

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police



Moving Beyond "Us Vs. Them"



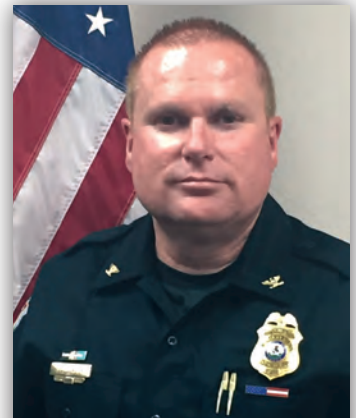
Chief Mitchell R. Davis III



Chuck Wexler



Chief Kristen Ziman (Ret.)



Chief Steve Johnson



The Illinois Chiefs thank our major partners

YEAR-ROUND PARTNERS



PREMIUM PARTNERS of ILACP



COMMAND

The Official Publication of the Illinois Association of Chiefs of Police
 426 S. Fifth Street, Springfield, IL 62701
 Phone (217) 523-3765 — Toll-Free (877) 244-3345 — Fax (217) 523-8352



Volume 1 Issue 2 • November 2021

www.ilchiefs.org

Welcome to the ILACP's November 2021 COMMAND magazine.

ILACP BOARD OF OFFICERS

PRESIDENT

Mitchell R. Davis III, Chief of Police, Hazel Crest

1ST VICE PRESIDENT

Lou Jogmen, Chief of Police, Highland Park

2ND VICE PRESIDENT

Laura King, Chief of Police, McHenry County Conversation District

3RD VICE PRESIDENT

Marc Maton, Chief of Police, Lemont

PAST PRESIDENT

James R. Black, Chief of Police, Crystal Lake

VICE PRESIDENT AT-LARGE – REGION 1

Dan Ryan, Chief of Police, Leland Grove

VICE PRESIDENT AT-LARGE – REGION 2

Dean Stiegemeier, Chief of Police, Maple Park

VICE PRESIDENT AT-LARGE – REGION 3

Shanon Gillette, Chief of Police, Downers Grove

PARLIAMENTARIAN

Frank Kaminski

Chief of Police, Park Ridge

ILACP STAFF

EXECUTIVE DIRECTOR

Ed Wojcicki

COMMUNICATIONS DIRECTOR

Amy Rourke Jones of Frontline

ASSISTANT BUSINESS MANAGER

Carmen Kent

PROJECT DIRECTOR

Krista Kolis

ASSISTANT TO EXEC. DIRECTOR

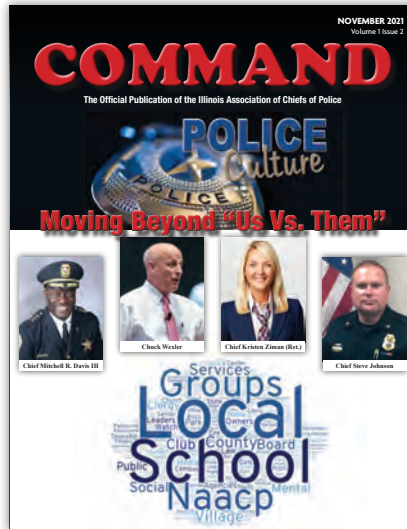
Karen Fagg

LOBBYIST

John Millner

ILEAP COORDINATOR

Jeff Hamer



On the Cover: We take a look at police culture from multiple perspectives, with ideas on how to get from “us against them” to a more collaborative environment in which police are heroes again. Coverage begins with reflections from President Davis on page 3 and continues for twelve more pages. Also, that “word cloud” on the cover is one result of the Membership Survey we conducted in September. That one shows organizations that police should work with. Read what you told us about that and about your priorities on pages 30-33.



POLICE CULTURE:

From the President: A culture of groupthink	3
From Ed: How we can address “us vs. them”	5
Chuck Wexler: A national perspective	8
Kristen Ziman: From fear to vulnerability	9
Chuck Gruber: The Just Culture	11
Kent Williams: Eerie parallels to COVID-19 fears	12
Steve Johnson: Why I teach the hero’s journey.....	14
Illinois Chiefs honor families of 16 LODD, nine from COVID	17
Photo gallery: Annual Conference and Expo	18
Legislative Update: Wins, losses, and draws in spring 2021	26
Survey Results 2021: What you told us about your concerns	30
3 Things that maybe you didn’t know	34
Op-ed from PMI: Coalition to combat illegal trade.....	35
New partnership with PowerDMS for ILEAP program.....	37
Chiefs Bucci, Wermes file to run for 3rd VP of ILACP	40

The COMMAND magazine is published by the Illinois Association of Chiefs of Police, 426 S. Fifth Street, Springfield, IL 62701. The magazine has been jointly produced and created by the staff of ILACP and Seaglass Design. The entire contents of the magazine are subject to copyright protection and cannot be reproduced in any manner whatsoever without the express written consent of the Illinois Association of Chiefs of Police. All submissions for articles and ad placements are subject to acceptance and editing of ILACP. Copyright ©2021. All rights reserved.



ILACP EXECUTIVE BOARD

2021-2022 BOARD OF OFFICERS

See list on the previous page.

The Board of Officers is part of the Executive Board.

ACTIVE PAST PRESIDENTS

James R. Black (Crystal Lake)
Steven Stelter (Indian Head Park)
James R. Kruger, Jr. (Oak Brook)
Steven Casstevens (Buffalo Grove)
Frank Kaminski (Park Ridge)
Fred W. Hayes (Elwood)
Robert Porter (Huntley)
Doug Hayse (Oglesby)
David Weigand (Crestwood)

APPOINTED EXECUTIVE BOARD MEMBERS

SERVE UNTIL APRIL 2022

John Birk (McHenry)
Demitrous Cook (Richton Park)
Christopher Fletcher (Calumet Park Village)
Brendan Heffner (U.S. Marshal, Central Illinois)
Scott Mettillie (Chillicothe)
David Wermes (Wauconda)
Malcolm White (Sauk Village)

SERVE UNTIL APRIL 2023

David Byrd (DeKalb)
Keith Cross (Aurora)
Jared DePope (Gillespie)
Jerel Jones (Macomb)
Christopher Mannino (Park Forest)
Denise McGrath (Homewood)
LaDon Reynolds (Oak Park)
Roy Wells (Phoenix)
Debbie Wilson (University Park)
Kenneth Winslow (Springfield)

SERGEANT-AT-ARMS

Phil Arnold (Wilmington)

RETIRED PAST PRESIDENTS

Patrick O'Connor (Moraine Valley
Community College)
Brian Fengel (Bartonville)
Raymond Rose (Mundelein)

Gary Schira (Batavia)
Eric C. Smith (Sherman)
Lawrence Burnson (Homewood)
R.T. Finney (Champaign)
I. Joe Pena (Channahon)
Robert D. Jones (Gurnee)
F. Thomas Braglia (Elmwood Park)
David Bradford (Glen Carbon)
Don Slazinik (O'Fallon)
Darrell Sanders (Frankfort)
John Millner (Elmhurst)
James Roche (St. Charles)
Roger Richards (Fairview Heights)
George Graves (Downers Grove)
Robert Bonneville (Prospect Heights)
Charles McDonald (SIU-Edwardsville)
Michael Haeger (Wheeling)
M.E. "Duke" Gorris (Orland Park)
*[List shows Agency at time of retirement;
excludes Deceased Past Presidents]*

HONORARY EXECUTIVE BOARD MEMBERS

Director Brendan Kelly (Illinois State Police)
Superintendent David Brown (Chicago Police Department)

COMMITTEES AND CHAIRS

COMMUNICATIONS & TECHNOLOGY

Craig Allen (Illinois State Police, Ret.), co-chair
Harry Masse (Metropolis), co-chair

CONSTITUTION, BYLAWS & RESOLUTIONS

Phil Smith (Montgomery)

DIVERSITY

Christopher Fletcher (Calumet Park Village)

EDUCATION AND PROGRAMS

Ray Cordell (Oakwood Hills)

ETHICS COMMITTEE

James R. Kruger, Jr. (Oak Brook)
Gary Schira (Batavia, Ret.)

FINANCIAL & STRATEGIC PLANNING

John Furcon (Consultant), co-chair
David Bradford (Glen Carbon, Ret.) co-chair

FUNERAL ASSISTANCE TEAM

Chief John Konopek (Plainfield)

LEGAL

Donald Zoufal (attorney)

LEGISLATIVE & POLITICAL ACTION (PAC)

Chief Marc Maton (Lemont)

MEMBERSHIP

Chief Thomas Coppotelli (Caseyville)

NOMINATING COMMITTEE

Chief James R. Black (Crystal Lake)

OFFICER WELLNESS COMMITTEE

Dr. Robert Marsh (West Frankfort), co-chair

PAST PRESIDENTS

Chief Gary Schira (Batavia, Ret.), Chief Ray Rose (Mundelein, Ret.), and Chief Charles McDonald (SIU-Edwardsville, Ret.)

POLICE AND CITIZEN AWARDS

Vacant

POLICE MEMORIAL

Lt. Dan Watton (Rockford)

PROFESSIONAL RECOGNITION

Chief Patrick Rollins (Sugar Grove)

PR/CONTENT STRATEGY

DC Andy Johnson (Hanover Park)

PUBLIC & PRIVATE POLICE LIAISON

Paul Ohm, CPP (P4 Security Solutions)

SMALL AGENCY

Steve Bein (Fisher)

TRAFFIC SAFETY

Ron Davis (Metra RR Police)



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	Knowledge and Information
Legislation	Dissemination
Ethics and Integrity	Media Relations
Professional Standards	Community Partnerships



PRESIDENT'S MESSAGE

A Culture of Groupthink

By Chief Mitchell R. Davis III



Chief Mitchell R. Davis III

One definition of the word “culture” provided by Merriam-Webster is “the set of shared attitudes, values, goals, and practices that characterizes an institution or organization.” Culture exists in all organizations and can be good or bad. Culture can propel an organization to great heights, or it can be its demise. The institution that we call our criminal justice system is comprised of many entities, with law enforcement being arguably the most visible

component. Law enforcement has its own unique culture.

When anyone enters an organization there is a period of adapting to the existing culture. If the culture that one is assimilating to is productive, it is a win for the person and the organization. The simple fact that a culture is productive and positive doesn't make it perfect. The best culture that an organization can have is one that is constantly evolving in a positive way. A culture such as this is created through the realization that there is always room for growth, and a constant desire to seek and attain that growth.

Organizations that do not encourage self-evaluation and promote positive change can possibly succumb to operating in a “groupthink” mindset. Groupthink happens when individuals within a group or organization follow irrational decisions and actions that are aligned with the values and beliefs expressed by the group. This unquestioned mimicking is done in an effort to conform with the group by not causing disruption, opposition, or dissent. Groupthink can cause members to adopt a “*protect at all costs*” method of operation, sometimes seeing anyone outside the organization as an adversary.

George Santayana said, “Those who cannot remember the past are condemned to repeat it.” My interpretation of this statement is that if you do not use the past to learn and get better, you will make the same

mistakes as those before you. It is with this in mind that I continue to tell the stories of the past, stories that are personal to me and those that I have learned from other sources. The history of law enforcement has not been good for all members of our society, and for many in our communities, systemic challenges still exist.

An unwillingness for members in our profession to acknowledge these facts has led to the perception by the public of a culture of apathy. Acknowledging the acts of others of others in our profession does not mean you have committed those acts. Acknowledging shows that you seek to understand and empathize. I love this profession and am passionate about making empathy the driving force behind all that we do. There are great people that have come into this noble profession that have unknowingly “drunk the Kool-Aid” and fallen into areas of groupthink. Myself included! There are those of us that were so happy to be amongst the ranks of law enforcement that we fell unquestionably into the culture. But, when you know better, you are supposed to do better.

The “know better” moments that opened my eyes to the culture that I found immersed in were a compilation of things that I was exposed to. When I first saw these things, I knew in my heart that they weren't right, but I remained silent. After a while, I finally got the courage to acknowledge what I already knew. I could no longer accept people attempting to convince me that I was “Blue” and therefore, that is where my loyalties should lie. I could no longer turn a blind eye and deaf ear to racist and unfair actions and statements that targeted Black people. Sometimes that Black person that was being targeted was me, and it came from my peers and sometimes my superiors. I often share that my worst two experiences with law enforcement were both when I was a police officer. In both instances the officers knew who I was and that I was a police officer. In one the



ILACP President Mitchell R. Davis III recognized Past President James R. Black during the ILACP Annual Awards Banquet on August 20, 2021, in Tinley Park.

case, I was a police chief, and the officer knew that I was a police chief. Nevertheless, in both instances they still chose to abuse their power against me. Despite knowing who and what I was, the blueness that I was told to show my allegiance to meant nothing to these officers. I was simply another Black man. Both officers were in departments that people say, “Oh, yeah! I can believe he did that!” Officers like them have



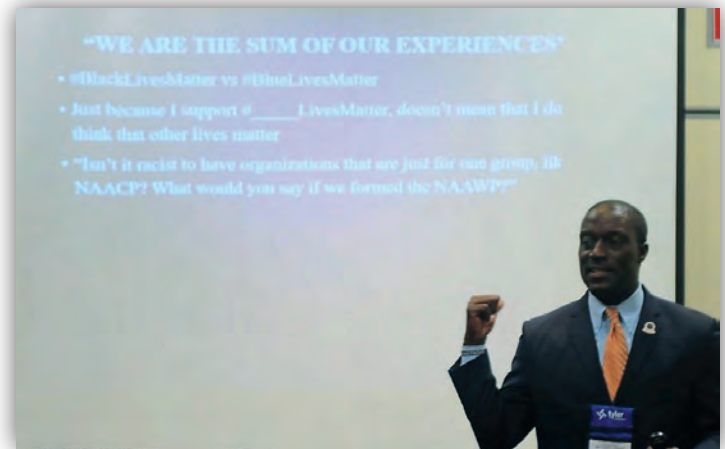
“Those who are able to see beyond the shadows and lies of their culture will never be understood, let alone believed, by the masses.” – Plato

been allowed to exist within the ranks of good officers because of the culture. That culture and officers like them can make the job miserable for good officers, and it also enables officers like them to poison other officers.

The comfort that some officers have in saying racially charged statements without any regard is unbelievable. While attending a statewide firearms training class, I heard something that was said in front of me. After doing introductions at the beginning of the class and proceeding to the first break, officers began socializing. I sat in my seat checking messages and emails. I happened to be the only chief and only Black person in the class. Officers began to ask a Chicago PD officer about how he liked working in Englewood, which is a Black community in Chicago that has a challenging crime rate. The officer told the inquiring officers that Englewood would be better off if they just dropped off a bunch of guns in the neighborhood and allowed all the residents to kill one another because they are all criminals. The ease with which he made the statement was bad enough, but unbeknownst to him was the fact that about six months before that, my father's 70-year-old cousin was killed in Englewood during a robbery gone bad. My family member was not a criminal who deserved to be killed. He was law-abiding senior citizen who was a victim. This officer's malicious words and the laughter from all the inquiring officers is just one example of the uncaring culture that can exist in law enforcement. Unfortunately, I have many other stories like this that I could share.

We are taught early in our culture of groupthink that it is “us against them.” Well, when we treat communities as though our relationship is “us against them,” then we shouldn't be surprised when the community responds with a “them against us” attitude. The culture tells us that when anyone suggests to us that we need to change, they are only doing it because they don't like law enforcement. In any healthy relationship that you care about, your partner in that relationship should be able to give you constructive criticism to help make the relationship better. Our culture doesn't see it that way in our relationship with some communities. A culture of groupthink tells us that outsiders want change because no one wants to be held accountable.

What our culture has not realized is that if we don't voluntarily listen to those that we are in this relationship with, they will find a way to force equity upon us as a profession. That means of forcing equity most powerfully comes in the form of legislation. Changes in legislation are a threat to the groupthink portion of the culture. Legislation has a different impact than policy changes. Many departments have aligned



Chief Davis has been providing training for Illinois chiefs for many years. Here he is at the Midwest Expo in Tinley Park in 2016.

their policies with recommendations from the 2015 national *Task Force on 21st Century Policing* and the ILACP's *10 Shared Principles*. These were not a threat because those who operate in groupthink know that “culture eats policy for lunch.” There are some in the culture who would rather leave the profession than allow the culture to be jeopardized by legislation.

In 1829, Sir Robert Peel introduced the “Principles of Law Enforcement” to our profession, and they are widely recognized as a foundation for law enforcement. Peel teaches us that being pro-police doesn't mean that you are against the community and being pro-community doesn't mean that you are against the police! These principles are worthy of attainment for our profession and would serve all communities well. The nine principles in this document are rooted in a healthy equitable relationship between law enforcement and all communities. The principles focus on acceptance by and partnership with all communities, procedural justice, and reasonable use of force. As noble as the components of this widely accepted document are, the reality is that a groupthink culture does not apply its tenets in many communities.

What does all of this have to do with readers of *Command Magazine*? John Maxwell shares a concept that he calls “The Law of the Lid.” The concept says that the level of your organization can never rise any higher than your level as a leader. If your leadership lid is a 7, your organization can never be a 10. So, for your organization to be the best that it can be, you must first become a better leader by raising the level of your lid. As I was finishing this article, a quote came up on my social media feed. I took it as a reminder from God that not everyone will accept my words, but someone needs to hear my words. My prayer is that these words will help someone escape a culture of groupthink and help those seeking to raise their lid. ■

We are taught early in our culture of groupthink that it is “us against them.” Well, when we treat communities as though our relationship is “us against them,” then we shouldn't be surprised when the community responds with a “them against us” attitude.



WHY WE'RE LOOKING CLOSELY AT POLICE CULTURE; WHY WE HAVE THE POWER TO END "US AGAINST THEM"

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police



I get irritated when discussions about the police drift into "us against them." Which they always seem to do.

I was dispirited, though, by what I learned in researching police culture. I had to pause for a few deep sighs after concluding that law enforcement itself is largely responsible for this us-versus-them attitude. Cadets learn in the academy how to see others and everything as threats to their safety. Keep your distance. Don't trust people, not even your supervisors. Suspect the worst in others because they might go after you or some innocent person.

In this context, "us against them" is our fault. It has become a habit. There's ten or thirty years of that. An unintended consequence is that ordinary people sense our suspicion and see it the same way. They identify as "them" – objects of our mistrust and suspicion. Doesn't everybody tell you they get a little nervous when they see a squad car in their rear view mirror?

The good news is that since we created and fuel this aspect of police culture, it's on us to make it different. It's in our control to change it. It will take time. As the late Chuck Gruber preached, the police culture should be collaborative, which means we give up some of the control we cherish.

With our president, **Chief Mitchell R. Davis III**, talking frequently and publicly about police culture, it is timely to take a deeper dive into the subject. That becomes the focus in this issue of Command:

- For the perspective of **President Davis** on culture, see page 3.
- A Q&A with **Chuck Wexler**, executive director of Police Executive Research Forum (PERF). I am grateful for his eager "yes" when I asked him for his national perspective. He confirmed that "police culture" is now a national hot topic. See page 8
- An essay by **Aurora Chief (Ret.) Kristen Ziman**, who was very progressive in promoting officer wellness and is now working on a book about police leadership. See page 9.
- Reflections from **Swansea Chief Steve Johnson**, who teaches about police leadership and "the hero's journey" nationally for Calibre Press. See page 14
- Information from the late **Charles Gruber**, who gave us the gift of "The Just Culture" as an eTraining course, now available to all ILACP members, a few months before he died on April 26, 2021. See page 11.
- An interesting perspective from **Bartlett Chief (Ret.) Kent Williams**, comparing police culture to society's many hyper-cautious responses to COVID-19. See page 12.

All of this, I hope, helps you look at your own leadership roles by describing the positive impact you can have on police culture.

MEMBERSHIP SURVEY AND PLANNING FOR 2022

We conducted our biennial Membership Survey in September and then had our Annual Planning Meeting on September 30 at the Hazel Crest Village Hall, with many committee chairs joining the Board of Officers for a daylong

discussion. With the help of consultant Lester McCarroll, Jr., and our own John Furcon, we reviewed what you told us in our 2021 Membership Survey. Here are a few highlights that help me understand what the association should be doing for you:



This is a slide from Chuck Gruber's "Just Culture" training. Not only is "safety" critical for officers, but so are other values that build trust.

Training topic: One of your biggest topical interests for training is leadership. That's a big reason I asked some great leaders to write for this issue on the topic of police culture. Also, we have compiled a Library on Leadership with articles from our own members on our website.

Our most valuable services for members: Once again, as in past years, you told us that what you appreciate the most from your association is legislative information, email blasts, and networking opportunities. Have no fear: We will strengthen our roots in the legislative arena on your behalf.

The biggest challenges facing law enforcement:

1. Recruitment and retention
2. Legislation
3. Media and public perception
4. Support of public officials
5. Community trust
6. Funding

Detailed results of the Membership Survey begin on page 30.

FINAL EXHALE: As we approach the beginning of 2022, I look back at the last two years and I feel exhausted by the COVID climate of uncertainty, the great post-George Floyd tumult, and the assault brought on by new legislation. I say this so you know it's not just you. Whew.

I am so grateful to those of you who gave me hope. You reminded me that we Will. Get. Through. This. Together. That's what we do. I will raise a glass of gratitude to you from Thanksgiving and into the New Year. A blessed and Merry Christmas to you and yours. ■

Ed Wojcicki

Get online training on legal issues for your officers every month; Illinois Chiefs have partnership with CourtSmart



Dale Anderson



Anthony A. Polse



Steven J. Scheller



Jim Volpe

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.

What CourtSmart Can Do For A Police Department

CourtSmart provides four comprehensive standardized approaches to ongoing learning and to professionalization:

1. **Legal source books** that are updated every year and available both in hard copy and e-book, which officers can use for educational and research purposes;
2. **Monthly recent case updates** that help officers keep up with the changes in the law, particularly constitutional law;
3. **Quizzes on the monthly updates and possibly satisfying the state mandates**, with the results of the quizzes available to supervisors selected by the department. If your officers answer seven out of ten questions correctly, they may be eligible to be certified for the legislative mandates, if your local Mobile Training Unit approves. ILACP is working on these relationships with the MTUs. "I must be transparent in saying that most MTUs have not yet certified this training to satisfy the mandates," ILACP Executive Director Ed Wojcicki said. "But we are reaching out to the MTUs, and we will be encouraging our members to contact their MTU directors to ask that this training be certified."
4. **Questions answered** by e-mail for officers as CourtSmart's time allows.

How to Sign Up

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.leotraining.com.



TESTIMONIAL

"I can't overemphasize my belief that the CourtSmart program is an invaluable product. The aspect that it can satisfy mandated training requirements is value added. The mandated requirements do not provide the ongoing training that today's officers need and CourtSmart provides. We are a Chiefs' organization and we are marketing this to Chiefs to make their lives easier. If I sound a little rah rah on this, I am. I was a Dale Anderson / CourtSmart fan long before mandated training ever came out. From my perspective as a former Deputy Chief, the value and importance of the information provided by Dale reduces liability and improves officer confidence and productivity."

Chief Ray Cordell,
Chairman, ILACP Education and Programs Committee

GET SOCIAL WITH THE CHIEFS!



Twitter.com
@ILPoliceChiefs



Facebook.com
<https://www.facebook.com/IllinoisChiefs>

Ed's Blog
<http://www.illinoischiefsblog.com/>



Instagram .com
ILchiefs



YouTube.com
https://www.youtube.com/watch?v=SwqkfD7V_jk



Illinois Association of Chiefs of Police Testing Program

Are You Hiring New Officers or Dispatchers?

Are You Planning an Upcoming Promotional Process?

Try these quality written examinations developed by Stanard & Associates, Inc. and offered by the Illinois Association of Chiefs of Police. Exams are easy to administer, job-related, and affordable.

- THE NATIONAL POLICE OFFICER SELECTION TEST (POST)
- THE NATIONAL DISPATCHER SELECTION TEST (NDST)
- THE NATIONAL FIRST AND SECOND-LINE SUPERVISOR TESTS (NFLST/NSLST)
- ASSESSMENT EXERCISES AND PROMOTIONAL ORAL BOARD INTERVIEW PROGRAMS

Discounts
apply for
ILACP member
agencies

For more information about these testing products and services or to place an order, please call the ILACP at (217) 523-3765





A conversation with Chuck Wexler: Changing police culture will change policing

ILACP's Ed Wojcicki has been raising questions about police culture and recently asked Chuck Wexler, executive director of the Police Executive Research Forum (PERF), to provide his perspective on police culture. Following is a Q&A they put together:

Wojcicki: It feels like conversations about “police culture” are accelerating. Is that accurate or is that my imagination?

Wexler: People are talking more about police culture because police reform is a hot topic now. If we want to change policing, we'd better understand what police culture is, because changing police culture will change policing.

Wojcicki: Everyone in law enforcement seems to know what police culture is, but it's hard to find a succinct definition. Do you know of one or do you have one?

Wexler: Police culture consists of the values and practices of the profession that are passed on from generation to generation. Police culture influences how police officers perform in every situation.

Wojcicki: Could you list the positive aspects of police culture?

Wexler: Yes. Police culture is about

- making a positive difference in the world,
- putting other people's lives ahead of your own,
- working as a team, not as an individual, and
- having a commitment to the sanctity of human life.

Wojcicki: What are the endearing aspects of police culture that lead sworn officers to believe that their career is a calling and not just a job?

Wexler: Police culture is why officers ran into the World Trade Center when everyone else was running out. Police were helping the people who couldn't run down 50 flights of stairs on their own. It's about making life-and-death decisions. Very few occupations give you that much authority, responsibility, and opportunity to make a difference.

Wojcicki: Could you summarize or list what critics say are the negative aspects of police culture?

Wexler: There is sometimes a reluctance to openly question other officers' views or actions, or to hold others to the same standard you hold yourself.

Wojcicki: What do critics of police misunderstand about police culture?

Wexler: The challenge the police have is that because there is an occupational necessity to work as a team, when individual officers' actions are called into question, there is a reluctance to criticize fellow officers for fear of the impact that this will have on working together in the future.

Wojcicki: What do sworn officers misunderstand about the critics of police culture?

Wexler: That not all critics are vehemently anti-police. We are in an unprecedented period where criticism of the police has been substantial, and there's a tendency for officers to view all comments as bias against the police. The challenge is to identify the areas where there are legitimate concerns and develop policy, training, and leadership that meet those challenges.

Wojcicki: What do you hear most frequently that needs to be addressed or changed in police culture?

Wexler: The idea that it's wrong to “Monday-morning quarterback” and critique an incident that didn't end well. Carefully studying things that went wrong is what professionals do. To get better, we need to accept the idea that self-examination and holding ourselves accountable make policing better.

Wojcicki: Any other thoughts on this topic?

Wexler: Culture is at the heart of policing. Better training and policy can't take root if they go against police culture. If we can change police culture, we can change policing. ■



Chuck Wexler of PERF speaks in Chicago at a training session.



From fear to vulnerability:

How you can alter police culture

By Kristen Ziman

The culture of an organization is a living, breathing organism. We spend most of our time synchronizing our actions and emulating social cues so we don't draw attention to ourselves. This is especially true when we enter a new environment like a new job or a foreign place for the first time. If you are new, your intent is to adapt and blend in inconspicuously. This is a survival technique, and it's not always a bad thing because it allows time for us to transition into a new environment incrementally. It's very primitive because adapting is what we are hard-wired to do. The more we admire the profession or the institution, the more desperate we are to fit in.

When I walked into my police department in 1991, I was so excited to be there that my ponytail bounced affirmatively to whatever I was told by the "seasoned" officers. I responded to the other cops like a little bobblehead because I wanted to be one of them. We would all gather around the front desk while writing our reports or when the street was slow, and I listened as the officers commiserated about life and all that was wrong with it. For starters, they said the brass was clueless and the decisions they made were idiotic. Every person ever promoted was undeserving. The common theme was that everyone was an asshole.

I didn't realize at the time that I was assimilating into the culture of the organization, nor did I realize that it was overwhelmingly negative. I was immersed in the environment, and I was clueless about the influence it was having on me. I went with it for a while until I started to cross paths with the outliers — the ones who weren't quite as boisterous with disdain. These "pattern interrupters" would walk by the group naysayers and quip, "What did you all wake up pissed off about today?" I found myself jolted momentarily out of the negativity and began to become more aware of the conversations being had around me. I found myself gravitating towards the officers who were bold enough to call out the malcontents, and I started listening to them. I was riding two-man with one of these officers on the midnight shift, and he imparted wisdom that I've never forgotten. "A lot of these guys hate everyone and everything because they are miserable themselves. Don't let their opinions influence you — figure it out for yourself." As a rookie officer, I took that to heart and I developed a muscle for yucking it up with the curmudgeons but discarding everything they said. They were good people, but they were martyrs and it was exhausting (and pathetic).

Over the years, I became a student of culture and keenly aware of how it is cultivated in an organization. It's living and breathing, but it is not a result of chance. Over the span of my 30-year career, I have collected enough data from all of the bosses in my police department to confidently arrive at this conclusion. Those who lead our organizations set the culture through their expectations and actions. Many times, the shift in culture is unconscious. The person at the top of the organizational chart doesn't realize that decisions and policies are contributing to the culture. Nor do they understand the power their words and actions have in creating culture.

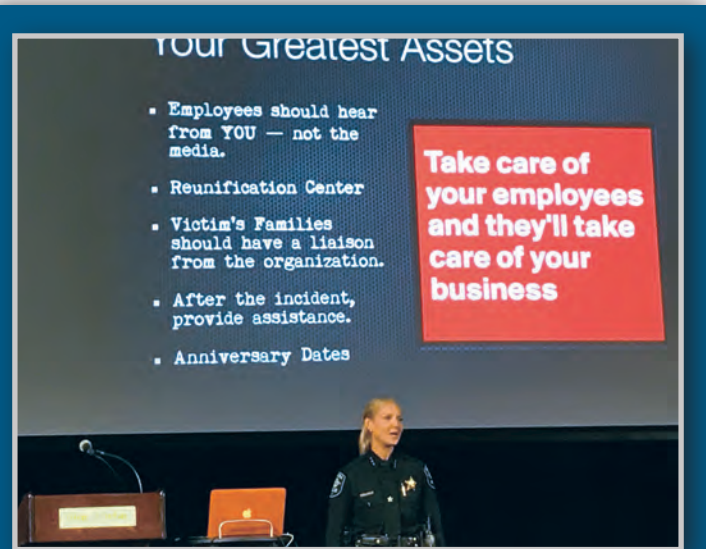


The top person is responsible for the culture of the organization. I realize the crown is already heavy, and that seems like an unfair burden to place upon him or her. This is why leadership roles should not be given without careful consideration. Everyone else in the department contributes to the culture, but by and large, those leading smaller teams align to the actions and values of the chief executive officer. These actions and values can be healthy or unhealthy to the organization. Either way, culture permeates from this line of sight.

A great example is a department led by a person who rules through fear. They value punishment over coaching and mentoring and they reward those who emulate their iron fist. This creates a culture of fear. Officers will work, but only because they are afraid of punishment. I worked for a commander who made it his mission to knock others off the path in order to make way for his own tribe. He automatically assumed the worst in people and he had a hand in getting those with the same Machiavellian values put in positions of power. He was also of the opinion that asking for help was weak. One of our officers called me at home to share that he was struggling as a result of a horrific car accident. This officer rolled up on the scene to find an Illinois State Trooper's squad engulfed in flames and the Trooper still inside. The officer was able to assist in getting the officer out of the squad and put out the flames that ignited on his body. The officer was struggling because the commander and his like-minded lieutenant scolded him for not putting on his reflective vest as per policy before assisting the Trooper. The test of a true leader is the ability to apply practical wisdom to a scenario. Yes, it was a violation of policy (fact), but I'm not sure what rational police officer is thinking of their traffic vest when confronted with a Trooper on fire.

After talking with the officer and hearing the pain in his voice, I shared with the commander that we should check in with the officers on the scene of the crash. The Trooper survived but an IDOT worker was tragically killed in the incident. A different officer took a position on

When officers are given permission to use their humor, empathy, compassion, and individual talents, the job still gets done. In fact, it gets done better because authenticity and trust are the foundation of legitimacy.



Learn more about Kristen Ziman's perspective on police culture and how to respond to a crisis in a free eLearning webinar from the Illinois Chiefs. In a fast-paced 90-minute presentation delivered in Champaign and repeated in Elgin, she talks about her department's response to the 2019 shooting at a manufacturing plant in Aurora in which five people died and five of her officers were shot. This on-demand presentation is available to ILACP members on the ILACP eTraining site.

top of the truck as the fire department attempted to extricate him. The officer broke the windshield and held the hand of the IDOT worker as he took his last breath. These guys were in pain for good reason. The commander responded, "Oh now we have to check-in and make sure everyone is okay? What a bunch of mamby-pambys." I had to look up that phrase because I didn't know what it meant. It's not kind.

These people in leadership positions were cultivating a culture of fear and worse, a culture where it's thought of as weak to admit you're struggling. If you don't think that permeates to the rest of the organization, think again. No one wants to be viewed as weak. Hurt people hurt people and it's no wonder our officers carry around their shields of armor. Those boisterous malcontents who hate everyone are a product of the negative culture and you needn't look far to deduct how they came to be that way. I surmise they didn't walk into the police department like that. The thousand tiny cuts made them that way. When you are healthy and enter a sick environment, you too will become sick.

Fortunately, those who mold or contribute to a negative culture can be overtaken by those who are aligned with a positive vision and philosophy. No matter what your role in your department, you have the power to alter culture. As stated, I firmly believe the chief sets the



culture, but we are not doomed if we work for someone negatively affecting culture. The guy who walked by the desk and interrupted the negativity pattern was a patrol officer. He singlehandedly took the wind out of the “whoa is me” sails of the malcontents because he had the courage to do so. He risked being ostracized or cast into the out-group, but he didn’t care.

Over the years, I have encountered many others who have dared to speak up in opposition when it wasn’t popular. The bold among you don’t follow blindly or listen to the malcontents without fact-checking. And when you speak up, you give the majority who are in silent agreement permission to do the same. Even more crucial to our profession are those courageous enough to ask for help. You singlehandedly are telling your brothers and sisters in blue that strength lies in vulnerability and only the weak suffer in silence.

When police officers are given permission to use their humor, empathy, compassion, and individual talents while carrying out their duties, the job still gets done. In fact, it gets done better because authenticity and trust are the foundation of legitimacy. Who provides this permission? The answer is that we do it individually. Having the courage to behave in a way that is not the norm draws attention to us. If we can withstand the attention (and maybe even ridicule) yet continue to do things differently, it gives permission for others to drop their façade and follow suit. A culture is made up of people, and it changes only when individuals assume responsibility.



As the chief in my organization and now someone who travels to other police agencies across the nation, I have the great fortune to see officers who are compassionate and empathic guardians of their city who run towards horrific things that no one else will. These officers are courageous, and they will continue to improve the culture in their respective organizations and our noble profession. ■

Kristen Ziman retired in August 2021 as chief of police for the Aurora, Illinois, Police Department, where she started her career in 1991 as a police cadet. She holds a bachelor’s degree in Criminal Justice from Aurora University, a master’s degree in Criminal Justice Management from Boston University, and a second master’s degree in Homeland Security and Defense from the CHDS Naval Postgraduate School. She now spends her time, writing, speaking, and consulting.



Gruber and “The Just Culture” Past President Gruber has online training program on “The Just Culture”

Chuck Gruber, always in the forefront of police leadership, left ILACP a lasting legacy with his online course, “The Just Culture.” This course is available free on the Illinois Chiefs’ eLearning site, which is put together in collaboration with the ILETSB Executive Institute.

His innovative course provides police executives with the tools to see and understand risk and to recognize and instill reliability in systems, personnel, and the organization.

Charles “Chuck” Gruber died April 26, 2021, and had completed the online course for us a few months earlier. During his career, he had served as police chief in Quincy, Bartlett, and South Barrington. He also served as president of the Illinois Association of Chiefs of Police.

He presents the concepts of Collaborative Just Culture in policing and explains how to implement it in their agencies.

By the end of the online seminar, participants will:

- Understand why Just Culture is necessary in today’s law enforcement profession

- See and Understand Risk
- Recognize System Reliability
- Recognize Officer Reliability
- Recognize Department Reliability

“Chuck often said that the police are the first defenders of civil rights in America, and he’s right about that,” ILACP Executive Director Ed Wojcicki says. “In this climate when police are often portrayed as violators of rights, I respond by saying the opposite is even more true – that police are on the front lines every day everywhere defending Americans’ rights to speak freely, to gather freely, to march and protest peacefully, and yes, to say whatever terrible things they want to say about the police.”

In fact, Gruber was recognized with the Civil Rights Award from the International Association of Chiefs of Police, and he spent years late in life as a monitor for the Department of Justice in cities that were under a federal consent decree. ■

His “Just Culture” course is available to ILACP members free of charge. For more information, go to: <https://www.ilchiefs.org/elearning-get-started>.



Want to understand police culture?

See the parallels in society's response to COVID-19

By Kent Williams

A big problem with police culture is that the public does not understand it, and neither do police officers when they first enter the profession.

When the COVID-19 pandemic erupted in March 2020 and disrupted our lives like nothing else had ever done, it struck me how society's response to the novel coronavirus was eerily similar to what cops experience in the academy and take into their first job. Stay with me on this.

During the pandemic, ordinary citizens developed a new sense of caution in any public setting, and on the fly, governments and businesses introduced the world to "social distancing" and many other new rules for social interaction. All of this might give ordinary citizens insights into how a cop is trained and views the world. The veil has been lifted, and we all have a new and unique shared perspective.

COVID-19 practices and ramifications:

Being suddenly thrust into a new and strange world with new cultural standards is confusing and frustrating at best. It is exhausting. Harmful psychological damage, isolation, and harm to relationships are predictable byproducts in this new world. Social distancing by staying six feet apart is the new norm. Pulling back physically and withdrawing from others is draining not only physically and emotionally, but spiritually as well.



Kent Williams of Breach Point Consulting

Police training:

Everything in the paragraph above also applies to police. Re-read it and you'll see it's true. One of the first defensive tactics taught to new police recruits is known as the "Reactionary Gap." The lesson involves indoctrination into a highly unpredictable and dangerous world where police officers who find themselves inside of six feet of another human being will not have enough space and time to react to the inevitable unforeseen attack from another person. This places them at risk of great and potentially lethal harm. For those outside of policing during a pandemic, it is why your department store puts taped "X's" six feet apart on the floor in the checkout line. Stay back... keep your distance... survive.

COVID-19 leads to fear:

New threats place a pandemic of fear upon an entire population. Hypervigilance caused by a continuous threat response creates the new rule of 6 feet. No one knows who might have COVID. Anyone might. Thus, new social norms are designed to minimize trust of others while simultaneously maximizing your control over an otherwise unpredictable and potentially dangerous environment. Hand sanitizer is everywhere. Mean-spirited debates about masks and individual rights are popping up everywhere.

Police: Pandemic fear on steroids:

Everything in the paragraph above also applies to police. Police culture could be described as a pandemic of fear caused by constant unrecognized risk. A culture where masks and hand sanitizer are replaced by ballistic



Kent Williams gave a presentation in Effingham in 2019 that was received very well at the Southern Illinois Criminal Justice Summit.

vests and lethal weaponry. Policing is a pandemic response on steroids, complete with all the socially disruptive consequences described previously. Now try it on for twenty years and add violence!

COVID-19: Adapt or face consequences, then weariness

In the first few months of the COVID-19 pandemic, everyone felt great pressure to adapt to this new lifestyle or face cultural consequences brought upon them by the powers that be. (Wear a mask! Keep the grandkids and grandparents apart! Don't visit the nursing home!) In such an anxiety-fueled culture, some assimilate quickly; others struggle. All are changed forever by a shared "critical incident" that significantly overwhelms the peaceful balance and sense of well-being of all involved.

Soon all begin to grow weary of the oppressed spirit. The severing of feeling interconnected begins to malign a once vibrant healthy social lifestyle. Exhausting days become weeks... months feel like years, and all yearn for an end date, the day when all is normal again and we can



get back to feeling healthy, well, and whole. Otherwise, collective distress becomes the new norm... where you and your inner circle become highly suspicious of anyone who is outside your safe zone. Tepid glances of disdain and short "get to the point" conversations take the place of social niceties, which are now seen as a dangerous luxury of the past.

The police pressure and weariness

Everything in the paragraph above also applies to the police culture, down to the many discussions about when and whether to wear a mask on traffic stops and whether to make fewer stops. In such an anxiety-fueled culture, some officers assimilate quickly, while others struggle. All are hardened, some forever, by a series of shared critical incidents that overtake any normal sense of well-being.

Soon all begin to grow weary of the oppressed spirit. The enthusiasm from the academy gives way to a feeling of being highly self-sufficient. Exhausting days become months then years, and all begin to yearn for the date when retirement is possible. Collective distress becomes the new norm... where you and your buddies in the department become highly suspicious of anyone who is outside your safe zone.

Conclusion: Why the comparison fits

Fear. Stay back and stay away to stay safe. Anyone you see might be a threat. Make your inner circle smaller. All of that happened rapidly in response to COVID-19. All are lessons commonly learned by police in the academy. The veil has been lifted, and the whole world should have a keener sense of what it feels like to be a police officer. Stay safe. Don't get too close. ■

Kent Williams is the retired chief of the Bartlett, Illinois, Police Department and speaks nationally about how police leaders and officers can thrive in a misunderstood police culture. His firm is Breach Point Consulting.

COVID has taught us to stay six feet away and to fear that anyone around us might be a carrier – and therefore dangerous to us. Wear a mask!

Police are taught to keep their distance from people and to remember that anyone might become violent. Wear a vest!



THE HERO'S JOURNEY BEGINS, AGAIN.

By Chief Steve Johnson

My Dad survived Vietnam as a United States Marine. He came home and married his high school sweetheart (my Mom). He fought to join the St. Louis Metropolitan Police Department. He had to cheat a little because he was too short. Thanks for that DNA, Dad! Almost immediately he had to deal with riots, protests and violence because of citizens revolting against our involvement in the Vietnam War. He lost some good buddies over there, and now people were hitting him in the head with bricks because he served his country and did his duty.

I remember working the streets of East St. Louis, Illinois, in 1992 when the Rodney King verdict came out and the LAPD Officers were acquitted. We were ordered not to go on any calls without multiple officers responding at the same time due to ambushes and the potential for violence. It was quite a night and week working in an extremely violent city. I remember when September 11 happened in 2001. No matter where we went in uniform, all walks of life would come up and grab your shoulder and thank you. Strangers would hug you. Every citizen would fight over who was going to pay for your dinner. They said they would never forget. We heard those stories all over the country. By now, though, many have forgotten.

Meanwhile, we in law enforcement remain on the same journey emanating from the first oath we took when we completed the academy.

Entering my 33rd year in law enforcement, I now understand that we are all on the same universal journey. The circumstances and street corners are different for each of us, but the journey is remarkably similar for all of us and one that we should not only acknowledge but also celebrate. It is the hero's journey. Before you call BS on that, let me explain.

Ferguson happened about twenty minutes away from my jurisdiction in 2014. This seemed like a game changer in law enforcement. But then it was mixed. Our break room filled up with food from citizens dropping it off and thanking us for our service. (Of course, if we didn't know them, we walked it down to the fire department to let them taste test it first.) Calls for service had more tension, but officers did an amazing job and showed our citizens the type of professionals we are. We proved it to them by doing it the right way.

Some bad stuff happened in New York, Baltimore, Minnesota, Louisiana, etc. Our job got tougher for a while. Safety was, and always is, a concern.

In 2016, five police officers protecting the rights of protestors to protest against police officers were murdered in Dallas. An outpouring of support, love, and hugs again from our community. It was overwhelming to be in public and hear it over and over again, but it was needed and it was so helpful.

We are all on the same universal journey. The circumstances and street corners are different for each of us, but the journey is remarkably similar for all of us.



Now we are in the middle of what feels like the toughest police reform ever in the history of time. It is challenging to see the light at the end of this tunnel. I hear of many leaders, veterans in the field, and brand new officers hanging up their badges and saying enough is enough. I can't say I blame them. But for me, because of my oath, I can't give up. I feel a calling to be the leader when needed most.

Besides, if I would have given up earlier in my career, who would have been there to save the strangled teenager whose lifeless body was dumped into the woods in 2006 after a teacher thought he murdered her? We saved her after she was in the dense woods for over 30 hours. Who would have saved the 9-year-old who was accidentally shot in the head by his friend when they were playing with their convicted felon's mom's boyfriend's illegal firearm? Who would have commanded over 200 law enforcement officers to search for 69-year-old dementia patient who walked away from a nursing home? We found him alive in a ditch over 24 hours later even though a nurse lied about when she had actually taken his vitals.

These stories show that being in law enforcement is quite the journey. One that is not for the faint of the heart. You must be resilient, tough, determined, and hardheaded. Very interesting that the definition of "hero" in the online version of the Merriam Webster dictionary is "a



person who is admired for great or brave acts or fine qualities." Sounds familiar. A curious side note: the dictionary also uses the word "warrior" in a lengthier definition of the word hero. That word now is a curse word in some versions of law enforcement. That might be the topic of another article I write.

Every officer I have ever known denounces the term "hero." They say they are just doing their jobs. I disagree. They do much more, and they are heroes. All you have to do is read the definition. Sure, they are paid, but every single one of them goes above and beyond the scope of a measly government paycheck. Time and time again, when everyone is running away, they are running towards. This brings us to the hero's journey.

Probably unbeknownst to you, you have been on a hero's journey that started during the beginning of humankind and was beautifully described in 1949 by Joseph Campbell in *The Hero With a Thousand Faces*, then popularized in 1985 in Hollywood's Christopher Vogler's 12 stages of the hero's journey. ILACP Executive Director Ed Wojcicki wrote about it twice for *Command* magazine and has a website giving great examples. I also teach it for Calibre Press in "Advanced Leadership for a Police Reform Era."

The journey is destined to happen repeatedly to you and many others. The journey starts when you are thrust into a complex series of events that you do not want to face. In fact, many of you refuse it. But you must respond anyway. When you finally realize there is no way around it, you dive in head first and use everything within your power to overcome it. Almost always along the way there are bumps in the road, setbacks, stumbles, injuries, and bad things. You overcome them and start getting stronger. But the final hill or challenge is an impossibility. There is no way you can make it.

Then along comes a mentor. At the time you don't realize it. You have no idea. You may not even want the help. But you only overcome it because of this mentor. After you survive it, sometimes there are great accolades given to you and other times just a slap on the back, or you might even get into trouble (my Dad got into trouble because he carried .357 rounds when he was only allowed to carry .38 rounds, but they saved his life). After you survive, win, or overcome the mountain top, you then return to the normal world of your life. Journey, mentors, thresholds, adversaries, the reward, an elixir, and return to the normal world as a servant leader. The quest, call



Swansea Chief Steve Johnson gives a presentation on use of force in Peoria in 2019 for the Illinois Chiefs and the Illinois Municipal League.



If I would have given up earlier in my career, who would have been there to save the strangled teenager whose lifeless body was dumped into the woods in 2006 after a teacher thought he murdered her?

for service, or event is complete, and you won. Then you get to start all over again, but you are changed forever.

What I just described is a shortened version of the hero's journey. Think of great movies you have ever watched and enjoyed. Wasn't it based on the hero's journey? Star Wars, Hunger Games, Harry Potter, Dances with Wolves, Saving Private Ryan, Band of Brothers, Gladiator? Think about each of them and the journey the main characters didn't want to take, then the mountains and belly of the beast, then the mentor, then the win, then the return to normal, but they will never be normal again. Sounds familiar to the cop's life, doesn't it?

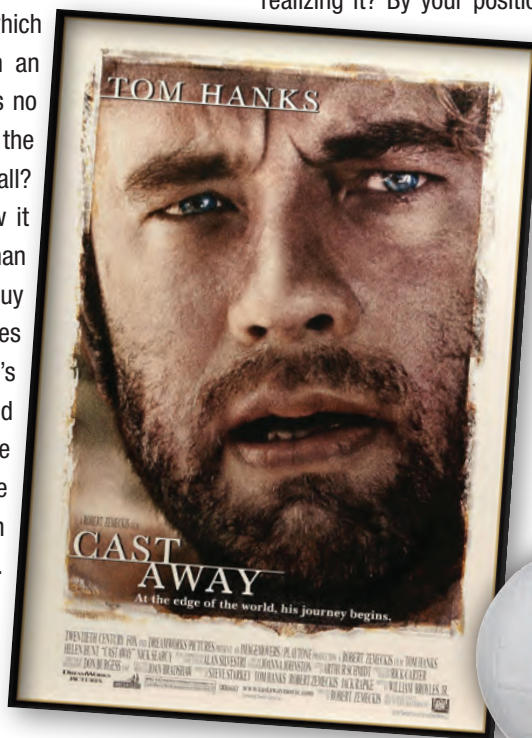
My all-time favorite movie is *Cast Away*, in which Chuck Noland (Tom Hanks) get stranded on an island. My wife tells me it is because there is no talking. She might be right about that. Who is the mentor? His fiancé? Is it Wilson the volleyball? The reason I like this movie so much is how it ends. The ending seems more realistic than how other movies end. In real life the good guy doesn't always get the girl. What this movie does different is it spends a lot of time on the hero's return to normal. Remember when he is amazed at simple things like a lighter and ice cubes, he wants to sleep on the floor and they try to serve him seafood? You can clearly see even though he is the hero...he will never be the same. They spend a lot of time showing the audience how he is changed forever. That is how I see law enforcement officers. We do this over and over again for years and years. Many military personnel come up and thank me, and I tell them "no," the thanks is for what they did. They almost always respond with, "We don't have to do it for as long as you do." I am not sure I agree with that, but it is an interesting notion.

Why is the hero's journey important to understand for every law enforcement officer in the nation? Stanford University did a brutal study years ago where they put rats inside a vase half filled with water. All of the rats drowned in about fifteen minutes. None survived longer. They

then put another set of rats in the water and right when they started to drown, they plucked them out, dried them off, let them rest and gave them hugs (ok, maybe not hugs). They put them back in the water and how long do you think they swam? Most people guess around 15 to 30 minutes. But no. They swam for 40 hours. 40 hours! The researchers concluded that is what "hope" can do for you.

We have been through the journey before. We are going to go through it again. We will come out stronger than ever before simply because of the heroes that have made the path a worthy journey. Are you ready to step up as a mentor to other heroes? Or have you done it already without even realizing it? By your position as a leader do you offer hope to younger officers? We need heroes and mentors now more than ever before. Your oath was simple at the beginning of your path...to help others. ■

Update: The young student who was thrown in the woods and we saved her life 15 years ago... I went to her wedding this fall!



Steve Johnson is Chief of Police in Swansea, Illinois, and served as a detective and deputy sheriff in St. Clair County prior to becoming a chief. He provides training nationally for Calibre Press. See <https://www.ilchiefs.org/hero-s-journey> for more information about the hero's journey as it applies to cops.



Chiefs honor 16 families with Police Cross in honor of Line of Duty Deaths in 2019 and 2020

A sacred tradition of the Illinois Association of Police Chiefs is to recognize Illinois officers who died in the line of duty during the previous year. This year, 16 families of the fallen officers who died in 2019 and 2020 were presented with the Police Cross at the ILACP annual banquet which closed the annual conference on Aug. 20 in Tinley Park.

ILACP was unable to gather in 2020 due to the COVID pandemic, but the association joins all of law enforcement in making a commitment to never forget these officers who gave their lives to keep our communities safe. The Board of Officers was unanimous in extending invitations to all the families of officers who died in the line of duty for the previous two years.

The elevated number of deaths during the past two years among law enforcement also includes officers who died because of COVID-19. While most people were required to stay home during the worst of the pandemic, the police and other sworn officials continued to show up every day. In the face of danger, they continued to serve and bravely kept their oath to protect society.

The officers listed below were remembered as the Police Cross was presented to their families symbolizing the gratitude of all police chiefs in Illinois.

Cook County Sheriff's Officers who died from COVID-19:

- ★ Correctional Officer **Sheila Rivera**, Cook County Sheriff's Office, End of Watch – April 19, 2020
- ★ Correctional Officer **Antoine Jones**, Cook County Sheriff's Office, End of Watch – May 10, 2020
- ★ Correctional Officer **Jose Marquez**, Cook County Sheriff's Office, End of Watch June 28, 2020
- ★ Deputy Sheriff **Richard O'Brien**, Cook County Sheriff's Office, End of Watch, May 3, 2020
- ★ Deputy Sheriff **Richard Santiago, Jr.**, Cook County Sheriff's Office, End of Watch October 20, 2020

Chicago Police Officers who died from COVID-19:

- ★ Officer **Marco DiFranco**, Chicago Police Department, End of Watch, April 2, 2020
- ★ Officer **Clifford Martin Sr.**, Chicago Police Department, End of Watch, April 10, 2020
- ★ Officer **Ronald Newman**, Chicago Police Department, End of Watch, April 17, 2020
- ★ Field Training Officer **Titus Moore**, Chicago Police Department, End of Watch, Nov. 24, 2020

Other officers recognized by the Illinois Chiefs were:

- ★ Trooper First Class **Christopher Lambert**, Illinois State Police, End of Watch, Jan. 12, 2019
- ★ Deputy Sheriff **Jacob Keltner**, McHenry County Sheriff's Office, End of Watch, March 7, 2019
- ★ Trooper First Class **Brooke Jones-Story**, Illinois State Police, End of Watch, March 28, 2019
- ★ Trooper First Class **Gerald Ellis**, Illinois State Police, End of Watch, March 30, 2019
- ★ Deputy Sheriff **Troy Chisum**, Fulton County Sheriff's Office, End of Watch, June 25, 2019
- ★ Trooper First Class **Nicholas Hopkins**, Illinois State Police, End of Watch, Aug. 23, 2019
- ★ Chief **Terrence Allen Engle**, Hampton Police Department, End of Watch, April 11, 2020



One of the families recognized was that of Hampton Chief Terrence Engle. He is shown here (seated in uniform at left) while hosting a World Café for the Illinois Chiefs in the Quad-Cities at The Heritage Center on his Mississippi River town of Hampton.



ILACP held its Annual Awards Banquet on Friday, Aug. 20, 2021, at the Tinley Park Convention Center to honor award recipients from 2020 and 2021. Also held that week were the ILACP Annual Conference, General Membership Meeting, Midwest Expo, and Illinois Traffic Safety Challenge Breakfast. Because of COVID, we combined all of those events during the Expo this year. In 2022, we will go back to having a separate Annual Conference in April and the Midwest Expo in August.



Illinois Attorney General Kwame Raoul was the keynote speaker at the Awards Banquet. The text of his remarks is on the ILACP website.

ILACP Annual Conference



Patrolman Jeffrey A. Bieber of the East Peoria Police Department was recognized as 2021 Most Outstanding Law Enforcement Officer of the Year for his bravery during a domestic disturbance in which he was stabbed several times. President Davis gave him the award.

2021 Annual Conference and Membership Meeting

Thank you to our sponsors

SIGNATURE SPONSOR

FIRSTNET.
Built with AT&T

DIAMOND SPONSOR

QUICKET SOLUTIONS

GOLD SPONSOR

Law Enforcement Assurance Direct (LEAD)

SILVER SPONSORS

Axon
Coalition Against Bigger Trucks
Frederick Quinn Corporation
South Suburban Association of Chiefs of Police
Verizon

SPECIAL EVENT SPONSORS

Core Construction • PMI Global Services

YEAR-ROUND PREMIUM PARTNERS

Axon • Lexis Nexis eCrash
Northern Illinois University • Quicket Solutions
Southern Illinois University - Edwardsville
Stanard and Associates • Team Hochberg

2021



A presentation to these Crystal Lake PD officers and detectives was postponed in 2020 due to COVID. They were recognized as 2019 Officers of the Year for their work in solving the murder of 5-year-old AJ Freund.



Springfield Police Chief Kenny Winslow's family joined him as he was awarded the prestigious 2021 Chief of the Year Award for his leadership locally and for the extraordinary service he has provided to the association. ILACP considers him one of the most innovative and progressive chiefs in the state.



Charlene Sligting-Yorke of AAA also received the 2021 ILACP Highway Safety Leadership Award for her excellent work as a champion of traffic safety and law enforcement. She is pictured with her husband Doug Yorke, an Illinois State Trooper.



The 2021 Highway Safety Leadership Award was presented to Secretary of State Jesse White (left) at the Annual Illinois Traffic Safety Challenge Awards Breakfast on Aug. 20, 2021, in Tinley Park. He also served as the event's keynote speaker and is pictured with ILACP President Mitchell R. Davis III.



The Springfield Park District Police Department was recognized at the Illinois Traffic Safety Challenge breakfast for outstanding accomplishment in enhancing safety. Captain Patrick Murphy turned the key to light the flashing lights and win \$30,000 of equipment for his department to completely outfit a police vehicle.



The family of the late Trooper Brooke Jones-Story was honored during the Awards Banquet with the ILACP Police Cross, a sacred tradition of ILACP to recognize the families of Illinois officers who died in the line of duty during the previous year. In 2021, sixteen families of fallen officers who died in 2019 and 2020 were recognized – including nine who died from COVID. Illinois State Police Director Brendan F. Kelly spoke passionately about the loss of troopers and officers.



Michelle Relerford, second from right, an anchorwoman at Chicago NBC 5, was master of ceremonies for the banquet. She poses with Hazel Crest Village President Vernard Alsberry (left), President Davis, and Attorney General Raoul.





Chris Nybo (right), lobbyist for the Illinois Security Professionals Association, was honored with the Laurence P. Mulcrone Public Private Partnership Award.



Past President James R. Black of the Crystal Lake PD (center) was recognized by President Davis and ILACP members for his outstanding service to the association during the COVID year. Black served from April 2020 through April 2021. Black's wife Kim Black is in the upper left.





President Davis talked to the banquet audience about the significance of being the association's first Black president. Helping him celebrate were fraternity and sorority members, who show the hand signs of their group. Davis is a member of Alpha Phi Alpha Fraternity, which is the first Black Greek Organization, founded in 1906 at Cornell University in Ithaca, NY. Members in Black fraternities and sororities remain active and connected their entire lives, not just in college.



Former ILACP President Steven Stelter (left), 1st Vice President Lou Jogmen (Chief, Highland Park) and Jogmen's wife Mindy Jogmen before the start of the Annual Awards Banquet.



Chief Laura King is 2nd Vice President and was recognized by President Davis as the person who will become ILACP's first woman president in 2023.



Chief Shanon Gillette, new to the Board of Officers as VP at-Large, Region 3 (northeastern Illinois)



Marc Maton ILACP 3rd Vice President



Midwest Security & Police Expo



President Mitch Davis cut the ribbon alongside the Board of Officers to officially open the Midwest Security & Police Expo which brought together more than 100 exhibitors to share the latest law enforcement tools with our members.





Calumet Park Village Chief Chris Fletcher attends an educational session during the 2021 Annual Conference.



Cook County Commissioner Donna Miller gave a welcome August 18 at the Executive Board and Annual Membership Meeting.



Dr. Lorenzo Boyd of the University of New Haven was the keynote speaker August 19 at the ILACP Annual Conference.



Attorney Laura Scarry was the featured speaker August 19 at the Annual Conference lunch, which was sponsored by Law Enforcement Assurance Direct (LEAD).



Assessors who devoted hundreds of hours to ILACP late in 2020 and early in 2021 to certify more than 450 agencies in achieving Federal Use of Force Certification were recognized August 18 at the Executive Board meeting. Standing, from left, are Harper College Chief John Lawson, Sugar Grove Administrative Officer Roy Hanold, Bensenville Sgt. Juliann Wilson, and DC (Ret.) Holly Nearing; along with Chief Pat Rollins, ILACP Professional Recognition Committee Chair, and Macomb Lt. Jeff Hamer, ILEAP and Federal Use of Force Coordinator.



FirstNet was the signature sponsor of the Annual Conference and had a booth at the Expo.



Legislative Update

ILACP Spring 2021 Legislative Recap Big win: Trailer bill to the SAFE-T Act

By Amy Rourke Jones



Then-ILACP President James R. Black traveled to Springfield on a cold weekend to testify in the Illinois Senate about police reform legislation on January 9, 2021, just days before the lame duck session of the previous General Assembly ended.

NOTE: This article was completed and sent to the printer before the fall veto session scheduled for the last two weeks of October 2021. Please check your email blasts and our website for additional updates.

The Illinois Chiefs stayed busy with legislative matters throughout the spring, most notably focusing on passing the trailer bill (HB 3443, SA5) to make significant changes to the SAFE-T Act. The trailer bill passed May 31, 2021, and was signed by the governor June 25, 2021.

ILACP provided training on the new law at the end of June, and more than 500 people attended the Zoom sessions.

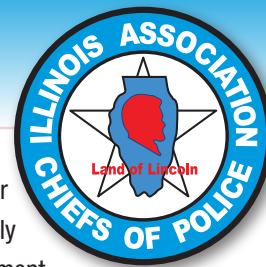
The SAFE-T Act (HB 3653 in the previous General Assembly) brought some misguided changes for law enforcement in the name of police reform -- without taking into account the expertise and experience of law enforcement professionals in Illinois. ILACP worked diligently to advocate for our members and law enforcement across the state, making over 50 media appearances in the first few months of this year. Much of our effort was to advocate for the perspectives of law

enforcement while fighting against the problematic policies contained in the Safe-T Act. We also worked to help legislators and the general public understand the flaws in the law.

The result of this work was a trailer bill that makes changes to the original bill to fix language that was either ambiguous or impractical to implement. Although the trailer bill -- which we are calling Trailer Bill 1 -- gets us closer to the collaborative relationship we had hoped for with legislators, there is still work to be done to ensure that this legislation focuses on police reform that is effective and realistic rather than putting undue burden on police officers and their departments as you work to keep Illinois communities safe. As this went to press, we were negotiating Trailer Bill 2.

Changes to body camera guidelines

One of the major areas of concern with the Safe-T Act were the new guidelines it set for the use of body cameras in policing. The trailer bill removes the original flawed provision that prevented an officer from viewing his or own video before writing a report, unless there are



ILACP President Mitchell R. Davis III spoke for the Illinois Chiefs as part of a new coalition to combat organized retail theft in Illinois. Organizing the coalition was Attorney General Kwame Raoul (second from left).

specific defined circumstances in place. The trailer bill also removed a rule that made it a felony to violate department policy on body cameras. These two rules would have caused a great deal of stress for officers and put them at undue risk.

The trailer bill also improves the language (in our favor) about what is considered a felony in terms of violation of state law with the use of body cameras. The trailer bill stipulates that the violation must be a clear, intentional attempt to obstruct justice. It also eliminates dangerous guidelines that would have made a felony of inadvertent mistakes or problems with cameras.

The last major change to the body camera rules clarifies that law enforcement agencies that are in universities, park districts, conversation districts, forest preserves, or any other agencies that are not municipal or county now have an mandatory date of January 1, 2025, for implementation of body cameras.

Use of force, chokeholds, tasers and obstruction

The trailer bill addresses the ambiguous language about letting someone flee if they can be apprehended later. The “apprehended later” phrase was reinserted in a different place in the trailer bill, but in a different way that is more palatable and less detrimental to the ability of officers to police our communities. We are continuing to review and discuss this to propose better solutions.

The trailer bill addresses widespread concerns about the ambiguous definition of an “imminent threat” in relation to the use of deadly force. It also removes the unclear language that a serious crime must have “just” been committed to justify deadly force. The word “just” has been removed from the law.

The term “chokehold” is more clearly explained, and a provision that

says an officer cannot target the back with a taser has been removed, since that is one of the commonly recommended targets. We now seek further refinement in the law so that the use of a taser is not considered deadly force. We don’t believe that was the intention.

Further clarification is now available for being able to arrest someone for obstructing without an underlying offense, with additional language that distinguishes between resisting arrest and obstructing an officer.

Another major positive outcome of the new trailer bill is an updated deadline for most new training requirements as January 1, 2022, instead of the original deadline of July 1, 2021. Even with that, the date may be pushed back even further. Stay tuned.

Trailer Bill 2: More work to be done

While we made gains and supported the trailer bill (as did the State Police), there are still several major issues that need to be addressed. Among those issues tabled during our spring negotiations are the use of citations instead of custodial arrests for Class B and C misdemeanors (effective date Jan. 1, 2023) and the new rule requiring three phone calls for a person in custody (effective date Jan. 1, 2022). Other critical items to be addressed in the future are the decertification issues and the rules involving anonymous complaints (effective in 2023) brought forth with the Safe-T Act. These are all areas of focus for the Illinois Chiefs moving forward, and we are optimistic that time will allow for further negotiations and solutions to be put in place.

We also continue to work to address the lack of funding for body cameras and storage and funding for all training. We understand this is a major concern for our members, and we hope to get ILETSB and the legislature to address it. Last, we hope to make headway in not providing for civil penalties for individual officers for pattern and practice violations. ILACP has taken the stance that these investigations and penalties should be directed at agencies and municipalities, not individual officers. This is a continued area of discussion with the legislature.

Other updates on more than 700 bills

Beyond the critical work completed to combat the Safe-T Act, the Illinois Chiefs also tracked more than 700 bills this spring. Of our most strongly opposed bills, only ONE passed both chambers. That bill was SB 2129, which Amends the Code of Criminal Procedure of 1963 to provide new resentencing guidelines.

Bad bills that did not pass both houses

HB 1727. Qualified immunity. Bills that did not pass both houses in the spring include the creation of the Bad Apples in Law Enforcement Accountability Act providing that a peace officer



subjecting another person to a violation of individual rights is liable to the person “for appropriate relief” and cannot use qualified immunity as a defense (HB 1727).

HB 2779. Consent searches. Another bill would have banned consent searches in vehicles but allow searches of the vehicle, driver and passenger if there is a warrant or there is probable cause (HB 2779).

HB 3447. Meth. Another bill would have changed the penalties for methamphetamine delivery or possession (HB 3447). This bill did pass the House on April 21, 2021 and we are still negotiating this issue.

Bills we supported that passed

SB 2122. Interrogation of juveniles. The Illinois Chiefs championed several bills this session that were beneficial for law enforcement and the Illinois communities they serve. Illinois was the first state to prohibit the use of deceptive tactics by all law enforcement when interrogating a minor, a move that was supported by ILACP. The governor signed the bill on July 15, 2021, and it will be effective Jan. 1, 2022. This law has received a lot of national attention.

HB 3656. Scott’s law. Another positive development was a bill that enhanced Scott’s Law with more extensive requirements for vehicles approaching a stationary emergency vehicle displaying flashing emergency lighting. Another new law created a task force to study first responders and road safety hazards (HB 3656, Governor signed Aug. 12, 2021).

New laws to know

SB 2129, signed July 15, 2021. Resentencing guidelines. While the session included several high points, there is also a list of bills that were opposed by the Illinois Chiefs that have become law. Changes made by that new legislation include new resentencing guidelines.

HB 2400, signed into law Aug. 16, 2021. Active shooter drills. Also opposed by the Illinois Chiefs, this updated law puts several additional restrictions on active shooter drills in schools.

HB 2784, governor signed Aug. 25, 2021. Mental health planning. New legislation requires regions to have a Community Emergency Services and Supports Plan and stipulates that local governments that operate an ambulance or EMS have a plan for responding with mobile emergency mental and behavioral health services to individuals “who do not present as a threat to the responders” and are not involved in criminal activity

HB 3587, signed into law on July 15, 2021. Resentencing task force. Calls for the creation of a Resentencing Task Force Act to study the ways in which the state can reduce its prison population. ILACP has a representative on this task force.

Bills to watch and monitor

There are numerous bills that did not pass both chambers and remain on our radar in the future.

Bills opposed by ILACP

HB 29. School resource officers. Would eliminate the presence of resource officers in Illinois schools daily, only allowing them to be present on school grounds in cases of an imminent threat of danger to students.

HB 1763, HB 1896, HB 2638.

Single license plate. All of these include similar language to provide for one license place instead of two on a vehicle.

HB 2743. Expungement. Would expand expungement process in Illinois.

HB 2788. SWAT teams. Would restrict the use of force and SWAT teams.

HB 3913. Sex offenders. Would allows sex offenders to live within 250 feet of school or daycare instead of 500 feet.

HB 2402. Theft. Amends the Criminal Code of 2012 to increase the felony threshold for “theft of property not from a person” from \$500 to \$2,000 and retail theft from \$300 to \$2,000.



Rep. Patrick Windhorst (left, R-Metropolis) was greeted August 31, 2021, at the Capitol by ILACP Executive Director Ed Wojcicki for being recognized as and ILACP Public Official of the Year.



Illinois Attorney General Kwame Raoul (left) is recognized as an ILACP Public Official of the Year during the Annual Awards Banquet on August 20, 2021. Raoul has publicly praised former ILACP President James R. Black several times this year for the great collaboration between them.

HB 2539. Retail theft. Increases the felony threshold for retail theft from \$300 to \$2,000.

HB 3248, passed the House on April 22, 2021. Restorative justice privilege. Changes to the Code of Civil Procedure so that anything said in preparation or as a followup to a restorative justice practice is privileged except in rare circumstances.

ILACP also supported bills that did not pass both chambers

HB 52, passed the House April 14, 2021. Security circumvention devices. Bans the possession of “vehicle security circumvention device” except for certain persons such as mechanics, car dealers, locksmiths, car dealers, repossession agents, and law enforcement officers

HB 733, passed House April 21, 2021. Relay box. A similar bill to HB 52 that would ban the possession of “relay box” except for those on the same list of qualified individuals.

HB 836, passed the House April 21, 2021. Private detective training. Updates the guidelines for private detective training

SB 1572. Minority-owned institutions. Amend the Deposit of State Moneys Act concerning investment in minority-owned financial institutions

HB 2865. Scholarship. Provides that a University of Illinois scholarship will be awarded to children of police or firefighters killed in the line of duty.

HB 3054. Private information. Would make it illegal to publicly post officers’ personal information, along with a number of other first responders and public employees

HB 2467. Excessive force defense. Awards an officer attorney’s fees in civil action when accused of excessive use of force if the officer is found by a court to have used a necessary level of force to make an arrest and protect his/her life or the life of another.

ILACP is proud to have maintained a strong presence when advocating for its members in legislative matters. The Illinois General Assembly returned on Oct. 19-21 and Oct. 26-28 for the Fall Veto Session, and ILACP was negotiating language for a Trailer Bill 2, participating actively on the Qualified Immunity Task Force, to which the ILACP rep is Highland City Manager Chris Conrad, who is Highland’s former police chief. ■

Watch for updates in our email blasts and on our website.



1. Legislative alert updates.
2. Special alerts and action.
3. Lobbying.
4. Weekly bulletins.
5. Professional networking.

It is no surprise that legislative activities and communications top the list of the most valuable membership benefits. The past year has been a crucial time for law enforcement, with many critical decisions about the future of law enforcement and reform being made by state legislators. ILACP has strived to be the organization that is looked to for guidance on these matters as “Illinois’ Voice of Professional Law Enforcement.”

ILACP leadership has worked tirelessly to provide these benefits for members and to expand our collaborations, notably working closely with legislators and with Illinois Attorney General Kwame Raoul. Understanding how valuable this advocacy is to members will fuel our continued work in 2022.

Beyond legislative matters, communication seems also to be key to members. ILACP has taken steps to ensure that communication is consistent and timely. We were pleased to be able to offer in-person opportunities for networking, while expanding on virtual education and networking platforms to bring members together.

Benefits on the list that were rated just below the top five included:

- Command magazine,
- Social media
- Annual Conference and
- Half-day one-topic training sessions.

Your feedback on the value of member services guides the overall direction of the association and the more specially focused work of our committees.

Member interest in training topics

Assisting our members in meeting the highest professional standards in law enforcement is one of the key functions of the association. To gauge where the greatest needs in training are, ILACP asked members to rate their interest in various training topics. Among the top areas of interest were:

1. Use of force
2. Technology
3. Leadership

4. Police officer recruitment and retention
5. Disciplinary proceedings

Highest priorities facing you



A word cloud based on members’ top priorities. A word cloud illustrates the frequency with which specific words were mentioned by respondents in answering this question. The larger a word, the more often it appeared in responses.

Another area we explored in the survey was the highest priorities facing you in your law enforcement role. You ranked these as your top 10:

1. Recruitment and retention.
2. Legislation.
3. Funding.
4. Morale and wellness.
5. Training.
6. Equipment resources.
7. Media and public perception.
8. Community trust.
9. Lack of cultural change.
10. Increasing crime.

Many of these issues are complex and interrelated. For example, media and public perception can influence the ability of law enforcement to build community trust and recruit and retain officers. Similarly, increased crime and lack of equipment resources can affect officer morale and wellness. There are countless connections that can be made between these issues, and this information will guide the work of our committees, and it may even alert us to the need for new committees to address those areas of greatest importance for members.

A few issues may warrant more research and tracking, including officer discipline, terrorism and officer safety. These issues were not the top mentioned, but they did show up with regularity and may indicate emerging interest.



The biggest challenges facing law enforcement



A word cloud illustrating members' view of law enforcement's current biggest challenges

It is no secret that law enforcement is a challenging field, but rather than guess what your top challenges are, we included this question in the member survey. In some ways these mirror the top priorities listed below, but they also provide the association with a bigger picture of those areas where our members may be struggling.

1. Recruitment and retention.
2. Legislation.
3. Media and public perception.
4. Public official support.
5. Community trust.
6. Funding.
7. Morale and wellness.
8. Training.
9. Justice system.
10. Increasing crime.

Again, these challenges are often complicated issues that relate to one another in some way. It is also important to note that as a statewide organization, we are looking at issues that are relevant to law enforcement in Illinois. Understanding law enforcement in our state is important as other states may have additional resources, different legislation, communities that are more or less supportive, etc.

Again, we are seeing a few challenges that may be emerging for our members and will be on our radar over the next year, including union issues, pension issues and officer liability.

Recruitment and retention – new approaches

The top challenge facing law enforcement in Illinois is recruiting and retaining officers. We asked members to share some of the new and innovative approaches they have taken. A few of your sample responses were:

1. Signing bonuses.
2. Lateral transfers.
3. Job fairs and expos (community colleges, HBCUs, other universities).
4. Continuous hiring with more frequent opportunities for testing.
5. Promoting the benefits of your specific community.
6. Engaging with recruiters, social media marketers to show the benefits of law enforcement.
7. Using recruitment sites.
8. Selling the brand and marketing the profession of law enforcement.

While many of you are turning to incentives, others of you are tackling the public perceptions issues that are affecting your recruitment and retention efforts. By sharing these new approaches, ILACP hopes to inspire some new ideas and we will use these examples to develop further member resources. We also encourage members to share any particularly effective strategies directly with us throughout the year.

Partnering with community organizations

Our next questions asked members to rate the importance of their community partnerships. The first asked members to identify those organizations whose partnerships were most effective in helping law enforcement carry out their duties. The second question asked for those partners who were most helpful in reducing youth crime and overall crime in their community. This question is meant to inspire members to think creatively about the types of organizations they are partnering with and to guide ILACP's partnership efforts.

The top organizations mentioned for accomplishing your role are depicted in the word cloud. Those with the most frequent mentions include:

1. Schools,
2. Local community organizations,
3. The NAACP,
4. County boards, and
5. Mental and social organizations.

The top five rated types of organizations for lessening violence were:

1. Other law enforcement agencies.
2. Social services.
3. Courts and corrections.
4. Public administration.
5. Education organization.



Parting words

"Great survey. These are some very troubling times and ILACP is so critical."

"Keep up the high level of professionalism."

"I feel our voice in ILACP needs a better response from elected officials and their feedback whether positive or negative needs to be shared with members."

"I think retired chiefs should play a greater role in ILACP."

"The constant communication during COVID, civil unrest and the Safe-T Act was incredible. Great work!"

"I am grateful to be a part of this renown organization."

In closing our 2021 Annual Member Survey, we asked members to share whatever additional comments or topics were on their minds. Below are a few of your responses to this question.

"Great survey. These are some very troubling times and ILACP is so critical."

"Keep up the high level of professionalism."

"I feel our voice in ILACP needs a better response from elected officials and their feedback whether positive or negative needs to be shared with members."

"I think retired chiefs should play a greater role in ILACP."

"The constant communication during COVID, civil unrest and the Safe-T Act was incredible. Great work!"

"I am grateful to be a part of this renown organization."

Thank you to everyone who took part in our annual membership survey. Your thoughtful reflection and willingness to share your challenges, ideas and genuine feedback will help ILACP continue to improve. From everyone at the Illinois Chiefs, we look forward to growing and strengthening our strategic approach as we work hard to serve you for another year. ■



Amy Rourke Jones is ILACP's New Communications Director

ILACP announced in August a new partnership with Frontline, an association management and public relations firm. FrontlineCo is an Illinois-based firm with offices in Springfield, Naperville and Chicago. For more than 20 years, FrontlineCo has teamed up with associations and nonprofits across the country to develop innovative strategies to achieve their unique missions.

Frontline's Amy Rourke Jones began serving as ILACP's Director of Communications on August 1, 2021. Most recently, she had served as Assistant Director of Marketing and Communications for Illinois College in Jacksonville. Amy is joined by FrontlineCo's team of marketing and operational experts, graphic designers and event managers who will take a multifaceted approach to our strategic communications.

Amy and the Frontline team replace Sherrie Phipps, who left the association in February.

ILACP's decision to go with Frontline and Amy came after an extensive search with the assistance of four members who served as the search committee: Andy Johnson, Paris Lewbel, Chris Mannino, and John Dossey. The FrontlineCo team impressed us with its passion for law enforcement and with its experience in working with nonprofits, its ability to communicate about legislative issues, and with "deep bench" that will allow us to operate more creatively in a digital and video world.

Amy attended our Annual Conference in Tinley Park in August and our Annual Planning Meeting in Hazel Crest in September and is off to a great start. You're seeing her creativity already with a much-improved Weekly Bulletin, the legislative roundup, and a report on our 2021 Membership Survey in this issue of Command. She can be reached at amy@ilchiefs.org



3 things that maybe you didn't know

It's time to nominate people

It's time to submit nominations for citizen awards, police awards, and Staff and Command Scholarships. The deadlines are early in 2022, so there is time.

This is the time you nominate officers for Medals of Valor or Life-Saving Awards and it's the time you nominate officers for Rising Shields of Law Enforcement or a Dobbs or Novak scholarship to attend the Staff & Command School at Northwestern.

Watch the Weekly Bulletin or go to our website for more details.

The Board of Officers recently voted to recognize outgoing Awards Committee Chair Mike Gillette, who led the effort to review the nominations for the past decade. Thanks to newly retired Round Lake Chief Gillette for his dedicated service to the association.

Our Facebook "likes" now top 10,000; looking ahead at LinkedIn

The PR Committee under the direction of Hanover Park DC Andy Johnson has had great success with spreading a lot of positive news about law enforcement and Illinois Chiefs' members on Facebook. The number of "likes" has been growing at a rate of more than 1,000 a year and surpassed 10,000 this year.

So share your Facebook posts with the Illinois Association of Chiefs of Police, as we often do with yours.

Spread the good news about what we're doing!

Along those lines, we are just beginning to get more active on LinkedIn. We know that "leadership" is a vital topic for our members, and LinkedIn is a great platform to examine leadership.

Our goal is to establish our association as a thought leader on LinkedIn. So get your profile there follow us and watch for our leadership tips.



Retired Chief Mike Gillette



Executive Director Ed Wojcicki posted this photo from his phone on November 2, 2021, in Peoria when Peoria Chief Eric Echevarria became the 280th police agency to sign the Ten Shared Principles since they were promulgated in 2018.

36 statements and 56 times in the news

We've been busy on your behalf, issuing public statements 36 times on topics such as legislation, the George Floyd incident, our Officer of the Year. Our leaders have also been in the news media around the state at least 56 times, speaking up for all of law enforcement. Find these statements and news items on the "Newsroom" menu item on the ILACP website, www.ilchiefs.org. ■



Illinois Chiefs join PMI coalition to combat illegal trade

By Kristin Reif

With the fifth-largest economy in the nation, Illinois is a beacon of commerce with shipments moving constantly via trucks, rail and air.

Unfortunately, this abundant economic activity also leaves Illinois particularly susceptible to illegal trade, such as smuggling and counterfeiting. This illicit trade makes police work even more difficult and dangerous, which is why Philip Morris International is teaming up with local law enforcement agencies to combat illegal trade networks.

Globally, illegal trade fuels the over \$2 trillion industry of transnational crime and costs businesses and taxpayers billions of dollars in lost revenues. Illegal cigarette trafficking alone denies Illinois taxpayers \$135 million per year. With many Illinois police departments facing budget cuts, this is lost tax revenue that could help provide more officers, equipment and training.

The allure of illegal trade for many criminal networks is that it is typically low-risk and carries the possibility of high-profits. Some of the most common schemes include the smuggling of counterfeit luxury items, automobile parts and other forms of contraband, including illicit tobacco products.

Tobacco products are especially attractive to criminals in Illinois due to the disparate taxes between the state and its neighbors. Missouri has the lowest tobacco excise taxes in the country at 17 cents per pack of cigarettes. Meanwhile, Chicago has one of the highest in the country with a total of state, county and city excise taxes at \$7.17 per pack. It's not difficult to get cigarettes to Chicago from Missouri, and then this illicit marketplace becomes another challenge dumped at the feet of local police.

Whether it is peddling illegal cigarettes or selling phony Chicago Bulls jerseys, these criminals are turning a profit that is responsible for funding other sinister activities throughout the state. The rise in drug and gun violence that has gripped Chicago is certainly made worse by criminal organizations that engage in black-market profiteering. Illinoisans are being robbed not only of their money, but of their security too.

We understand the important role law enforcement plays in helping protect lawful commerce and public safety in the communities they

serve, and that they're doing everything they can to fight back against these insidious criminals. But no government, agency or industry can solve this problem on its own. That is why we formed United to Safeguard America from Illegal Trade (USA-IT).

USA-IT is a campaign helping combat black-market trade. We do this through public-private partnerships that combine information sharing, innovative solutions and evolving technologies to shut down these illegal networks. Supported by an expansive coalition of national and state brand enforcement experts, law enforcement agencies and leading business organizations, USA-IT is committed to working together and fighting back.

One of our first acts has been to help train local law enforcement on the signs of illicit activity and the best ways to dismantle it. So far, we have helped lead training sessions for more than 1,700 police officers around the country, and we expect that number to be more than 2,000 by the end of 2021. We are also working with the media to help raise public awareness about the depth of the illicit trade problem and the impact it has on their communities.

Partnerships between USA-IT and organizations like the Illinois Association of Chiefs of Police and their 1,200 members are critical in helping to lay the groundwork for effective action across the state.

We know it will be tough to combat the illegal trade plaguing Illinois and our country. But, just like the men and women in blue across the great state of Illinois, we never back down from a challenge. We look forward to rolling up our sleeves and working with you to build a safer Illinois for businesses and residents alike.

Together, we will secure a better future for all of Illinois. ■

Kristin Reif is Director of External Affairs for Philip Morris International (PMI) and met with the ILACP Board of Officers during the Midwest Expo in Tinley Park in August 2021. For more information about United to Safeguard America from Illegal Trade (USA-IT), please contact sam.dashiell@usa-it.org.



WELCOME NEW 2021 ILACP MEMBERS

(Added since publication of Command May 2021 Vol 1, Issue 1)

ACTIVE MEMBERS

Name	Title	Department	City
Robert Bell	Deputy Chief	Round Lake Police Department	Round Lake
Marc Bermdsen	Chief of Police	Breese Police Department	Breese
Paul Burger	Chief of Police	Forest Preserve District of Kane County	Geneva
Christopher Burke	Police Sergeant	Glenwood Police Department	Glenwood
Paul Burke	Deputy Chief	Morris Police Department	Morris
Brandon Campbell	"Chief of Police, Director of Campus Safety"	Joliet Junior College Police Department	Joliet
William Caponigro	Deputy Chief	Prospect Heights Police Department	Prospect Heights
Michael Cirolia	Deputy Chief	Berwyn Police Department	Berwyn
Mike Clesceri	Chief	McHenry County's Sheriff's Office	Woodstock
Roger Eisen	Lieutenant	Oakton Community College PD	Des Plaines
Jeff Faison	Sergeant	Evanston Police Department	Evanston
Joseph Grage	Deputy Chief	Lombard Police Department	Lombard
Christopher Harseim	Chief of Police	Coal City Police Department	Coal City
Eric Hefel	Chief of Police	Galena Police Department	Galena
Linda Hooten	Deputy Chief	Huntley Police Department	Huntley
John Huetteman III	Retired Police Commissioner	"Grosse Point Shores, MI"	Lake Forest
Courtney Hutchinson	Lieutenant	Pekin Police Department	Pekin
David Isaacson	Deputy Director	Fight Crime: Invest in Kids	Chicago
Jerel Jones	Chief of Police	Macomb Police Department	Macomb
Robert Jones	Lieutenant	Pekin Police Department	Pekin
Robert Kampwirth	Commander	Park Ridge Police Department	Park Ridge
Paul Kane	Commander	Oak Park Police Department	Oak Park
Crystal King-Smith	Retired Commander	Chicago Police Department	Chicago
Matthew Kopmann	Chief of Police	Parkland College Police Department	Champaign
Scot Kurek	Lieutenant	Lake County Sheriff's Office	Libertyville
James Levicki	Deputy Chief	Vernon Hills Police Department	Vernon Hills
Thomas Lex	Sergeant	Lake County Sheriff's Office	Waukegan
Kevin Licko	Deputy Chief	Lisle Police Department	Lisle
Thomas Logan	Sergeant	Coal City Police Department	Coal City
John Longo	Chief of Police	Crystal Lake Park District PD	Crystal Lake
James Lullo	Commander	Elgin Police Department	Elgin
Douglas Mantooth	Sergeant	Westmont Police Department	Westmont
Loren Marion III	Chief of Police	Eureka College Police Department	Mapleton
Ryan Markham	Deputy Chief	Algonquin Police Department	Algonquin
Robert Miller	Deputy Chief	Wheaton Police Department	Wheaton
Kellie Murphy	Administrative Commander	Oak Park Police Department	Oak Park
Nicholas Neblung	Chief of Police	Fulton College Police Department	Fulton
Michael Niedzwiecki	Chief of Police	Spring Grove Police Department	Spring Grove
Ross Owens	Chief of Police	University of IL (Springfield) PD	Springfield
Alfred Phillips	Chief of Police	Lansing Police Department	Lansing
Bryan Pudino	Director of Public Operations	American Heritage	Alsip
Terry Rogers	Chief of Police	Paris Police Department	Paris
Kenneth "Scarlette, Jr."	Assistant Chief of Police	Springfield Police Department	Springfield
Richard "Scharidan, Jr."	Assistant Chief of Police	Pontoon Beach Police Department	Pontoon Beach
James Scheib	Sergeant	Schiller Park Police Department	Schiller Park
Adam Schuessler	Commander	Elgin Police Department	Elgin
Emily Skowron	Assistant Director	SIU Office of Online Services	Edwardsville
Alicia Steffes	Chief of Police	Morris Police Department	Morris
Thomas Tilton	Deputy Chief	Tinley Park Police Department	Tinley Park
Rochelle Tisinai	Interim Chief of Police	Lake Villa Police Department	Lake Villa
Patrick Treacy	Chief of Police	Moraine Valley Community College PD	Palos Hills
Dennis Walker	Deputy Chief of Operations	Algonquin Police Department	Algonquin
Davina Ward	Lieutenant	Chicago Police Department	Chicago
Eddie Welch	Chief of Police	Chicago State University PD	Chicago
Brad Wells	Chief of Police	Wood River Police Department	Wood River
Vanessa Westley	CEO	"H2S Educational Consultants, LLC"	Chicago
Ron Wilke	Chief of Police	Lisle Police Department	Lisle
Tracy Williams	Commander	Joliet Junior College Police Department	Joliet
Ramonde Williams	Chief of Police	South Suburban College Police Dept.	South Holland
Chris Winkelmann	Deputy Chief	Cary Police Department	Cary



ILACP establishes strong partnership with PowerDMS for ILEAP accreditation process

From Ed Wojcicki, ILACP Executive Director

The ILACP Executive Board on August 18, 2021, approved the establishment of a new partnership with PowerDMS. This will require all Illinois agencies seeking ILEAP accreditation to utilize the PowerDMS accreditation tools, and it will provide a future discount in the annual fee of up to 35 percent for ILEAP agencies currently using PowerDMS.

ILEAP is the Illinois Law Enforcement Accreditation Program and is overseen by the Illinois Chiefs.

To improve program consistency and efficiency, we worked closely with PowerDMS to negotiate discounted pricing on the PowerDMS accreditation tool. We will be requiring all agencies to utilize PowerDMS for their accreditation files as follows:

- All agencies that apply for ILEAP accreditation after September 1, 2021, must also sign up for PowerDMS before they begin the process with the ILEAP Coordinator to formally pursue ILEAP accreditation.
- Agencies that have applied for ILEAP but not yet received accreditation should utilize PowerDMS as soon as possible, but no later than January 1, 2022. They must be fully using PowerDMS in order to achieve ILEAP accreditation.
- Agencies that are already accredited by ILEAP but not yet utilizing PowerDMS must make the transition to PowerDMS no later than January 1, 2023. The ILACP executive director will give some consideration to agencies claiming a hardship and unable to make the transition by that date.

Why is it being required?

Having everyone use the same software system will help create consistency and reduce costs for the program and for agencies. PowerDMS will eliminate the need for paper and printing costs and will allow for remote file review, cutting down on onsite days.

Additionally, the use of PowerDMS has been shown to reduce the time it takes an agency to build and maintain files by 50% or more. Ultimately, we see this as an opportunity to make achieving and maintaining accreditation easier and less cost prohibitive for every agency.

What will it cost my agency?

- Agencies with fewer than 50 employees will pay PowerDMS \$550 per year.
- Agencies with more than 50 employees will pay PowerDMS \$650 per year.

Next Steps

We understand this may come as a surprise to some agencies, so we want to make this transition as smooth as possible. Here are a few things that are important to know:

1. If you are already using PowerDMS for your accreditation, you will see a price decrease at your next renewal.
2. If you aren't yet using PowerDMS, and to gain access to PowerDMS, you will need to do the following:
 - a. Visit <https://simplify.powerdms.com/accred-custom-quote> and complete the form
 - b. Receive a quote from PowerDMS
 - c. Sign the quote and send it back
 - d. Receive access to PowerDMS within 48 hours of sending back the signed quote
 - e. Pay your invoice within 30 days of the signed quote

- If you have any questions, please don't hesitate to reach out to Ed Wojcicki or ILEAP Coordinator Jeff Hamer. Their contact information is on the Table of Contents page in this magazine. ■



Round Lake Beach Deputy Chief Wayne Wilde proudly displays the new plaque he received from ILACP Vice President Laura King in August 2021.



Roscoe Chief Jamie Evans (left) receives congratulations from her village board and ILACP Vice President Lou Jogmen when her department joined the ranks of accredited ILEAP agencies in 2021.



Want ILEAP decals?

If your agency is ILEAP accredited and you want decals for your squad cars, send a request to Karen Fagg (karenf@ilchiefs.org) and tell her how many you want. Spread the word!

SIUE Online

Designed with **you** in mind.



“ I know the public administration program has put me on a very promising path. ”
— Jared Hamann

“

After my sons were in school, I went back to complete my criminal justice degree at SIUE. It paid off in more ways than I can explain.

— Lt. Mike Hoguet

”



Advance your career with an online degree.

- Affordable in-state tuition for all U.S. residents
- Military and veteran benefits
- Transfer credit accepted
- 100% online coursework

Our students excel in a variety of careers, including law enforcement, corrections, municipalities and government agencies.

- Criminal Justice Studies, BA/BS
- Criminal Justice Policy, MS
- Public Administration, MPA

siue.edu/online
ehikes@siue.edu
618-650-3985

SOUTHERN ILLINOIS UNIVERSITY
EDWARDSVILLE



IPRF is the Leader in Workers' Compensation Coverage

Since our inception in 1985, the Illinois Public Risk Fund has invited public entities and government agencies to examine our outstanding record for cost-effective workers' compensation coverage. Today, over 700 risk managers rely on IPRF for:

- 24/7/365 Claim Reporting
- In-house Nurse Case Management
- Aggressive subrogation program which will include members out of pocket expenses.
- Loss Control training and support that includes an extensive library of online training courses, simulator training and sample safety guides.
- IPRF members can select their own defense counsel subject to IPRF's litigation management process and approval.
- Dedicated Claims Team
- Prescription Drug Programs



ILLINOIS PUBLIC RISK FUND

www.IPRF.com

(800)289-IPRF

(708)429-6300

(708)429-6488 Fax

PROUDLY SERVING THE PUBLIC SECTOR



2 chiefs announce candidacy for 3rd VP of ILACP



Chief John Bucci, Algonquin

Although we are facing challenging times in Law Enforcement, I am excited and encouraged to be part of a great organization.

Chief John Bucci



Chief David Wermes, Wauconda

I believe my strong dedication [and] commitment to law enforcement and ability to engage the community will assist me in becoming an asset to the organization.

Chief David Wermes

Chief John Bucci of Algonquin and Chief David Wermes of Wauconda both submitted letters of nomination on November 1, 2021, to run for 3rd Vice President of the Illinois Association of Chiefs of Police in the 2022 election.

When there is more than one candidate, we conduct an online election. The Executive Board at its December meeting will determine the specific criteria for the election process. Most likely, the election will take place electronically from April 25-28, 2022. The winner will be installed on Friday evening, April 29, 2022, during a banquet at the conclusion of the Annual Conference in Northbrook.

Their letters announcing their candidacies are available on the ILACP website, www.ilchiefs.org.

The winner of this election will be in line to become ILACP president in April 2025.

Region 2 VP also on ballot

No one has filed yet to serve as vice president at-large in Region 2, which includes the northwestern part of Illinois and some counties in central Illinois. Chief Dean Stiegemeier of Maple Park is completing his second term as this regional vice president, and he is not eligible to run for another term. He is retiring from Maple Park this year.

A vice president at-large has full voting authority on the Board of Officers and serves a three-year term, but does not ascend to the presidency of the association.

The deadline for any member to submit a self-nomination for the 2022 election is February 27, 2022.

EVOLVE YOUR TECHNOLOGY WITHOUT LIMITS



- The M500 is designed to evolve as your needs and operations change
- The system can integrate up to eight cameras for full 360 degree awareness
- The neural-net processor has the horsepower to enable powerful new intelligence capabilities as they come online
- It's a platform built to reward your investment, and to help you move forward with confidence in today's technology landscape



Proud Sponsors of ILACP



EXCELLENCE IN BUILDING

New Construction • Expansion
Modernization



Frederick Quinn Corporation | www.fquinncorp.com

Frederick Quinn Corporation
103 S. Church Street
Addison, IL 60101
630.628.8500





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



SAVE THE DATES

2022 ANNUAL CONFERENCE April 27-29, 2022

Renaissance Hotel, Northbrook, Illinois



Keynote Speaker: Dave Funkhouser

Dave Funkhouser is a 32-year veteran of law enforcement and still-active chief of police who receives rave reviews for his presentations on leadership in other Midwestern states. Full of humor and real-life stories, he has a way of helping you become a better leader personally and helping you with practical ways to be a better leader in your department. Funkhouser is a rising star on the national speaker circuit and is one that you should not miss.



Installation of Chief Lou Jogmen
Highland Park Police Department
as ILACP's 74th President
Friday evening, April 29, 2022

PLUS at the CONFERENCE

- Beakout Sessions
- Leadership Training
- Legislative Update
- Executive Board and ILACP Annual meeting
- ILEAP Training
- Honoring Illinois fallen officers who died in 2021