

# COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

## Chief Maton named Chief of the Year



**ADVICE FOR CHIEFS  
OF SMALL AGENCIES**

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**ED REVEALS:  
WHY I DO WHAT I DO**

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**FGM: ATTENTION TO SPACE  
PROMOTES OFFICER WELLNESS**

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**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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**On the Cover:** Chief Marc Maton of the Lemont Police Department (right) enjoys a moment at the 2019 Lobby Day with two former colleagues at the Illinois State Police: Terry Lemming, now the chief of police in Lockport; and Bruce Banks. In the other photo, Chief Maton as chair of the ILACP Legislative Committee led a discussion of more than 200 bills when members gathered February 13, 2020, at three locations via videoconference to talk about legislative issues facing us in 2020. Maton is the association's Chief of the Year in 2020. Story on page 11.



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### Clarification

Bruce Sokolove wants to make it clear that he does not vet the professionals on the WeNeverWalkAlone list. His name was mentioned in an article in the December 2019 Command magazine as the deputy chair of Badge of Life. The article said that Badge of Life and Vickie Poklop of the Des Plaines PD vet the professionals.



## 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



## FROM THE PRESIDENT CHIEF STEVEN STELTER

### LET'S STICK TOGETHER TO BATTLE BAIL REFORM



*Chief Steven Stelter*

As I sit here writing my last letter for Command magazine, I cannot believe how fast this past year has flown by. Reflecting back to last April at my installation, I thought to myself: What challenges would come my way in the next year?

The biggest issue was that of **legalized marijuana**. Let's face it. The original ideas proposed as the first bill was being written were a complete disaster, but with the hard work of many, we were almost

successful in defeating the bill. The stance that we as an association took, the pressure that was put on our lawmakers from all areas of concern (such as numerous representatives and senators, the NAACP, major medical associations) brought about significant changes in the bill. Even though we will always be against this legislation, we could live with some of the changes.

Then the issue of **consolidating our pensions** was thrown at us. The meetings that were attended by many, phone calls, emails, and personal visits all played a large part in being able to accept a bill that was going to pass regardless of what we did. The several hundred bills that our legislative team tracked last year were exhausting. If you participated in any way in helping us with any of these issues, I want to express my sincere THANK YOU for your work. These days it takes an army to get our message out and fight for what we know is right, especially when the cards seem stacked against us. As long as we stick together we can accomplish great things.

Many agencies signed up and adopted the **Ten Shared Principles** for their departments. We also had several World Cafes this past year, all of which were huge successes and are building a tremendous relationship between the community and law enforcement. We have combined forces with the Illinois Sheriffs' Association, the Illinois State's Attorney Association, the Illinois State Police, and the State and Chicago FOP Lodges in order to strengthen our stances on issues that will seriously affect how we do our jobs, especially when it comes to the protection of our citizens. We know that Springfield does not have our best interests in mind; actually, they seem to really enjoy making our jobs as difficult as possible.

Coming down the pike is **bail reform**. This is an insane ideology of not holding a person that violates the law in almost any capacity accountable for their wrong doings. When a person is arrested for

a crime, the goal of the reformers is to get that person back on the street as quickly as possible without paying any sort of fine or posting bond. Imagine arresting a person for delivering heroin, and all they will have to do is sit through an assessment to determine their mental capacity and once that is completed they are released back into society on their signature to continue committing their crimes. The bad guys will have no fear of the law and the police when they know they will not go to jail. This is absolutely crazy. The state of New York has been practicing this, and it is failing big time. Why don't our lawmakers here in Illinois learn from other states? Are they that arrogant to think it won't happen here?

Ladies and gentlemen, we need to pay attention to this movement; it is serious and will have serious consequences for the victims of crimes and the overall safety of our residents. As law enforcement professionals and people of the same mindset, how do we wrap our brains around the thinking of those individuals (lawmakers) who are charged with providing laws to protect the people when they are so consumed with the concern and welfare of individuals that commit crimes, harm people, and bring their poison (drugs) into innocent families' homes and treat them with more importance than the good people who do what they are supposed to every day and obey the laws of the land?

#### **Pure insanity.**

As we continue to move forward, I encourage you to stay informed. These laws impact every single agency in the state regardless of size. Get involved with a committee and be at the forefront of emerging issues. The days of letting others take on the fight for you are over. We need you -- every one of you to come alongside of us and get involved. The bigger we are, the more impact we can have in dealing with those who are against us.

I was looking forward to the Annual Conference in Oak Brook from April 29 to May 1, but in mid-March we had to cancel it due to restrictions about how many people can gather in response to the coronavirus crisis. Even though the conference is not happening, Chief Jim Black of Crystal Lake will be installed May 1 as our new president. It has been a pleasure serving all of you this past year, and I pray for God's protection for each and every one of you and your officers. Stay Safe!!!! ■

*Steven Stelter*

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# FIVE YEARS IN, I FINALLY TELL YOU WHY I DO WHAT I DO

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police



## WHY WE DO IT

Late last year I observed my fifth anniversary as executive director. I am honored to be here, and I want to tell you why.

I love what I do and I do what I do because You. Love. What. You. Do. It's that simple. All of you loved your initial calling to be the police, and now you are the police leaders in Illinois. All I do is try to find ways to support that. In a retrospective column like this, it's common

to say "I'm not going to name names because I will forget somebody." Screw that. There are too many great people in this association not to name names.

**John Furcon**, who was part of the search committee that got me here, reminded me early on that everybody in this organization had spent some time early in your careers in fist fights with bad guys. Those fights and those glimpses of the lower side of humanity forever altered your view of the world. There is evil, and the rest of society deserves protection from that. All hail the thin blue line!



2020. Eleven more law enforcement agencies, all in Kankakee County, signed onto the Ten Shared Principles at a ceremony at Kankakee Community College on February 20.

## HOW WE DO IT

Retired Chief **Gary Schira** was so enthusiastic in helping to plan our 75th anniversary celebration in 2016. He reached back and helped to get twenty-two past presidents to the gala celebration in Oakbrook Terrace. What a great evening it was! Special Olympics Global Messenger Garrett

Anderson brought the house down with a very funny and inspiring speech. Retired Chief Ray Rose made a point to thank me afterward for a great evening of reminiscing and camaraderie. When I politely said, "You're welcome," Ray leaned in and said, "No, Ed, I'm not bullshitting. This was really great."



2016. Chiefs came to Springfield to march in the State Fair Parade on a very hot 95-degree August day to observe our 75th Anniversary.

On the other side of the state, someone introduced me to the Southern Illinois Criminal Justice Summit, held every February in Mt. Vernon or Effingham. I was floored at my first one, seeing more than 300 law enforcement people so eager for the training. Since then, I have become a member of the planning committee, and now the Illinois Chiefs host a small reception the night before the summit begins. I commend **Dave Hayes**, the director MTU 14 and retired Alton chief, for shaping a magnificent conference. This year, more than 400 people were there, and they had to create a waiting list. Two of the five Chiefs of the Year our association has recognized since launching that award in 2015 are from Southern Illinois – Chief **Eric Van Hook** of O'Fallon and Chief **Nick Gailius**, then of Fairview Heights and now chief in Madison. I wish those guys could get our members up north to support the Cardinals and Blues as feverishly as they do. Sorry, Cubs fans!

Chief **Frank Kaminski** of Park Ridge, the second president for whom I served, was rightfully concerned about our finances when I started. We had just finished a year in the red, and he implored me to be vigilant and turn it around to be at least "one penny" in the black. For better or worse, that has transformed me into a director with a Depression-baby attitude – watching our spending and refraining from getting luxurious. That caused me to be a bit too cautious. When Vice President **Dean Stiegemeier**



Continued from page 5

volunteered to present two Medals of Valor in Belvidere, he was surprised to see that our “medals” were actually framed paper certificates. Dean and the Board of Officers kindly asked me to consider buying real **Medals of Valor**. So we did, and I sent two of them to Belvidere for their deserving officers. More good news is that in the five-period from 2015-2019, we have had a surplus each year (averaging \$37,355) and have amassed more than \$180,000 in reserves. I remind Frank that we have the “one penny” plus a little more.

Then there was the time when several of our chiefs grumbled that we were not doing nearly enough in the legislative arena. Then-Hanover Park Chief **Dave Webb** became the chair of our new Public Relations Committee, and his deputy chief, **Andy Johnson**, launched us into the social media era. With a persistent effort, we now have more than 5,000 “Likes” on our Facebook page, and it is no longer unusual for more than a thousand people to “engage” and share our Facebook posts. This has become a great way to get our message to larger audiences. To stay with the times, we also updated our website so that everything is easy to read on a smartphone, which is overtaking desktops in audience preference. Our Weekly Bulletin is also designed for easy reading on a smartphone, and in December 2019 we did a cover story in Command about the success of our social media.



2019. Executive Director Ed Wojcicki, left, attended Chief Steven Casstevens' reception in downtown Chicago a few days before Casstevens, chief in Buffalo Grove, was sworn in as president of the International Association of Chiefs of Police.

We have also beefed up our legislative focus considerably – adding **John Millner** as a lobbyist, hiring Sherrie Phipps from the Senate Democratic staff to help with our communications, and reaping the benefits of the indefatigable Chief **Marc Maton**, who now chairs our Legislative Committee and is this year's Chief of the Year. These leaders have the support of dozens of members who review bills, attend Lobby Day, and contact their legislators. They are building on the solid foundation laid by former lobbyist **Limey Nargelenas** and former Legislative Committee

Chair **Pat O'Connor**. Without the dedicated attention of all these people, law enforcement would suffer more in the State Capitol. Many of our board members say they had no idea when they joined the board how many hours and weeks are dedicated to legislative activity in Springfield.

#### WHAT WE DO

At every Executive Board meeting, I show the same slide, reminding people that our four major areas of focus are:

1. **Professional development**
2. **Legislative advocacy**
3. **Outreach to partners and collaborators**
4. **Messaging and telling the law enforcement story**

That is what we focus on, but we do a lot more than that, thanks to our committees and board members. If we tried to focus on too much with limited staff and volunteer resources, we wouldn't do anything well.

#### BUILDING TRUST

I first interviewed for this job in the summer of 2014, and I accepted the position that September. In between the interview and the offer, Michael Brown died in Ferguson, Missouri, and there have been subsequent ongoing challenges about the perceptions of the police. I am exceedingly proud of the partnership that President Kaminski and President **Jim Kruger** built with the NAACP Illinois State Conference. They etched Ten Shared Principles, which have become the basis for robust and candid conversations between law enforcement and communities of color throughout Illinois. By now, more than 800 people have attended fifteen World Cafes (with at least four more planned for this year) and several related events, all designed to build trust. We are making a lot of progress at the grassroots level, and that gets zero media attention, most likely because it is not creating conflict, but building bridges and building trust. Oh well. We will carry on!

When I accepted the job in 2014, some friends and family members questioned my sanity in going to work for the police in such turbulent times. Why would you do this? they asked. I did not back down. I said there are five generations of law enforcement on my wife's side of the family, and the police are serving society very well and they need friends and I think I can help them.

That was my answer then. I have an even better answer now. You leaders in law enforcement average 20 or 30 years of sacrifice and service, and I do what I do because you love what you do. You feel the call, and I do, too. ■

*Ed Wojcicki*





# Code 3 – Officers Need Assistance: Why Untreated Mental Health Issues Are Becoming The Number One Killer of Police Officers

By Thomas L. Trice, Jr.

## Abstract

Mental wellness of law enforcement officers is often not discussed within the profession, thereby leading suicide to becoming the biggest threat to law enforcement officers over the past few years. More than 300 law enforcement officers have taken their lives in the last two years. This is more than any other profession, even the United States Military. These staggering numbers call for immediate action of law enforcement leaders and other public officials in the decision-making hierarchy to implement strategies to address this. This article highlights the tragic increase in police officers' suicides over the past three years. It also identifies risk factors associated with officer suicide and mental illness. It concludes with a discussion of some strategies that are being implemented with some agencies and the challenges of implementing such strategies.

From January of 2018 to August of 2019, more than 300 sworn law enforcement officers took their own lives (Hilliard, 2019). These numbers are extremely alarming and should shock the conscience of the public, but more importantly the law enforcement leaders and decision makers of these government agencies. The underpinning reasons for this substantial number in officer-related suicides is still unknown to date. However, there are current findings that suggest a number of risk factors that have been found to be linked to officer suicides, as well as undiagnosed mental illness. This article seeks to provide law enforcement leaders with the following:

First, we will examine the latest statistical data associated with law enforcement officers' suicides. Second, we will examine the risk factors currently identified in the research literature that have been found to contribute to officer suicide and why most officers never seek help. Third, we will examine strategies that are currently being practiced by some law enforcement agencies, as well as suggestions from psychology literature that may help reduce these numbers. Finally, this article closes with a brief discussion associated with the two questions that generated the motivation to write the article. How does law enforcement officers' mental health impact their ability to serve their community? Why is it important for law enforcement leaders to address officers' mental wellness?

## Suicide Rates

More than 300 law enforcement officers took their own lives within a 20-month time period, and while some may argue about the exact number, there is consensus among scholars that the number is significantly trending upward. It took this alarming number of law enforcement deaths by suicide for people to start noticing. Unfortunately, data indicates as far back as 2008 that law enforcement officers were two times more likely to die as a result of suicide rather than in the line of duty or at the hands of an offender (Cowan, 2008).

Additionally, law enforcement officers' suicide rates compared to the public's suicide rate is significantly different. According to White, Shrader and Chamberlain (2015), law enforcement officers' suicide rates are 18.1 per 100,000 compared to 11.4 per 100,000 of the general public (as cited by Aamodt and Stalnaker, 2001). Without this alarming increase in officers' suicide over the past five years, law enforcement officers already have a life expectancy that is 21 years less than the national population's mean average (Steinkopf, Hakala and Hasselt, 2015). In order to stop this upward trend of officers' suicide, leaders must be cognizant of the risk factors and develop strategies to address them and officers who exhibit warning signs.



*Continued from page 7*

### **Risk Factors**

Police work has been found to be one of the most stressful occupations and contributes to mental and physical health problems for law enforcement officers (Steinkopf, Hakala and Hasselt, 2015). That makes it incumbent upon the leaders within these agencies to be vigilant of officers' stress levels and to have effective strategies in place to assist officers who need it. Making this a challenge is the macho attitude of many officers, believing that it is a sign of weakness to display emotion and ask for help when feeling deep stress. Oftentimes, the high stress level of officers does not fully display itself to police supervisors until there is a complaint of excessive use of force or verbal abuse of citizens.

Shafiq, Ohlsson and Mathis (2015) found officers who treated juveniles in a much more aggressive and insensitive manner had higher stress levels than those that were more empathetic. Additionally, aggression has been found to be highly correlated with mental health problems among police officers, especially when coupled with work-family-conflict (WFC). Officers who may be experiencing mental health problems might have severe anxiety, depression, hostility, burnout symptoms or sleeping disorders (van der Velden, Kleber, Grievink and Yzermans, 2010).

All of those are connected to occupational stressors, such as negative community relations, poor administrative leadership, increased government oversight, internal ethical erosion, and exposure to traumatic events, all of which wear on officers' mental health. According to Crosby and Sacks (2002), routine exposure to traumatic incidents (e.g. suicides, natural disasters, mass shootings, and officer-involved shootings) can lead to suicidal ideation over time and Post Traumatic Stress Disorder (PTSD). In order to reduce these numbers and stop them from increasing, law enforcement leadership must develop strategies and dedicate real resources to those officers who need it.

### **Strategies**

A number of law enforcement agencies conducted extensive background investigations prior to hire on candidates that desire to become police officers. As part of this background check, candidates must submit to polygraphs and psychological screenings that are

designed to identify character issues and/or psychological issues that might be predictors of future bad behavior or mental illness. While strategies such as these are needed and should be employed by all law enforcement agencies in an effort to protect the public, the fact exists that a significant number of law enforcement agencies do not do it and could be hiring officers with predisposed mental illnesses or psychological conditions that have contributed to this increase in officer suicides.

Moreover, candidates are aware throughout the hiring process that if they are found to suffer from psychological issues or other mental conditions, they may be eliminated from the hiring process. By the time most police officers are hired, they are keenly aware of the role that good mental health and/or the perception of good mental health plays in staying in good standing with their agencies. This awareness could contribute to their lack of reporting feelings of anxiety, depression, and anger. Other reasons that could contribute to police officers' lack of reporting, according to Steinkopf et al. (2015), are that police officers overwhelmingly have a negative opinion of mental health professionals and do not report mental health struggles or personal struggles to supervisors out of fear of being found unfit for duty. Thereby, sidelining them from street patrols, investigative duties, tactical duties, and in some cases, temporarily off duty with no pay.

Therefore, any strategy designed by law enforcement leaders should consider addressing the consequences police officers might suffer if they report such things as depression, anxiety, mood swings and other disorders that could lead to officer suicides. It would also behoove them to consider bringing on board a mental health professional to work full-time with the agency or developing part-time partnerships with the mental health professionals. In doing so, this might change the negative perceptions held by police officers. There is also the option of mandated training specifically designed for police officers. It is well documented that police officers have one of the most stressful jobs, and the stress has significantly increased post-Ferguson. Therefore, addressing the issue of stress during trainings could have a major impact on officers' stress levels and prevent some officers' suicides. There is currently training designed to specifically address the issues of stress and several other mental health disorders, and it has shown some positive outcomes.



According to Steinkopf, et al. (2015), indirect interventions “involve training and wellness programs, usually in a classroom setting and emphasizing psychoeducation” (p. 349), while direct intervention includes “individual counseling, fitness and exercise programs” (p. 350). Officers who participated in each of these intervention programs reported high job stress, life stress and some health problems, all of which have been linked to suicide. At the completion of the direct intervention training, officers reported some increases in their physical health, increases in their perceived efficacy in managing stress and an increased ability to deal with managerial criticism. Officers who participated in the direct intervention wellness training program found that officers reported reduced overall levels of stress. However, more importantly officers stated that they were more likely to seek counseling if they felt they needed it (Steinkopf et al., 2015).

### Conclusion

When a person takes his or her own life, it often leaves those left behind wondering why. In many cases there are no warning signs, notes left behind, or in most cases, any rational reason for the behavior. The goal of this article was not to answer those questions. The goal of this article was to provide leaders with some of the risk factors associated with police officer suicides, as well as highlight some of the current training and treatment programs currently being implemented in an effort to reduce these tragic events. The everyday stressors that come along with being a police officer such as seeing death, seeing fellow officers killed, responding to natural disasters, mass shootings, or being put in a position where they have to take a life of a citizen, are all part of the job but should never be seen as normal (Anderson, Papazoglou, Nyman, Clin, and Gustafsberg, 2015; Biggs, Brough and Barbour, 2014).

When these job duties are normalized by leaders and others within the law enforcement community, it makes it hard for officers to come forward and express any emotional toll these events may be having on them out of fear of being viewed as weak. Couple this with work-family-conflict issues and undiagnosed mental illnesses and we can begin to see how officers’ feelings of helplessness and shame could leave them feeling there is only one way out. The role of guardian is a calling for many law enforcement officers, and they take this calling seriously. In order for them to best serve their communities, they must be both physically and mentally fit. When they are not, it

results in providing very poor services to the communities they serve. Therefore, law enforcement leaders must develop strategies that can realistically impact the rising tide of officer suicides. They are encouraged to change the organizational culture that overwhelmingly views mental health professionals negatively and to deploy resources towards such things as resilience training. This training is designed to specifically assist officers with mental preparedness for duty and teaches them how to deal with psychological stressors (Anderson et al, 2015). The men and women who are on the front lines serving and protecting our communities are worthy of these resources and should not have to feel that the only way to be heard is through taking their own lives. ■

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## Chief Maton named Chief of the Year

**Marc Maton, Chief of Police** in Lemont, Illinois, is the 2020 Chief of the Year, named by the Illinois Association of Chiefs of Police, a 1,200-member organization. The award goes to a chief who excels in his or her own department and provides extraordinary service to the association. He will be recognized August 17 at the rescheduled Awards Banquet.

- ★ Maton was nominated for the award by several ILACP members, and he also had the strong endorsement of Lemont Village Administrator George Schafer. “Chief Maton has worked tirelessly in mentoring the men and women of the Lemont Police Department, and he provides a wealth of experience in all levels of law enforcement,” Schafer wrote, adding that Maton “has been a leader in utilizing technology to enhance the efficiency of our officers.”
- ★ For the association, Maton chairs the Legislative Committee and works diligently to keep up with hundreds of bills that affect law enforcement. ILACP President Steven Stelter, chief in Indian Head Park, has high praise for Maton’s efforts. “I have seen firsthand the tireless work that is put in by Marc and the rest of the committee,” Stelter wrote. “I have been in meetings with the governor’s staff and legislators discussing legislation, and when Marc is present, it is comforting for me because he is truly the brains of the group and has all the answers when posed with questions from these people.”
- ★ Not only does Maton lead the committee, but he also spent countless hours in the past year preparing the association for the new cannabis law. He was involved in negotiations of the bill in Springfield, and after it was signed, he was the lead trainer in four cities (Peoria, O’Fallon, Mokena, and Elgin). He also shaped the association’s public announcements, such as the lengthy Frequently Asked Questions on the ILACP website.

- ★ Prior to becoming Legislative Committee chair, Maton was active on the committee and assisted in training on other critical issues, such as body cameras, use of force, and concealed carry. Chief Robert Porter of Huntley, who was ILACP president from 2012-2014, said that Maton was his “go-to person” on a variety of issues.
- ★ For the Lemont Police Department, Maton achieved accreditation with the Illinois Law Enforcement Accreditation Program, a testimony to the department’s high standards. In Lemont, Maton is very visible in his leadership role. He drove the haunted squad car on Halloween. He also created a Lock it or Lose it Campaign to combat burglaries, and the Lemont PD hosted a special needs student open house at the PD and also hosted a Kops-N-Kidz night in the summer.

Maton has been chief in Lemont since 2015, and before that had an outstanding career in the Illinois State Police, retiring as a colonel.

- ★ Maton has achieved the status of Certified Police Chief from the Illinois Association of Chiefs of Police, and he has served on numerous state and national boards, including:
  - ★ Narcotics and Dangerous Drugs Committee, International Association of Chiefs of Police
  - ★ Illinois Risk Management Agency Steering Committee, past president
  - ★ Southwest Central Dispatch, vice president
  - ★ Illinois Drug Enforcement Officers Association, board member
  - ★ Illinois Homicide Investigators Association, board member

Maton has a master’s degree in Law Enforcement Administration from Western Illinois University and a bachelor’s from Northwestern University. ■



## HOW ATTENTION TO LIGHT, SOUND, AND SOCIAL SPACE CAN PROMOTE OFFICER WELLNESS IN POLICE DEPARTMENT BUILDING

By Raegan Porter, IIDA, LEED AP

Break Room

It's not a new concept that our environment has a direct link to our emotions and how we feel. But can a building be designed to actually support and improve the mental well-being of its occupants? The 21st century has added new challenges to policing, which is already a challenging career. Police officers are required to perform at extraordinarily high levels while at the same time navigating a complex political climate, using ever-changing technology, and working a traumatic landscape. According to Ruderman Family Foundation, a police officer is more likely to die from suicide than in the line of duty. Officers are prone to anxiety, depression, burnout, compassion fatigue, and PTSD.

### Mindfulness and Happiness

Promoting mental health requires a significant cultural shift in leadership and a rejection of the old, tough, and strong stereotypes. Some of the newest recommendations for mental well-being include mindfulness training and increasing happiness. Mindfulness is the ability to step away to give your mind a rest and to work on being present in the moment. You may have just returned from a traumatic call, for example, and a safe, quiet space to retreat to and recognize your thoughts and feelings before jumping back into the crazy pace of the day may be very beneficial.

According to the University of California, Berkeley, Greater Good Science Center, people have a total of 27 different emotions. Seventeen emotions are positive: that's more than half. Researchers at UC Berkeley have determined that we are all born with a genetic set point when it comes to happiness. Fifty percent of happiness is due to genetic predisposition, ten percent to circumstances. Forty

percent of happiness, then, is tied to one's internal state of mind, which means we have more control over our happiness than we think. What can a building design do to support mindfulness, increase happiness, and foster mental well-being?

### Wellness Rooms in Police Stations

Most new and renovated police stations consider basic wellness to some extent, but rarely does mental well-being get serious consideration. Wellness takes into account such needs as natural light, temperature control, air quality, and noise control. Matters of ergonomics, privacy, and safety are also concerns of wellness. Most stations address physical wellness by providing a fitness room in which to work out. Issues of mental well-being can be addressed, as well, by incorporating wellness rooms into a building design to support mindfulness, happiness, and the social need of connection. Some examples of wellness rooms include light and sound rooms; immersion, distraction, and reflection rooms; and social spaces. These are explained below.

### Light and Sound Rooms

Light and sound wellness rooms play on all a user's senses and immerses them in a complete experience. They include colored light that can be changed and dimmed, a key component because each color has a different wavelength and a direct correlation to certain emotions. Just as environmental ambience can affect your taste buds, colored light can encourage different, positive emotions. The room should include a variety of healthy snacks and a refrigerator with water.



Light and Sound Room



IDR Room

- WHITE LIGHT**  
 White light treats Seasonal Affective Disorder (SAD), and helps with jet-lag and shift-working.
- PINK LIGHT**  
 Pink light is tranquilizing, calming, reduces violent behavior and saps nervous energy.
- RED LIGHT**  
 Red light stimulates cell growth, provides quick boosts of energy, heals wounds, energizes muscles and increases blood circulation.
- ORANGE LIGHT**  
 Orange light decreases feelings of dread, increases alertness and concentration, and promotes creativity.
- YELLOW LIGHT**  
 Yellow light is highly stimulating and activating.
- GREEN LIGHT**  
 Green light helps with balance and harmony in the body, increases immunity and strengthens the nervous system.
- BLUE LIGHT**  
 Blue light treats jaundice, reduces pain, prevents scar tissue, helps depression, relieves tension and headaches and calms strong emotions.
- PURPLE LIGHT**  
 Slows overactive heart rates, soothes mental and emotional stress and stimulates sleep.

An essential oil diffuser with a choice of calming scents, such as lavender, encourages relaxation. An exhaust fan can be used to remove a scent before the next use. Minimal furniture should be provided for simplicity and to reduce chaos. The seating should have a soft, chunky texture, which feels more like home, and be something that the user can stretch out on and relax. A weighted blanket should be available as well to help a person feel grounded and safe.

Finally, the room should be soundproof and be acoustically treated to keep it nice and quiet. Providing calming music and a set of headphones allows a user to listen to music that aids the nervous system in calming down and helps reduce anxiety. Guided mindfulness exercises should be provided as well. To get optimal benefit from this room, users should leave their phones behind to

eliminate interruptions and distractions. Providing a phone storage drawer and gun locker is one solution. The benefits of this room include reducing stress, combating attention fatigue, increasing mindfulness, boosting positive energy, and activating creativity. The emotions that are fostered are calmness, interest, amusement, and joy. The optimal length of time for each user is between 20 and 30 minutes per session. The best size for this room is 8 feet by 8 feet.

**Immersion, Distraction, and Reflection Rooms**

The design of an IDR room is based on the theory that people can concentrate and perform better and return less agitated after spending time in nature, or even looking at or getting the sense of nature. The positive emotion of awe, which people can experience in the natural world, is directly tied to boosted happiness, increased



Continued from page 13

intellectual curiosity, and a deeper sense of modesty and humility. Awe is the only emotion that has been tied to the lowering of pro-inflammatory substances (cytokines) in the body that have been associated with poor health issues, such as type 2 diabetes, heart disease, Alzheimer's, and clinical depression.

A video monitor with Animal Planet or scenes of nature can help generate positive emotions. Including indirect lighting that is dimmable, soft flooring, and tactile wall finishes in the design of the room can foster a feeling of being outdoors.

Again, it is critical to soundproof the room and make nature sounds available either through a video monitor or headphones. Similar to light and sound rooms, an essential oil diffuser with a choice of scents, this time outdoor fragrances, such as woody, florals, and rain, should be provided to reinforce the experience of nature. There should be minimal, but comfortable, furniture that offers some movement, such as swinging or rocking that can be calming and give the body the sense of weightlessness. The room should also have a water station.

The benefits of an IDR room include reduction of stress, decrease of attention fatigue, increased mindfulness and self-awareness, a boost in positive energy, and lowered levels of pro-inflammatory cytokines. The optimal length of time the room should be used is between 20 and 30 minutes. The recommended room size is 10 foot by 10 foot.

### **Social Spaces**

Socializing is one of the best ways to fight depression. So, integrating lounge spaces into break rooms and throughout the police station helps to promote communication and to cultivate meaningful relationships. Socializing helps to build empathy among coworkers, too.

Social spaces should have sound separations from the rest of the building. The option to play some music is encouraged. Increased air supply and good ventilation to remove food odors from an eating area is recommended. A water and coffee station that includes some sort of health snack should also be provided.

The furniture should be comfortable and easily reconfigured to accommodate different gatherings. Ceiling heights should give an airy feeling. Interesting art on the walls or even rotating art is encouraged. There should be access to fresh air and views to the exterior. Video monitors should be used sparingly, if at all.

In order for social spaces to truly be effective, you need to know your culture. Statistically, men are more introverted and women, more extroverted, but that general observation doesn't apply to everyone. Introverts devote social time to close friends, colleagues, and family. They tend to think before talking, listen more, and recharge by being alone. Extroverts, on the other hand, enjoy meeting new people and trying new things. They tend to think out loud and on their feet. Talking is generally preferred to listening, and recharging is done by socializing. Because of some of these differences you can't just put a game table in the room and expect people to use it if that's not the type of culture that your department has. If you have a majority of introverts, a puzzle or a white board that people can draw and color on might work better. The benefit of this space is de-stressing through active leisure, building relationships, and developing empathy for one another. The amount time the room should be used varies with circumstances.

We often live in anticipation of next steps instead of the moment we find ourselves in. Wellness rooms offer spaces in which to separate ourselves from the disruptions and demands of the day, to intentionally quiet ourselves, achieve some distance and calm, and restore balance before jumping back into the fray. With mindfulness training, a break in a wellness room can increase one's efficiency and productivity on the other side. It can also strengthen one's mental health. Wellness rooms can be used for stretching, praying, mental recharge, and a power nap.

Wellness rooms can double as debriefing rooms, a nursing room, a quiet room, or soft interview rooms. Providing a way to check out the room, as one does for a conference room, is helpful. Instructional signage should be incorporated in each wellness room.

It is important to remember that these spaces can be integrated into existing buildings. A storage room, for example, could be converted into a wellness room. However, the biggest factor in making wellness rooms successful is having leaders who lead by example and encourage the use of these rooms. Leaders need to set the tone that mental wellness is important and that taking time out of the day is not only ok, it is encouraged. ■

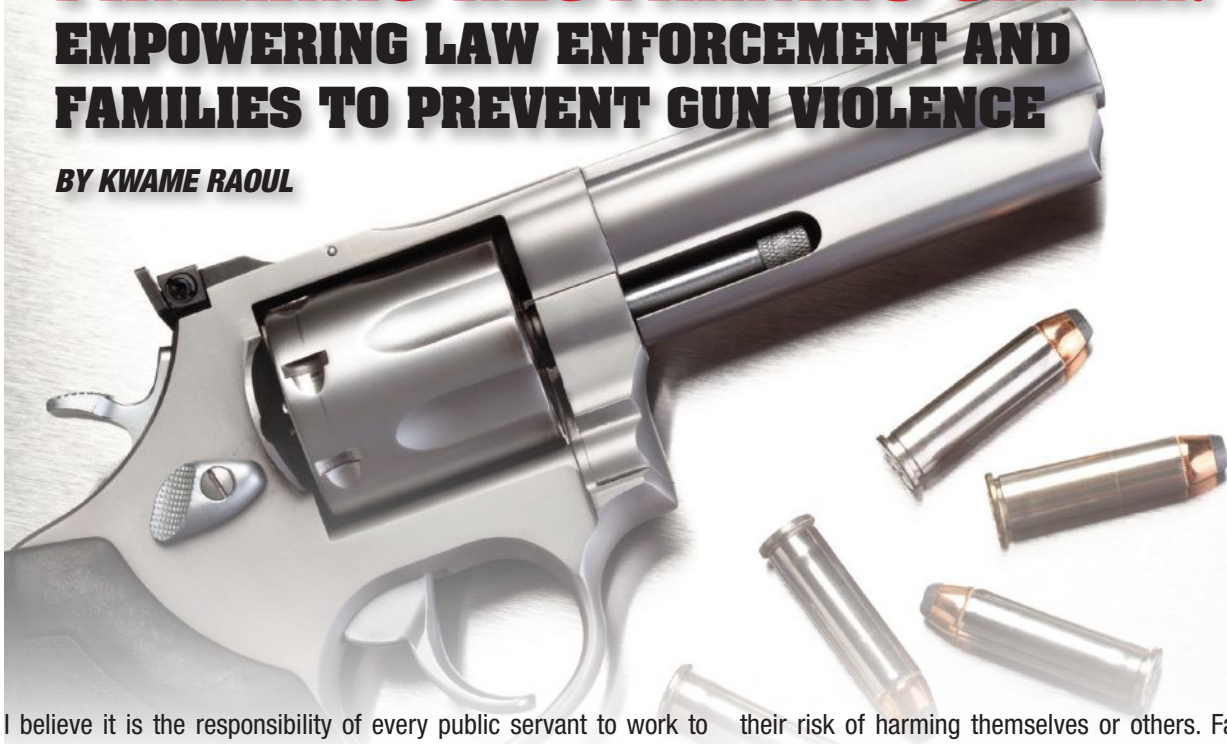
***Raegan Porter is Vice President at FGM Architects.***





# **FIREARMS RESTRAINING ORDER: EMPOWERING LAW ENFORCEMENT AND FAMILIES TO PREVENT GUN VIOLENCE**

**BY KWAME RAOUL**



I believe it is the responsibility of every public servant to work to eliminate gun violence, a criminal and public health issue that affects communities throughout Illinois. When horrific shootings occur, like the ones committed at Chicago's Mercy Hospital and in suburban Aurora, those of us tasked with enforcing the law ask ourselves: could these crimes have been prevented and what could be done to prevent violence in the future? In 2018, the Illinois General Assembly passed legislation establishing a Firearms Restraining Order ("FRO") as a legal option to remove firearms from individuals who may pose an immediate danger to themselves or others. This new law became effective on January 1, 2019. Including Illinois, 17 states and the District of Columbia now have similar "red flag laws." My office is working to increase awareness about FROs and educate the public about the FRO process. We are also partnering with law enforcement to ensure this new law is implemented effectively.

On January 1, 2019, the Firearms Restraining Order Act (430 ILCS 67/1 *et seq.*) went into effect in Illinois. The purpose of the Firearms Restraining Order Act is to reduce gun violence by preventing individuals who pose an elevated risk of endangering themselves or others from accessing guns before they harm themselves or others. Before many shootings, family members of the shooter have observed dangerous behaviors or have grown concerned about

their risk of harming themselves or others. Family and household members are often the first to know when someone is in crisis or poses a harm. In addition, law enforcement officers frequently come in contact with individuals who are dangerous or in crisis.

The Firearms Restraining Order Act provides a formal legal process that allows a family member or law enforcement to request a court to issue a Firearms Restraining Order (or "FRO") to temporarily limit an individual's access to firearms when that person poses a significant danger to themselves or others. An FRO is a civil court order that temporarily prohibits a person from possessing or buying firearms. The law allows a person to seek from a court an emergency FRO that immediately addresses a crisis and lasts up to 14 days and a six-month FRO that provides longer protection, but only after there has been a full court hearing.

To get into the specifics, a family member or household member or law enforcement can petition an Illinois circuit court for an order to temporarily limit the access to firearms of a named "respondent"—the individual who poses a danger of injury. Based on the evidence in the petition, a judge may issue an emergency FRO immediately that will be in place for 14 days. The judge then will hold a full hearing to decide whether to end the emergency FRO or whether to issue a longer, six-month FRO.



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There are two stages in the process for obtaining an FRO:

- **Stage 1:** Law enforcement or a family/household member fills out a petition explaining how the respondent's access to firearms poses an immediate and present danger of causing injury to themselves or others. The petition may be filed in any county where the respondent lives. Generally the petitioner does not have to notify the respondent yet, but the petitioner must make an effort to notify an intimate partner of the respondent if they are a target of the respondent.

An emergency hearing is held the next day court is in session. The judge issues an emergency FRO if they find probable cause to believe the respondent poses an immediate and present danger of causing injury. If an emergency FRO is issued, a full hearing is scheduled as soon as possible so the respondent can be heard. The full hearing must be held within 14 days. During the short period of time before a full hearing can be held, the emergency FRO ensures that the respondent is prohibited from purchasing or possessing a firearm.

- **Stage 2:** At the full hearing, the judge considers whether to end the emergency FRO or whether to extend it to a six-month FRO. At the hearing, the burden is on the petitioner to show "by clear and convincing evidence" that the respondent creates "a significant danger" of injury to themselves or others by having access to firearms. Petitioners are required to present evidence to the court, and respondents also have an opportunity to present evidence. If the court decides the respondent presents a significant danger, the court will issue an order prohibiting the respondent from the purchase and possession of firearms for six months.



Family, household members, or law enforcement can choose to skip the emergency FRO process and petition directly for a six-month FRO. Further, a petitioner who obtains a 14-day FRO is not required to proceed with the six-month FRO process if the danger is no longer present.

During the proceedings, the petitioner and respondent can present any evidence they think will be relevant to the court's decision. Examples of evidence that may help the court make a decision

include, but are not limited to, facts about the respondent's: (1) unlawful or reckless use of firearms; (2) history of physical force; (3) prior felony arrests; (4) abuse of controlled substances or alcohol; (5) recent threats or acts of violence; (6) violations of domestic violence protection orders; or (7) pattern of violence.

If the court does grant the petition and puts an FRO in place, the respondent is allowed one opportunity to ask the court to terminate the FRO before it expires (either before the 14-day or six-month period). In order to have the court end the FRO, the respondent must prove to the court by a "preponderance of the evidence" that he or she does not pose a danger. In addition, a court can renew a FRO. A petitioner may file a written request for an extension of an FRO during the final three months before the order is scheduled to expire. Before the judge will extend an FRO, the court will hold another full hearing where the petitioner again must prove by "clear and convincing evidence" that the respondent continues to pose a danger.

My office is committed to reducing crime and the impacts of gun violence on individuals, families, and communities. The FRO is a valuable new legal tool for law enforcement to use to prevent the commission of violent gun crimes. For more information or trainings, please email Assistant Attorney General Cordelia Coppleson at [ccoppleson@atg.state.il.us](mailto:ccoppleson@atg.state.il.us).



**KWAME RAOUL**  
ILLINOIS ATTORNEY GENERAL

**Kwame Raoul, a Democrat,  
is Attorney General in the  
State of Illinois.**



# Legislative Update

## 5 top priorities set; Lobby Day canceled

The Legislative Committee has been busy this year setting priorities and taking an early lead on the Mobile Training Unit funding crisis and the proposal for bail reform.

For the first time in the association's history, the committee met in three locations simultaneously via videoconference to discuss the year's bills and establish priorities. Thanks to the Oak Brook, O'Fallon, and Springfield police departments for making their space and technology available to us. Nearly one hundred people combined attended the daylong session, led by Legislative Committee Chair Marc Maton.

A Lobby Day in collaboration with the Illinois Sheriffs' Association was planned for March 18, but it was canceled the week before after the House and Senate called off their session that week due to the coronavirus uncertainties.

### TOP PRIORITIES FOR THIS SPRING

1. **Bail reform. OPPOSE.** There is not a bill number yet, but we will oppose efforts to end cash bail. We held a press conference about this (see separate story), and we began attending a "working group" on this topic that Governor Pritzker established.
2. **SB 3739. SUPPORT.** Funding for MTUs/ILETSB. \$5 million in emergency funding so that training can continue. This issue emerged as a crisis early in 2020, and the Illinois Chiefs took a leading role in compiling information and working with other groups to raise the visibility of this crisis. Thanks to all the chiefs and MTU leaders who sent information to Executive Director Ed Wojcicki. This was very helpful. We will be watching this bill closely.
3. **HB 4796 and HB 1616. OPPOSE.** These would require three phone calls within an hour to somebody in custody. We have explained



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many times how impossible and unreasonable this can be, but some legislators continue to push this bill. We will continue to oppose.

4. **HB 4797. OPPOSE.** This would increase the base for retail theft to \$2,000.

5. **HB 5472. OPPOSE.** Allows local licenses for cannabis clubs and temporary events. We hear there might be another cannabis trailer bill, and we will try to stop an expansion of permissible places where cannabis can be consumed, such as private clubs and local events.

6. **Amendments to allow changes in pension benefits. OPPOSE.** There are four proposed amendments to the Illinois Constitution that would remove the contractual and constitutional safeguards that we now have that prohibit any reductions in the benefits that we have earned. Trust us; this is a very high priority for us, but we deliberately do not put it higher on our list, or on our more public lists, because we would be criticized for appearing too self-serving.

**Other priority bills**

HB 333	Support	No probation for juveniles for subsequent offense with firearm
HB 3796	Oppose	Increases from 15 to 18 years old requirement for counsel for interrogation
HB 3849	Oppose	Allows petition for expungement of sealed records after three years
HB 3923	Support	Protection of law enforcement’s personal information from posting on web
HB 3972	Oppose	Parole eligibility after 20 years for life sentence; early release options
HB 3974	Oppose	Automatic sealing of some criminal records
HB 3979	Oppose	Parole eligibility for habitual criminals and 3-time offenders
HB 4080	Support	Health insurance after catastrophic injury or line of duty death
HB 4465	Support	One-party consent for eavesdropping
HB 5268	Support	Adds fentanyl analogs to Schedule I controlled substances list
SB 2273	Oppose	Deals with recordings by smart speakers and video doorbells

SB 2482	Oppose	Enhances hourly value of community service applied to assessment
SB 3072	Oppose	Requires person to be 21 to be habitual offender or 3-time offender

**3 PRIORITIES OF GOVERNOR PRITZKER**

The following is quoted from a statement from the governor’s office on January 9, 2020. Attending this event in the Englewood neighborhood in Chicgao were ILACP Vice President Mitchell R. Davis III, Legislative Committee Chair Marc Maton, and Executive Director Ed Wojcicki. They called it a fireside chat, with about 300 people there.

“Governor JB Pritzker and Lieutenant Governor Juliana Stratton announced three key priorities to reform Illinois’ criminal justice system over the coming years during a fireside chat at Kennedy King College in Chicago’s Englewood neighborhood.

“The Governor and Lieutenant Governor spoke about the need to end the cash bail system, reform low-level drug crime sentences while focusing on substance abuse treatment programs, and reduce excessive prison sentences with good time credit and increased opportunities for supervised release.

“Altogether, these reforms will have a lasting impact that will improve public safety while improving health outcomes in communities that have been disproportionately impacted.

“Our work around justice reform must be done through the lens of equity and opportunity,” said Lieutenant Governor Juliana Stratton. “As we move forward, Governor Pritzker and I will work to expand opportunities so fewer people in our state enter the criminal justice system in the first place.”

On January 1, 2020, the Justice, Equity and Opportunity Initiative — spearheaded by Lt. Gov. Stratton — submitted its annual report to the governor. In the report, the JEO highlighted its efforts from the past year to conduct listening sessions with over [sic] 500 stakeholders who represent community organizations, advocacy groups, law enforcement, state agencies and legislators from across the state. In 2020, the JEO will work on addressing the social determinants of crime and incarceration, improving equitable deflection and diversion opportunities from the justice system, improving conditions and addressing the needs of vulnerable populations in correctional facilities and supporting positive reentry outcomes to reduce recidivism.”



ILACP Lobbyist John Millner gives a legislative update in Mt. Vernon on February 26, 2020, at the Southern Illinois Criminal Justice Summit.



Peoria County State's Attorney Jodi Hoos was one of the presenters at the marijuana training hosted by the Illinois Chiefs on December 19, 2020, in Peoria. Thanks to Ms. Hoos for doing this for us, and to MTU 7 Director Brian Fengel for providing the space.



ILACP members gathered in Oak Brook (above), Springfield, and O'Fallon (right) for a discussion of legislative priorities in 2020. Thanks to those three police departments for providing space.





**ILLINOIS SHERIFFS'  
ASSOCIATION**



**Illinois Association  
of Chiefs of Police**

# **MTU Funding Crisis: How we asked for \$5 million**

February 13, 2020

The Honorable JB Pritzker  
Office the Governor  
207 Statehouse  
Springfield, IL 62706

## **RE: Emergency funding for law enforcement training**

Dear Governor Pritzker:

We are writing to make you aware of a statewide, immediate crisis in funding for training of law enforcement officers and to seek your support for an immediate supplemental appropriation.

The background is this: The sole source of training funding for the Illinois Law Enforcement Training and Standards Board (ILETSB) is revenue from the Illinois Traffic & Criminal Conviction Surcharge Fund (TACCSF). In other words, the revenue on every traffic ticket provides some funding for police training. In 2018 the General Assembly passed, the Fee Reform Act, HB 4594, which became effective July 1, 2019. This bill provided a new fee structure assessment process, and gave judges the authority to waive fee assessments on traffic convictions. As a result of this revised fine structure, ILETSB's sole source of revenue is down 16% this fiscal year, and the gap appears to be widening, as the last two monthly contributions were down 36% and 56%, respectively, from the prior year's figures.

As a result of this decrease in revenue, officers are unable to get all of the training that is mandated by the state and that we want them to have so that they can be better trained guardians of our communities. Classes are already being cancelled this year. That is why we call it a crisis.

A little more background: In a process that has worked well since the 1990s, ILETSB receives the surcharge money and distributes it to 15 regional Mobile Training Units that cover every part of the state to provide much of this mandated training. That amounts to about \$5.5 million per year. Mobile Training

Units also receive modest membership dues from nearly every local police department and sheriff's office, many of which solely rely on the Mobile Teams to provide training for all of their officers. In Fiscal Year 2018, the Mobile Teams provided 41,824 hours of instruction to 143,288 officers for a total of 769,188 man-hours of training. This has been efficient and effective.

With the decline in surcharge money since last July, however, the Mobile Teams are now cancelling classes and have been asked to consider plans to shut down due to the shortage of funding. It should not come to this, and we believe it deserves immediate attention.

Obviously, this situation makes no sense, given the fact that the State of Illinois and Illinois General Assembly want officers to receive even more training. In 2016, the new Police and Community Relations Improvement Act required law enforcement to receive training in seven different mandated topics: Use of Force, Law Updates, Civil Rights, Cultural Competency, Constitutional Law, Procedural Justice, and Human Rights. Additional mandates have also been codified in the last three years that include training on Sexual Assault Trauma-Informed Response, Mental Health Awareness, Reporting of Child Abuse, and Officer Wellness.

No additional funding has been provided to address any of those eleven mandates. We all want our officers to be highly trained in order to respond to the complexities of society, but we have to provide the financial resources it requires to do so.

In addition to the funding impact for Mobile Training Units, the police academies around the state that provide basic training for new officers are not being paid by ILETSB for this important service. Consequently, those academies are now requiring local municipalities and counties to pay academy costs up front for every recruit – nearly \$6,000 per officer in the hopes that some of this tuition will be reimbursed. These are unexpected costs that will drain the budgets of cities, villages, and counties who are already responsible for equipment and salary of those officers. Prior to this crisis, the academies would bill the Training Board for basic training and then be reimbursed.

We believe the immediate solution is to pass a supplemental appropriation as soon as possible to keep the academies, the MTUs, and ILETSB functioning at a high level. We are told the exact amount of the supplemental is still being discussed, but the amount needed to cover what originally had been budgeted is approximately \$5 million. When this issue comes to you, please be aware that law enforcement agencies that you represent will benefit directly from this additional funding.

In addition to addressing this crisis, the broader issue of how to fund law enforcement training in Illinois in the future also needs to be addressed this spring, because the method that has worked for more than twenty years is now failing our communities.

In the meantime, during a time of crisis, we ask for your immediate support for a supplemental appropriation to the Illinois Law Enforcement Training and Standards Board to provide direct support to the Mobile Training Units and the police academies.

Please demonstrate your support for law enforcement by supporting this additional funding. We thank you in advance for your consideration.

Sincerely,

Jim Kaitschuk  
Executive Director  
Illinois Sheriffs' Association

Ed Wojcicki  
Executive Director  
Illinois Association of Chiefs of Police



# New Chief of a Small Agency – Now What?

By Chief Dean Stiegemeier

## You are appointed the Chief of Police for a small police agency. Now what?

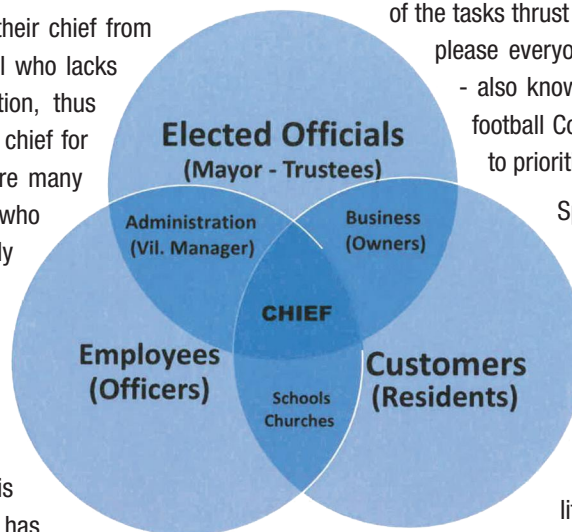
The Illinois Association of Chiefs of Police has recently undertaken the task of trying to define what a small police agency is. Is it a department with less than 10 officers, 20 officers, 30 officers? Realistically, it doesn't matter what the definition is, as the chief is the one who sets the tone for those working under his/her direction, no matter what the size.

Many small police departments promote their chief from within, sometimes promoting an individual who lacks experience, training, or a formal education, thus potentially setting up the newly appointed chief for failure. Now don't get me wrong; there are many newly appointed, small agency chiefs who are outstanding. These chiefs unusually possess compassion, charisma and the drive to learn the rigors of leading a small department.

Other small communities recruit or hire from the outside, advertising the position with specific qualifications in mind. This often results in the hiring of a person who has prior leadership or command experience, either as a prior chief or as command officer from another department. Small municipalities are often strapped for funding; hence the compensation package for this position makes it virtually impossible for anyone other than a retiree (currently collecting a pension) to apply and survive.

As a Police Chief for a small agency, one quickly learns that there are not enough hours in the day to get everything accomplished that: 1). You want to get done, 2). That needs to be done, 3). That is asked to be done. I liken this to a Venn diagram (see figure). The chief is accountable, responsible and reports to everyone - smack dab in the middle.

Being a chief for a small agency is similar to performing triage in an emergency room. There is not enough time in the day to complete all of the tasks thrust upon you. You will burn yourself out trying to please everyone. You must decide What's Important Now - also known as W.I.N., (an acronym from Notre Dame football Coach Lou Holtz), thus allowing you the ability to prioritize your mission.



Speaking of your mission: New chiefs need to review and update your department policies, rules and regulations. This is going to save you, your officers and your municipality should there ever be a situation where a question of following proper police procedures is brought into play. Without updated documentation, you are ripe for litigation.

As a chief of a small agency, you are looked upon as the resident expert on almost everything, be it the vehicle code, zoning code, building code, or village code, not to mention civil and criminal codes - you are unquestionably the go-to resource. By knowing your community, including the residents, community groups, clergy and business leaders, in discussions of topics that directly affect them, you





will often be able to head off a problem prior to it becoming a problem. It is imperative that you do your due diligence and address quality of life issues in a timely manner. If not, things will quickly erupt into a community uproar on Facebook or a multitude of other social media outlets.

In several small communities, social media seems to be replacing a call to the police. In lieu of calling the police or using 911, many residents are now posting their crimes, concerns, or complaints about/against the police on Facebook or Twitter. This entitles police detractors the ability to "comment below." Some of the responses can be quite venomous, most often without merit. It is a double-edged sword if you choose to view or ignore this phenomenon, as it will consume and infuriate you, but might also be the source of some great community information/outreach/intelligence.

I will reiterate that if you are the chief of a small agency

it is imperative that you know your community. It's an old adage but it's true: Be as open and transparent as you can possibly be. Be visible in the community. Residents like to see a squad patrolling their neighborhoods. Get out of the office and walk around the neighborhoods. Residents like to see the uniform in their neighborhood. Walk the business district, eat lunch at various establishments, try to attend neighborhood meetings. If your village holds annual events, set up a booth with fun safety-related items for the kids and information for the adults. Every contact you make just might elicit needed support for your department.

As is the case in every community, the political pressures thrust upon you can be overwhelming. It is of great value to have leadership/command experience coupled with confidence and a little finesse when addressing complaints brought forth by elected officials. Often the elected officials are simply unaware of the limits/responsibilities of law

enforcement. As with the general population, much of what they know (or think they know) is garnered from television. Many of the tasks we are asked to perform are merely quality of life concerns. We truly are the gatekeepers, be it opening their local park in the morning and closing it at night, crossing children in the school zone, following school buses, delivering packages - meals, assisting the elderly from a fall, opening locked vehicles, chasing wild/domestic animals, removing tree limbs,

retrieving garbage cans, helping Public Works, the Village Clerk, and yes, even assisting the Fire Department are but a few of the duties a small police agency performs every day. We might consider them mundane, but each one is personally important to someone else in the community.

Budgeting constraints are what drives the bus. Knowing your monetary limitations, coupled with experience in public speaking, will aid your ability to present new

concepts or requests for new equipment to a city council or village board. If your confidence is not perceived by the governing body, your request will likely be viewed with much skepticism and in all likelihood denied. It goes without saying that doing your homework greatly enhances the probability of receiving a positive outcome. Provide documentation including statistics and even thank you notes to back up your request, hence leaving little room for discussion. Be realistic, though. Elected officials are the keepers of the village purse strings. Most municipal budgets experienced drastic cutbacks over the past decade. Rightfully so, board members take a very dim view on purchasing frivolous things.

As the head of a small police agency, you will be tasked with several inevitable obstacles, one of which is the hiring and retention of your officers. Part-time officers are the life blood of small agencies. Several small agencies supplement their full-time regiment with part-time



**As part of his Board of Officers duties, ILACP Vice President Dean Stiegemeier, right, presents a Certified Eligible plaque to Commander CJ Incrocci of the Carol Stream Police Department on February 18, 2020.**



Continued from page 23

officers. Some agencies are only staffed with part-time officers. As the Police Chief, you are responsible and accountable for hiring and retention of quality officers. It is imperative that a thorough background investigation is conducted on a new applicant. Several articles have been recently written concerning “gypsy officers” or officers who jump from one agency to another after becoming involved in an internal investigation just prior to termination or resignation. You will be doing your organization a great disservice, as well as placing them at great risk for potential lawsuits, if you fail to thoroughly vet new applicants.

Once hired - get them trained. Training above and beyond the mandated training for the ILETSB is important. Your local MTUs provide wonderful training opportunities, as does the Illinois Association of Chiefs of Police, some of which is either no cost or minimal cost for small agencies. Check the ILACP website for the training calendar. This will further the professionalism of your officers and your department.

Retention is a huge issue with all police departments, but especially among small police agencies. Neighboring communities paying more – different life choices – negative public image - are but a few detractors part-time officers are confronted with. Neighboring departments poaching officers away from their home departments is of great concern for small agencies. However, it is very difficult to argue with an officer leaving to better themselves. Usually absent of a collective bargaining agreement, part-time officers should be a piece of cake to lead... well, not exactly. Part-time officers bring with them a cadre of

issues from conflicts with their full-time employment, to their inability to work certain hours/days or just wanting to carry a badge. If you are fair and try to provide for some comfort needs – training, competitive compensation, and a reasonable response to requested time off, you will hopefully succeed in retaining the officers.

One last comment on politics and small agency policing: Depending on what article you read – be it online or a peer reviewed professional journal – the average career expectancy for a Police Chief is three to four years. Which, coincidentally or not, coincides with the political election cycle. It is unrealistic to please everyone or even attempt to please everyone. You must be constantly aware of your political surroundings. Be the professional that you are. Do your job to the best of your ability. Be proud of your accomplishments and do not take things personally. ■



Dean Stiegemeier is Chief of Police in Maple Park, Illinois, and is Vice President at-Large for Region 2 of the Illinois Association of Chiefs of Police. He spent many years (and ranks) in the Carpentersville Police Department and also served as chief in South Beloit. He has a master's degree in organizational leadership from Judson University.

## **2020 Annual Conference Canceled; Watch for news of rescheduled Awards Banquet**

**Due to restrictions placed on the number of people allowed to gather in one place due to the coronavirus, the Board of Officers decided March 18, 2020, to cancel this year's conference scheduled for April 29-May 1 in Oak Brook.**

**But the Awards Banquet is being rescheduled, probably in August. Watch the Weekly Bulletin and website for more information.**



## Torch Run raises \$5.3 million in 2019 for Special Olympics

Hundreds of law enforcement officers, corrections officers, and friends of Special Olympics generated a whopping \$5.3 million in 2019, it was announced January 31 at the Law Enforcement Torch Run Kickoff event in Bloomington.

As usual for the past 30 years, agencies throughout the state stepped up in events such as the Cop on a Rooftop, the Polar Plunge, and the Torch Run.

ILACP President Steven Stelter, chief in Indian Head Park, is also the state director of the Torch Run and praised everybody who made this record amount possible.

**Here is a list of major winners announced at the Kickoff:**

### **Division 1** (1-25 Sworn)

**Gold:** Maple Park Police Department - \$107,065.21

**Silver:** Troy Police Department - \$64,100.00

**Bronze:** Kane County State's Attorney - \$52,129.22

### **Division 2** (26 – 75 Sworn)

**Gold:** Woodridge Police Department - \$68,067.61

**Silver:** Palos Park Police Department - \$58,884.95

**Bronze:** Mundelein Police Department - \$39,353.40

### **Division 3** (76+ Sworn)

Tinley Park Police Department - \$115,885.15

**Silver:** Illinois State Police - \$103,415.21

**Bronze:** Chicago Police Department - \$66,699.65

**First-Year Achievements** - \$3,000 - \$4,900 in their 1st Year Involved

**Princeton Police Department** - \$3,413.34

**Department of Juvenile Justice,  
Pere Marquette** - \$3,481.75

**Top Fundraising Agency** – Illinois Department of Corrections - \$262,854.06.

**Flame of Hope** – Individual Award: Detective Brian Gimpel, O'Fallon PD

**Flame of Hope** – Department Award: Oak Brook - Police Department



## WHY THEY WON THE FLAME OF HOPE

One individual and one police department received the prestigious Flame of Hope Award from Special Olympics Illinois for their outstanding contribution and dedication to the athletes.

Here are the prepared remarks for each:

### **BRIAN GIMPEL, O'FALLON PD INDIVIDUAL FLAME OF HOPE AWARD WINNER**

This individual took over the Torch Run reins in his department in late 2013. Since then, he has continually developed new and innovative ideas, resulting in increased revenue for Special Olympics Illinois.

Each year, this individual is able to increase his fundraising at several signature events through his ingenuity. He breaks fundraising records each year by soliciting donors and sponsors to participate in local events. He is adamant that local departments in his Torch Run Leg set high goals and standards for fundraising. When this person began leading his department in Torch Run efforts, he was raising around \$7,000. Today, this department has well exceeded that number by raising over \$40,000, thanks to this person's leadership and vision.

He led his department to participate in a number of fundraisers, and his local Texas Roadhouse is the number one grossing Tip A Cop event in the state. He also participates in the local Polar Plunge, T- shirt days, and Culver's Tip a Cop events.

This person sets the bar high for neighboring departments as well. He is always willing to assist other departments by sharing his proven methods and style. He frequently supports other Torch Run departments by attending their events and typically corrals other department members to attend with him.

Not only is this person a great fundraiser and leader, but he is a true friend to local Special Olympics athletes. He includes them at every event he hosts, and he is willing to go above and beyond for them as well. This past summer, one of his local Special Olympics Global Messengers, who uses a wheelchair, had the unfortunate incident



Continued from page 25

of the chair no longer being functional due to wear and tear. This person took it upon himself to arrange for a new wheelchair for the athlete in need.

The Police Chief [Eric Van Hook] at his department says this about him: "There is no denying that he has been a champion fundraiser for this organization. We are proud to call him one of our own."

**OAK BROOK POLICE DEPARTMENT  
DEPARTMENT FLAME OF HOPE AWARD WINNER:**

This police department began their efforts with the Law Enforcement Torch Run in 2011. That year, they raised \$126. Fast forward eight years, and they are a gold medal fundraising department, raising over \$38,000 in 2019. This department has been key in participating in many signature fundraisers, such as the Super Plunge Golf Outings, Cop on A Rooftop, Tip A Cops, pancake breakfasts, bake sales, and Plane Pulls, just to name a few.

They consistently help out at Special Olympics Illinois special events, such as the Gala, Duck Derby, and they attend the State Summer Games each year, cheering on athletes and helping at Torch Run Central. Members of this police department take the time to form lasting friendships and connections with local Special Olympics athletes and their families. They can be found supporting athletes in their various roles throughout the community.

This department was instrumental in bringing a new Polar Plunge to Illinois a few years ago by creating one in their community. They not only participate in the Plunge, but help organize it, recruit Plungers, and work closely with the city to allow the event to run smoothly. The members of this police department are committed to the goals of the Law Enforcement Torch Run for Special Olympics. They are leaders in the Torch Run movement!

We congratulate Chief Jim Kruger and the Oak Brook Police Department on the 2019 Flame of Hope Department Award.



Chief James R. Kruger, Jr. shows leadership not only by establishing a new Polar Plunge in Oak Brook, but also by participating in it.



Detective Brian Gimpel of the O'Fallon Police Department proudly holds the Flame of Hope after being recognized on January 31, 2020, in Bloomington.



Officer George Peterson of the Oak Brook Police Department holds the Flame of Hope after the department was recognized January 31, 2020, in Bloomington.



Wayne Messmer, famous for singing the National Anthem at Cubs and Black Hawks game, told the inspirational story of being shot in the neck during a robbery in Chicago and recovering to be able to sing again. He was the keynote speaker for Special Olympics Illinois on January 31, 2020, in Bloomington.



**2019 LETR Department Awards**

**Gold Medal**

Wilmette Police Department	\$15,020.09
Quincy Police Department	\$15,140.26
ISP – Springfield	\$15,546.15
IDOC – Vandalia	\$15,623.42
Shorewood Police Department	\$15,712.94
Posen Police Department	\$15,749.03
Elgin Police Department	\$16,083.94
Cary Police Department	\$16,534.00
Orland Park Police Department	\$17,027.00
Lake County Sheriff's Office	\$17,112.31

**2019 LETR Department Awards**

**Gold Medal**

IDOC – Sheridan	\$17,325.34
IDOC – Pontiac	\$17,558.53
Plainfield Police Department	\$17,562.67
Park Forest Police Department	\$17,805.58
Will County Forest Preserve	\$18,179.27
Glendale Heights Police Department	\$18,593.00
Alsip Police Department	\$19,363.23
Kildeer Police Department	\$19,480.29
Carol Stream Police Department	\$20,172.51
IDOC – Western	\$21,069.61

**2019 LETR Department Awards**

**Gold Medal**

McHenry Police Department	\$21,456.97
Oak Forest Police Department	\$21,699.00
IDOC – TRT	\$22,051.00
Aurora Police Department	\$22,398.70
Algonquin Police Department	\$22,723.73
Westmont Police Department	\$23,687.86
Huntley Police Department	\$23,766.70
Minooka Police Department	\$23,948.50
Mendota Police Department	\$23,961.55
Bourbonnais Police Department	\$24,098.91

**2019 LETR Department Awards**

**Gold Medal**

Hoffman Estates Police Department	\$24,125.36
Will County Sheriff's Office	\$24,186.88
Bridgeview Police Department	\$24,499.00
Midlothian Police Department	\$25,445.34
Lemont Police Department	\$26,455.04
DuPage County Sheriff's Office	\$26,936.09
Cook County Sheriff's Police	\$27,437.00
Geneva Police Department	\$27,684.02
Edwardsville Police Department	\$27,713.23
West Chicago Police Department	\$28,264.28

**2019 LETR Department Awards**

**Gold Medal**

Normal Police Department	\$29,181.55
Des Plaines Police Department	\$30,000.00
South Elgin Police Department	\$31,020.54
McCook Police Department	\$33,470.00
Matteson Police Department	\$33,571.00
Bloomington Police Department	\$38,081.32
Oak Brook Police Department	\$38,503.75
Crestwood Police Department	\$38,544.31
O'Fallon Police Department	\$39,022.32
Mundelein Police Department	\$39,353.40

**2019 LETR Department Awards**

**Gold Medal**

Joliet Police Department	\$40,444.22
Cook County Sheriff's Office	\$41,667.00
Department of Juvenile Justice	\$44,965.34
Kane County State's Attorney Office	\$52,129.22
Palos Park Police Department	\$58,884.95
Troy Police Department	\$64,100.00
Buffalo Grove Police Department	\$64,396.55
Chicago Police Department	\$66,699.65
Woodridge Police Department	\$68,067.61

**2019 LETR Department Awards**

**Platinum Medal**

Illinois State Police	\$103,415.21
Maple Park Police Department	\$107,065.21
Tinley Park Police Department	\$115,885.15



## A LETTER COMMENDING STELTER FOR SPEAKING UP



**Dan McDevitt has been active with ILACP for a long time. Here, he is a presenter at an ILACP training session in 2017.**

Dear Ed:

As you know, I have been a proud member of the Illinois Chiefs of Police for many years, and have always considered it to be an extremely professional organization. The Illinois Chiefs was responsible for many improvements to law enforcement in the State of Illinois throughout my own 36-year career as a Cop, for which I am grateful.

As proud as I have always been of my membership, I have never been more proud than when I read the October 2019 issue of *Command magazine*, and specifically the "From the President" column by our President Chief Steve Stelter.

President Stelter, in his column, had the courage to "Tell it like it is," which is unfortunately a very rare thing to see nowadays. Rather than "sugar coat" some of the insanity that our elected officials attempt to jam down the throats of an often-willing public, President Stelter recognized just how destructive some of this rhetoric and some of these ideas truly are.

Some of his cited examples included a proposed Illinois law that would require an arresting Officer to grant an arrestee three phone calls within their first hour in custody or face charges of a Class 4 Felony. Considering the fact that most departments are so short-handed that the processing of an arrestee takes an Officer off the street for sometimes the entire shift, having such a requirement in place is truly ill-advised. Anyone who would recommend such a law has no idea what is entailed when making an arrest or processing a prisoner, and quite frankly I doubt if they care.

Eliminating legally-obtained consent searches is another gem, as is making possession of heroin a misdemeanor. Having worked drug enforcement for a lot of my career and seeing the destruction and heartache that drugs have caused many families, this is truly interesting.

He also mentioned the disgusting fact that our Brother and Sister Cops in NYPD have had things thrown at them by the public, and apparently their municipal leadership doesn't seem to care much about it. In fact, just this week there were large numbers of people jumping subway turnstiles while holding signs and shouting anti-police slogans.

Hundreds of protesters flooded the streets and the subways in Downtown Brooklyn this past Friday night, in response to a recent city initiative to increase police presence and surveillance. New York papers reported that a group of demonstrators later surrounded a nearby MTA bus and vandalized it with slogans such as "F---k NYPD" and "NYPD=KKK".

Protesters in a video shown on TV chanted "How do you spell racist? N-Y-P-D." But the anti-cop chants heard in the video didn't prevent a United States House of Representatives member from New York from lending her support to their actions.

I have watched with interest and sadness how the attitude of much of the public, fueled by the media and some elected officials, has deteriorated over the past ten years. It seems that ever since it was announced that the Cambridge Police "acted stupidly" (well before all the facts were out) that things really started going downhill.

The Ferguson, Missouri situation, which was investigated as thoroughly as anything I've ever seen, and which ultimately determined that Officer Darren Wilson did nothing wrong when confronted with a strong-arm robber, even though he was described by the media as some type of a "Gentle Giant," a description with which the store owner he robbed would probably disagree.

Even though that was the finding, Officer Wilson's life and career were ruined, and I seriously doubt if he and his family will ever be the same. The so-called "Ferguson Effect" has (understandably) impacted the actions of many, if not all, cops, when faced with almost any Use of Force situation.

The bottom line is this- I truly believe that we all owe a debt of gratitude to President Stelter, for having the courage to publicly state what most, if not all of us feel. He has done the Illinois Chiefs a great service with his article, and I for one truly appreciate it. President Stelter stated "We the Police are the sanity in a sometimes insane world," and he is absolutely correct.

I have always believed that much of the time Law Enforcement professionals truly are the "Thin Blue Line" between order and chaos, and we should be proud to wear that title.

Please feel free to share this letter with the membership as you see fit.

Respectfully,

*Daniel S. McDevitt*

Chief of Police, Lansing, Illinois (Retired)  
Captain, Illinois State Police (Retired)



## IPRF is the Leader in Workers' Compensation Coverage

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- IPRF members can select their own defense counsel subject to IPRF's litigation management process and approval.
- Dedicated Claims Team
- Prescription Drug Programs



**Illinois Association of Chiefs of Police**  
426 S. Fifth Street  
Springfield, IL 62701



Chief John Tannahill

## **2 CANDIDATES RUNNING FOR 3RD VP; VOTING WILL BE APRIL 27-30**



Chief Laura King

### **All voting will be by electronic ballot; how to cast your vote**

Two members have filed to run for 3rd Vice President in 2020: Chief John Tannahill, Director of Public Safety for the Lake County Forest Preserve District; and Chief Laura King, McHenry County Conservation District Police. You can read their letters of candidacy on the ILACP website, [www.ilchiefs.org](http://www.ilchiefs.org).

1. All active members and Life Members are eligible to vote.
2. Voting opens at 12:01 a.m. Monday, April 27, 2020 and ends at 12 noon Thursday, April 30, 2020.
3. On or about April 24, you will be sent a link to the Official Ballot in a special email blast to all voting members.
4. You must log in to the ILACP website to vote. You have a user name and password. In most cases, the user name is the same email address where you get the Weekly Bulletin from ILACP. If you haven't logged in for awhile, we recommend doing so in the near future so that you know your user name and password.
5. Clicking the link and logging in will take you to the Official Ballot. Select the candidate of your choice.
6. If you have any issues with voting, contact Carmen Kent at [carmen@ilchiefs.org](mailto:carmen@ilchiefs.org) or Sherrie Phipps at [sherrie@ilchiefs.org](mailto:sherrie@ilchiefs.org).

