your emotional response. Emotions can either be mastered or hold us hostage. In *Crucial Conversations: Tools for Talking When Stakes are High*, Kerry Patterson et al. provide tools and insights into how to have meaningful conversations and dialogue when the stakes are high, emotions are strong, and opinions are opposed. Listening for understanding is an essential part of the process of growing empathy and serving others well. Maybe the next time you're in a conversation with someone and not connecting or understanding, ask them, “Can you tell me more about that? Can you share more about what brought you to see it that way?” Ask for more information and listen carefully. Sometimes listening and understanding the backstory helps us lead others better and take action that is appropriate and helpful.

Doing Good. Leadership is a call to action for what is right and good. For many of us during these days of 2020, the greatest demonstration of our courage as leaders will be found in the compassion to understand and engage in meaningful dialogue that positively and constructively changes the relationship of law enforcement with the black community. Patterson et al. in *Crucial Conversations* provide a model of dialogue that focuses on using tools to find a way to the center of dialogue called “the pool of shared meaning.” This pool represents the free flow and best of collective thinking and exchange. It is surrounded by a buffer



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of safety for that dialogue instead of us resorting to silence or violence in our interactions with each other. But how in these days can we find community members who want to dialogue and solve problems? Seek out community leaders, clergy, school leaders, neighborhood business owners, and start a dialogue.

It takes courage to ask for help. Even if your community is not in crisis now, establishing a trusted relationship and dialogue with those who can help you solve problems will be a great resource to aid your agency's mission to serve and protect. Brené Brown, in her book *Daring Greatly*, talks about the power of vulnerability in our stories and experiences being essential to opening up healing conversations—which we so desperately need today. To serve others well is to use your leadership for good and to promote the welfare of others in your agency and community. Cowell and Huth note that “justice exists only when compassion is spread abroad and compassion exists only when justice is spread abroad” (p. 102). Does your agency exhibit justice and compassion within your department? Does your agency represent justice and compassion within your community? Empathy and listening are essential in doing good, pursuing justice, and serving others well.

To Lead Others Well. *Know thyself—Socrates.* The environment in 2020 in which we lead is complex and demands that we employ and develop every asset that can help us to lead well. I want to remind you that leading others well has to begin with leading yourself well. But how accurately do you know yourself as an individual and leader? I did my first leadership assessment at the recommendation of a friend almost six years ago. The insights and coaching that the assessment and process provided me helped me better see how I lead and what areas of my leadership and personality were potential derailers or limiters of my growth. Since then, I have done updated assessments at different points in my career to help me become the leader my organization and my team needed and to work through my constraints. Since retiring from active service, I have used these assessments through our leader development company with individuals and agencies who want to know themselves to lead their organizations and teams well. The power of knowing yourself, especially through a tool like a Hogan Assessment, is the game-changer in serving and leading others well. Leadership coaching groups have been shown to improve output in leader consciousness, competency, confidence, and congruency (Fusco, O’Riordan, & Plamer, 2015). In your

organization, leading others well includes modeling the way and leading with authenticity.

Modeling the Way. As the leader of your team or organization, you do not get to pick whether or not you are a role model. You are—to someone. Whether it is in your interactions with colleagues or subordinates within the department, your work on a committee or inter-agency task force, or your presence and interactions with the public, a leader in law enforcement is always a model for what is acceptable and the values of the organization and the profession. This is why leadership starts in the mirror by identifying your core values. In leading others well, these core values, right actions, and personal ownership come to work. How do you model what it means to be a leader who is willing to shine a light within your organization and lead others towards improving and growing your organization’s positive impact and relationship with the community?

Leading Authentically. Authentic leadership is a growing area of research because of its positive impact on organizational climate and commitment, communication, job engagement, and job performance at the individual, team, and overall organization levels (Fusco, 2015). Authentic leaders have an acute sense of self, an unbiased processing and accurate observation of self-information, behavior that is genuinely self-congruent, and a relational orientation characterized by openness, honesty, and sincerity (Fusco et al., 2015). In law enforcement, the authentic leadership model has developed to address the societal value of legitimacy as a critical component in effective policing. Legitimacy depends on perceptions of fairness and due process by participants impacted by police interventions (Neyroud, 2011). To lead our communities and organizations well, law enforcement leaders must recognize that the currency of police-community relations is legitimacy. This perception of fairness and due process—of justice—in the day-to-day relationships comes from leaders who live and act in alignment with their core values, serve with empathy through listening and doing good, and lead their organizations and others well by modeling the way with authenticity.

And so today in 2020, as we face complex challenges and desperately needed healing in our communities, would you commit to invest and develop the leader in you to serve others well and lead others well? Your organization, your community, and our nation needs your best. ■



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About the Authors



Roy Bethge retired in 2017 as Deputy Chief of the Buffalo Grove, IL Police Department. He holds a Master of Science and Criminal Justice and is pursuing a Doctorate of Strategic Leadership from Liberty University. He is co-founder of the leadership development consultancy The Virtus Group and serves as Chair of the Education and Training Committee of the International Association of Chiefs of Police and member of the Education and Training Committee for the Illinois Association of Chiefs of Police. Mr. Bethge also serves as a Subject Matter Expert and Lead Instructor for Louisiana State University's National Center for Biomedical Research and Training. He can be contacted at roy@virtusleadership.com



Judith Bethge began her career as an assistant state's attorney in Northern Illinois, eventually practicing in both the public and private sector. Judith is passionate about learning, teaching, and training others. She is now a high school principal outside of Chicago. In addition to her Juris Doctorate from the University of Illinois College of Law, Judith holds a Doctorate in Education from Liberty University. Her dissertation research focused on mindset and transformation. Judith's focus is on coaching and equipping others to be as effective as possible in the learning environment. She has presented webinars on courageous leadership, feedback & questioning, and professional development for educators to maximize learning for 21st Century learners. Judith leads The Virtus Group team as President. She can be reached at judy@virtusleadership.com



Community Policing 101: An Intern's Perspective

By Aaron Boyd



Picture this, a young African American male's life is in danger. His lack of trust for the police causes him not to call 911 because he is afraid that their actions will be more detrimental to him than the situation he is currently in. It should be different.

Currently, the relationship with law enforcement for young black males feels toxic. Building a healthy and robust relationship between police and citizens

within a community is essential to the safety and security of the people within that community. Throughout history, law enforcement agencies have implemented many strategies that aim to aid the quality and safety of communities. An administered and successful tactic is community policing. Community policing is a trending topic that has picked up steam in recent years and has caused a significant impact on neighborhoods across the United States.

It is essential to understand the importance as well as the benefits that this collaboration has for a neighborhood. Collaboration is an appropriate word because that is precisely the meaning of the phrase "community policing." This form of policing is built upon a healthy relationship between officers and community members. It relies on members of the community to become active allies in order to achieve a higher rate of communication between law enforcement officials and people who live in the community. In my experience, officers look for dialogue to understand the wants and needs of the people that they serve. They are open-minded to changes that need to happen when it comes to things like policing operations and procedures. Changes are crucial in order to stay updated with the social issues of the time.

As a twenty-two-year-old black male from an urban neighborhood in Chicago, I have seen how a relationship with the police can have negative and positive outcomes. I personally am cautious when meeting the police. I realize that this feeling shows a strong distrust of authority officials. When speaking about community policing and police relations, I think about the strategies and tactics that I have witnessed to help bridge the gap in the relationship. They are admirable but also proves ineffective most times. Police host events to try to understand groups and hear the thoughts of the people they are supposed to serve and protect. This conversation is a hard one to begin to have. The dialogue could start, and the trust for law enforcement could begin to rebuild. Then one can turn on the news or read an article in the newspaper about the actions of a police officer fatally harming individuals within different minority communities. These types of behaviors cause the distrust to come back. When a person has no trust, that leads to a defensive posture. Community policing only works when there is a collective effort by both parties. It is challenging to create a bond with a person, or group of people, who think that the relationship is

beyond repair. History cannot rewrite itself; situations in the past can skew the public perspective for law enforcement officials. To combat this, I think police officers have to be more intentional about going into neighborhoods where the relationship is not great.

Techniques of community policing vary through departments. Some things that are beneficial to one community are not necessarily the best practices for another community. Last fall, the ILACP held a World Cafe event where members of law enforcement met with students at Homewood-Flossmoor High School to engage them in a conversation about their thoughts and opinions on police-community relations. This program is just one initiative that the police departments participate in to help bridge this gap between police officers and people of the area. Programs to help alleviate tension are free basketball camps, school checks to say hello to students, police department tours, and rape aggression and defense training, just to name a few. These efforts are all focused on youth in the community and will encourage a more substantial relationship for the future.

Some efforts have been taken to mend already broken bridges between adults and police officers -- a bridge that some say cannot be rebuilt without culturally competent police officials. Culturally competent officers can comprehend, speak with, and successfully associate with individuals across societies. Cultural competence incorporates monitoring one's reality while creating inspirational perspectives towards social contrasts. Officers will need to have a willingness to pick up information on various social practices and world perspectives. Police are public service workers and have a responsibility to know and understand the people that they protect and serve. This is an important issue for people of a more mature age group. Police can attempt to gain this cultural knowledge through different training and also by getting into the community and interacting with people consistently.

I realize that the topic of community policing and police-community relations is a sensitive one. There are many ways in which police officers try to mend the community relationship. However, in my personal experience, I do not witness their outreach heavily. Community policing is a great idea, but it is only as valid as the department wants it to be. If the department does not make intentional moves within the community to connect with its people, then that strong bond is one that will never be seen. A lack of effort from the department means that there is a lesser chance that the individual relationship with the police will improve. The more that is done to create this healthy relationship early, the better the community relationship for the police will increase in the future. ■

Aaron Boyd hails from Chicago and is a student at the University of Illinois Springfield. His internship with the Illinois Chiefs in Springfield in the spring of 2020 was cut short by COVID-19, but he talked regularly why he thinks community policing is important. He can be reached at aboyd9@uis.edu.



CONFESSIONS: PROMISES OF LENIENCY; BEST PRACTICES

By James Manak

Lovett v. State, No. Cr-18-878 (Ark. App. 2019). <https://cases.justia.com/arkansas/court-of-appeals/2019-cr-18-878.pdf>

SUMMARY

Defendant claimed that his incriminating statement was the product of police officers telling him that they would get him mental health treatment, drug-rehabilitation treatment, and a brief prison sentence if he confessed to a burglary. The sheriff himself stated, “You know I’ll go to bat for you.”

The court ruled that if a police officer makes a false promise that misleads a prisoner into confessing, the confession is not considered to be voluntary. In deciding such cases, the courts look at two factors: (1) the statement of the police, and (2) the vulnerability of the defendant.

If the police statement is a false promise of leniency that misleads the defendant, it renders the defendant’s confession involuntary. If, however, the statement is ambiguous, the courts then consider the defendant’s vulnerability considering these factors: (1) the age, education, and intelligence of the defendant; (2) how long it took to obtain the statement; (3) the defendant’s experience, if any, with the criminal-justice system; and (4) the delay between Miranda warnings and the confession.

The court concluded that there was not a blanket statement to help the defendant and that the defendant was not so vulnerable that the statements rendered his confession involuntary.

FACTS AND PROCEDURAL BACKGROUND

Appellant John Paul Lovett was convicted by a jury in the Franklin County Circuit Court of aggravated residential burglary with a firearm enhancement, second degree battery, and theft of property. He was sentenced as a habitual offender to a total of fifty five years’ imprisonment. Before trial, the circuit court denied appellant’s motion to suppress his statement made to law enforcement officers. **Appellant now argues on appeal that the circuit court erred in denying his motion to suppress due to his vulnerability to police promises of leniency.** We affirm.

In his motion to suppress, **appellant alleged that his statement was not made freely, voluntarily, and knowingly because the officers told him that they would get him mental health treatment, drug rehabilitation treatment, and a brief prison sentence if he provided a truthful statement. He claimed that he would not have given a statement without these representations.** Chief Deputy Jeff Wood of the Franklin County Sheriff’s Office was the only witness to testify at the suppression hearing. Wood testified that he, along with Franklin County Sheriff Anthony Boen, interviewed appellant on July 3, 2017, about an incident that had occurred on May 27. Appellant had previously declined to give a statement to officers, but Wood had subsequently spoken with appellant’s girlfriend, Kimberly Munholland, who indicated that appellant now wanted to talk. Munholland told Wood that appellant needed mental health treatment and drug rehabilitation, and she wanted Wood to recommend it; Wood said that he agreed with her.



Continued from page 35

Appellant was detained on other charges in a different county at the time of the interview. The transcript of the recorded interview was admitted into evidence. At the beginning of the interview, Wood told appellant about his conversation with Munholland. Appellant said that Munholland had told him that “she made a statement and that she wanted me to go ahead and do the same.” Wood then said that

[w]e talked about getting you or recommending getting you into a mental facility. She said that’s what you would want or need. That’s really more what you need than prison, and I told her that I wouldn’t have a problem recommending that. I can’t make you promises, but I can recommend that to the prosecutor, okay?

Sheriff Boen then stated, “You know I’ll go to bat for you.” Appellant did not respond to these statements. After explaining what they wanted to talk about, Wood advised appellant of his Miranda rights, and appellant signed a waiver of those rights. Appellant then described how he and an accomplice had broken into a man’s house to rob him of his pills and how he had hit the man and stolen his gun. At the end of the interview, appellant asked whether the prosecutor would be interested in helping him and what the options may be. **The officers told him that the prosecutor and the defense attorney could negotiate a plea deal and take the officers’ recommendation into consideration.**

Wood testified that he made a written recommendation to the State for appellant to receive “rehabilitation and mental help” as reflected by a signed document admitted into evidence. Wood said that at the time of the interview, appellant did not appear to be under the influence of drugs or alcohol or impaired in any way, that he was thirty two years old, that he has a GED, and that he has an extensive criminal history. The circuit court denied the motion to suppress, and appellant was subsequently convicted at trial.



THE COURT’S ANALYSIS

It is well settled that a statement induced by a false promise of reward or leniency is not a voluntary statement. *Fuson v. State*, 2011 Ark. 374, 383 S.W.3d 848. ***When a police officer makes a false promise that misleads a prisoner and the prisoner gives a confession because of that false promise, then the confession has not been made voluntarily, knowingly, and intelligently.*** *Id.*

Because the object of the rule is not to exclude a confession of truth but to avoid the possibility of a confession of guilt from one who is, in fact, innocent, **a person seeking to have a statement excluded on the basis that a false promise was made must show that the confession induced by the false promise was untrue.** *Id.*

In determining whether there has been a misleading promise of reward, we consider the totality of the circumstances. *Id.* **The totality determination is subdivided into two main components: the statement of the officer and the vulnerability of the defendant.** *Id.* If during the first step, the court decides that the officer’s statement is an unambiguous false promise of leniency, there is no need to proceed to the second step because the defendant’s statement is clearly involuntary. *Id.* We also do not move forward to the second step if we conclude that no false promise of reward or leniency was made. If, however, the officer’s statement is ambiguous, making it difficult for us to determine if it was truly a false promise of leniency, we must proceed to the second step of examining the vulnerability

of the defendant. *Id.* **Factors to be considered in determining vulnerability include (1) the age, education, and intelligence of the accused; (2) how long it took to obtain the statement; (3) the defendant’s experience, if any, with the criminal justice system; and (4) the delay between the Miranda warnings and the confession.** *Id.* We will not reverse the circuit court’s denial of a motion to suppress a statement unless it is clearly erroneous or



clearly against the preponderance of the evidence. *Roberts v. State*, 352 Ark. 489, 102 S.W.3d 482 (2003).

Appellant argues that Wood's agreement to recommend treatment for him followed by Boen's promise to "go to bat" for him was equivalent to the officer's promise of help in *Pyles v. State*, 329 Ark. 73, 947 S.W.2d 754 (1997). In *Pyles*, the appellant argued that his confession to murder was induced by an officer's promise that he would "do everything in the world [he] could" for him. The State conceded that a questionable promise may have been made, and the supreme court examined the vulnerability of the appellant. The court considered the fact that Pyles had been interrogated for several hours by other officers before being questioned by the officer who made the promise; this officer knew Pyles before his arrest through baseball and had visited with Pyles about that; and Pyles had become emotional during the interrogation and held the officer's hands and wept. The court concluded that the officer made a false promise that resulted in an involuntary confession.

Appellant contends that Boen's promise to "go to bat" for him conveyed that he would do his best to see that appellant got the help he needed. We agree with the State, however, that Boen's statement did not amount to a blanket statement to help appellant as in *Pyles*; rather, it was an affirmation of the statement Wood had just made regarding making a recommendation to the prosecutor. Wood did, in fact, make such a recommendation; thus, we do not find his statement to be a false promise. See *Wallace v. State*, 2009 Ark. 90, 302 S.W.3d 580 (holding that an officer's statement that a jury would not convict someone who was acting in self defense was not a false promise).

THE COURT'S CONCLUSION

Even if we were to conclude that the officers made an ambiguous false promise of leniency, we do not find that appellant was especially vulnerable to the officers' statements. Appellant argues that he was vulnerable because he needed mental health treatment and drug rehabilitation, and he told the officers that he was "having a hard time" in jail and that he was taking prescription medicine. There was no indication, however, of the reason appellant was prescribed medicine, and the only specific complaints about his jail stay were that he was "with a bunch of kids," there was "nothing to do," and "it's just all negativity." There was also no evidence that

appellant became emotional during the interview; he was in his thirties and had obtained a GED; he was given his Miranda warnings immediately before he began to tell the officers what had transpired; the entire interview lasted less than an hour; and he had considerable experience with the criminal justice system. **This evidence does not demonstrate that appellant was so vulnerable that the officers' statements rendered the confession involuntary.** In reviewing the totality of the circumstances, we conclude that appellant's confession was voluntarily, knowingly, and intelligently given. Accordingly, we affirm the circuit court's denial of appellant's motion to suppress.

BEST PRACTICES

The courts in all states, including Illinois, scrupulously inspect promises of leniency in interrogation cases. **The best practice is to avoid making material promises of leniency if a defendant confesses.** A defendant who raises the issue will invariably contend that it resulted in the confession and that he was "vulnerable" to the promises, resulting in protracted litigation of the issue at trial and on appeal. ■

James Manak, an attorney, is a frequent contributor to *Command* and a longtime advocate of the Illinois Association of Chiefs of Police.



Mr. Manak is Amicus Advocate for Americans for Effective Law Enforcement; Adjunct Counsel at the Center for Public Safety, Northwestern University, Evanston, IL; Adjunct Professor of Law at John Marshall Law School, Chicago, IL; and has served as consultant to the National District Attorneys Association.

Mr. Manak is the present and former author/editor of several law enforcement publications, including Criminal Law and Its Administration (7th Ed. 2008), coauthored with the late professor Fred E. Inbau; the Illinois Law of Criminal Investigation; the Law Enforcement Legal Defense Manual; the Law Enforcement Legal Review; and Case Commentaries and Briefs, formerly published by the National District Attorneys Association.



DuPage's Robert Berlin, Rep. Terri Bryant named Public Officials of the Year by Illinois Chiefs



DuPage County State's Attorney Robert Berlin received a lot of support from ILACP members when he was recognized in Oak Brook as the ILACP Public Official of the Year on March 17. To Berlin's left is Chief Steven Stelter, who was ILACP president at the time.

A prominent state's attorney and a southern Illinois state representative have been named Public Officials of the Year by the Illinois Association of Chiefs of Police. They are:

- **State Representative Terri Bryant, R-Mt. Vernon**
- **DuPage County State's Attorney Robert Berlin**

"A lot of legislation has a big impact on law enforcement in Illinois, and we are grateful to our partners in public safety assisting us in supporting policy changes that make sense for our communities and in preventing poorly written pieces of legislation from becoming law," said Chief Marc Maton of Lemont, who chairs ILACP's Legislative Committee.

Berlin was the President of the Illinois State's Attorneys Association during 2019. In that role he spearheaded efforts to push for additional penalties for financial exploitation of elderly victims and sex offenses against students. He personally led the efforts to oppose the elimination of the felony murder rule and the elimination of bail for violent crimes. He has been the state's attorney since 2010 and is active in the DuPage Chiefs of Police Association.

"When he speaks, people listen," Ed Wojcicki, ILACP executive director, said of Berlin. "His is an important voice when he goes to Springfield to testify on critical legislation. We in law enforcement are so grateful for Mr. Berlin's leadership in Illinois' criminal justice system."

Added Downers Grove Police Chief Shannon Gillette: "Bob [Berlin] is engaged and accessible to law enforcement at all levels to enhance communication, cooperation, and collaboration. He is a staunch and tireless advocate for victims' rights."

Rep. Bryant is the Republican minority spokesperson on the House Judiciary-Criminal Committee, one of the most important committees to ILACP members. As the Illinois Chiefs followed more than 500 bills in 2019 and had positions on more than 200 bills this year, Rep. Bryant frequently speaks up and asks great questions that law enforcement leaders want to be asked. Her perspectives are in alignment with common sense positions that protect the rights of victims, innocent citizens, and Illinois communities. She was first elected to the Illinois House in 2014 after having a career with the Illinois Department of Corrections.

"We are very pleased with Rep. Bryant for challenging some very bad ideas that get to the General Assembly," Wojcicki said. "She was and is a leading voice against two of the biggest issues last year and this year – the legalization of recreational marijuana last year and bail reform this year. She recognizes that attaching the word 'reform' to something does not necessarily mean it is good public policy. It is not easy to be in the minority, and she handles her role thoughtfully. That's leadership."

After being recommended by ILACP members, Berlin and Bryant were unanimous choices of the nine-member ILACP Board of Officers as Public Officials of the Year. Berlin and Bryant were supposed to be recognized publicly on March 18 in Springfield at a reception hosted by the Illinois Chiefs and Illinois Sheriffs' Association, but that event, like all other similar activities, was canceled due to the coronavirus crisis.

Berlin was honored Tuesday, March 17, in Oak Brook by a group of police chiefs, and Bryant was recognized on May 20 by ILACP Executive Director Ed Wojcicki, just before the House of Representatives convened. ■



Rep. Terri Bryant, R-Murphysboro, accepts recognition as the ILACP Public Official of the Year from Ed Wojcicki, Executive Director, on May 20 in Springfield. Because of public health rules in place due to COVID-19, they had to wear masks and practice their social distancing of at least 6 feet.



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LE Coalition gets no response after asking governor why too many murderers are being released early

A statewide Illinois Coalition For Public Safety (COPS), representing nearly every law enforcement officer in Illinois, expressed great concerns in April about the early release of murderers and other violent criminals in the previous month.

“Despite our strong statement and a clear request for more information, we never even got an acknowledgment that we had written the letter,” said ILACP Executive Director Ed Wojcicki. “We did not get a response, much less the information we asked for.”

The governor was asked about this issue more than once during his daily COVID-19 press conferences in April and May, but he skirted the issue each time. The coalition followed up with emails to the governor’s top staff people, but again, they got no response.

They had sent a letter to Governor JB Pritzker on Friday, April 17, 2020, a day after the Illinois State Senate Republicans questioned why the governor recently reduced the sentences of several violent criminals, including seven or more convicted murderers.

The “COPS” coalition said they share the concerns of the Senate Republicans and support their inquiry into what is going on.

The six COPS signatories also asked for more information in their April 17 letter. They wrote: “Our organizations recently formed a non-partisan coalition of law enforcement associations. We are writing on behalf of our membership - which includes virtually every state and local law enforcement officer in Illinois. Police officers are on the front lines every day. As you have previously acknowledged, our job is very difficult and dangerous under “normal” circumstances. The level of risk has been increased exponentially as a result of the current pandemic. Unfortunately, officers now also fear that violent convicted felons are being released back into the communities we have sworn to serve and protect.”

The ILACP Board of Officers, led by then-President Steven Stelter, chief of police in Indian Head Park, believes the public needs to know about the unexplained early releases.

The Senate Republicans wrote in their letter of April 16: “According to the Chicago Tribune, Alma Durr is one of the murderers whose sentence you decided to commute. Is this true? Ms. Durr took a revolver, held it to

her 21-month-old son Darryl’s head, and pulled the trigger. A news story from the trial indicated that Darryl moaned and suffered but did not die for another two hours. Despite DCFS’s best efforts to protect Darryl, he will never get to see his 50th birthday. His murderer, at 50 years-old, will be leaving a prison that currently has no inmates infected with COVID-19 (according to IDOC’s website). She had been sentenced to life.

“Yesterday, the Fraternal Order of Police (Chicago Lodge #7) announced that they had additional concerns about the release of violent felons, including an inmate who was incarcerated for Aggravated Criminal Sexual Assault with a Weapon and released after only 60 days. While

many of our state’s businesses have had to keep their doors closed, why are you allowing the doors of our prisons to be opened for murderers and violent criminals?”

Wojcicki added that he is grateful that the Illinois House Republicans also wrote a letter in April on the same topic to request more information, and several Republican state representatives brought additional attention to this, including Rep. Terri Bryant,

R-Murphysboro, an ILACP Public Official of the Year. The reps asked for additional information about inmates being furloughed from the Department of Corrections.

Wojcicki said he has heard from other law enforcement associations around the country about a national and state-by-state movement to get many violent criminals released from state prisons, and there is growing concern about this among law enforcement officers throughout the country. Wojcicki also has heard from an ILACP member about convicted murderers in Rockford and Elgin being released early, and the association is trying to get an explanation for these early releases as well. ■

Signing the letter for the COPS coalition were:

Jim Kaitschuk, *Illinois Sheriffs’ Association*

Sean Smoot, *Police Benevolent & Protective Association of Illinois & PBLA*

Kevin Graham, *FOP, Chicago Lodge #7*

Chris Southwood, *Fraternal Order of Police*

Shawn Roselieb, *Illinois FOP Labor Council*

Ed Wojcicki, *Illinois Association of Chiefs of Police*

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ILACP has a partnership with CourtSmart, a firm consisting primarily of attorneys committed to helping officers understand the legal rules on the street and in court. CourtSmart's motto is that officers don't have to know the law as well as attorneys; **officers have to know it better** -- as officers must act and react at a moment's notice. Attorneys, meanwhile, can research the law for months, or even years, and later second-guess officers with judges and juries.

This partnership puts ILACP's endorsement on CourtSmart's training and encourages police departments throughout the state to consider what CourtSmart offers. The agreement was reached by the ILACP Board of Officers and Dale Anderson, an attorney who works with CourtSmart and has provided training in Illinois for many years.

The other three CourtSmart attorneys besides Anderson are Anthony A. Polse, Steven J. Scheller, and retired Chief Jim Volpe.

The price per officer is only \$60 per year if his/her department's chief, sheriff, or similar chief executive is a member of ILACP. For other departments, the price is \$100 per officer.



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If you would like more information about beginning CourtSmart through the Association, contact Dale Anderson at daa2000@aol.com or call him at 815-861-0320. The website for CourtSmart is www.leotrainning.com.

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