

WINTER 2025
VOLUME 35, ISSUE 3

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police



Policing in an Age of Uncertainty

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If Not Us, Then Who?

Gratitude in Leadership

Fall Veto Session Review and Looking Ahead



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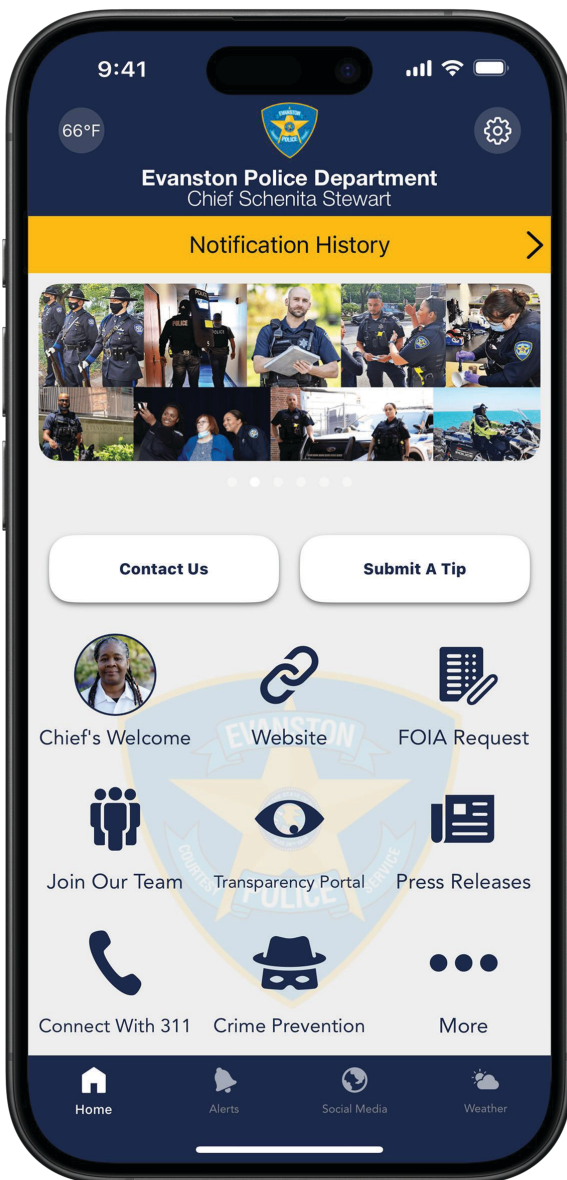
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EXECUTIVE DIRECTOR'S MESSAGE

Message from the Executive Director

By Kenny Winslow, ILACP Executive Director

As we share this edition of Command Magazine, I want to personally thank you for your leadership, your service, and your continued commitment to the Illinois Association of Chiefs of Police (ILACP). This publication is one of the ways we stay connected as a professional family, learn from one another, and spotlight the important work happening across our state and in our profession. I'm proud to welcome you to another issue.

We've officially entered what I often call our "busy season." Our recent annual planning meeting and VIP Reception allowed us to set our priorities for the coming year and recognize the sponsors who help make our work possible. At the same time, we've launched a new grant cycle, began closing out FY2025, continued our planning for FY2026, and are preparing for the Spring Legislative Session. It's a demanding stretch, and I know you are experiencing the same both professionally and personally.

I hope this holiday season offers a much-needed chance to slow down and reconnect with the people who support us most, something we all need, even if we don't always make the time for it.

It's also an opportunity to check in on your teams. Our officers, civilian staff, and colleagues continue to shoulder tremendous pressure, and the challenges of this profession don't pause for the

holidays. Sometimes a brief conversation or a simple gesture of support can have a lasting impact.

And while you're looking out for your departments, I hope you'll also look out for your families and for yourselves. Chiefs often carry the weight of responsibility quietly, and it becomes easy to put your own well-being last. Taking time to rest, recharge, and reconnect isn't just helpful; it's essential to strong, healthy leadership.

On behalf of the Illinois Association of Chiefs of Police, thank you for all you do and for the integrity and heart you bring to this profession. I wish you and your loved ones a joyful, peaceful, and healthy holiday season.

In closing, I want to thank AJ, Carmen "Carm", and Christine for all they do to keep the association moving forward. They are the backbone of this staff, and it's a pleasure to be part of their team!

Merry Christmas
and Happy Holidays,

Kenny



▲ Above: Kenny Winslow has served as the Executive Director of the Illinois Association of Chiefs of Police since 2022.

PRESIDENT'S MESSAGE

Law Enforcement Versus Policing

By Chief Joe Leonas, Lincolnshire Police Department

Policing has always been hard. Having the responsibility for the safety of a community, a county, or a state is a nearly impossible task filled with nuances, multiple variables, and many complications.

In 2025, this job became considerably more difficult. Police officers and Sheriff's deputies must now navigate a landscape where they may be called to settle clashes between their federal partners and the people in their communities. Setting aside, for now, the legal justifications and political disputes surrounding federal immigration enforcement, questions remain about how the police officers caught in the middle are supposed to respond. Today, Illinois has been thrust into the epicenter of the debate over civil rights, due process, and the rule of law. And at the same time, police officers in Illinois have been called upon to protect both protesters and those they protest against.

This is not an article about the Illinois TRUST Act, which was enacted in 2017 and prohibits local, county, and state police officers from engaging or aiding in federal immigration enforcement. Nor is it about the merits of border protection, catching violators, or the seeming lack of consensus with regard to either. All of those topics are worthy of further examination, in particular the TRUST Act, which I am not sure

"We rise above the fray and are at our best when we act without bias, defend those who can't defend themselves, and strive to uphold justice as defined by the Constitution."

its authors could have contemplated the scenarios we face today, which, in effect, pit local and federal officers against one another, creating conflict, confusion, and even standoffs in the street.

No, police officers have been here before. Maybe not "here" exactly, but in the last few years, we have regularly found ourselves having to figure out how to enforce newly created laws, executive orders, and the will of multiple and opposing elected officials. And when we succeed, we do so by overcoming both politics and angst by ensuring we act fairly and with mercy, knowing that whatever crisis we are facing in the moment will pass and our actions will be judged by time. We don't pick sides. We aren't guided by our emotions. We rise above the fray and are at our best when we act without bias, defend those who can't defend themselves, and strive to uphold justice as defined by the Constitution.



▲ Above: Chief Joe Leonas of the Lincolnshire Police Department is serving a one-year term as the president of the Illinois Association of Chiefs of Police until May 1, 2026.

Sometimes that is easier said than done. As I said, policing has always been hard.

So how can we make sense of what we see, and more importantly, how do we lead our sworn personnel while they go out every day and face a swirl of controversy?

Maybe to look forward, we must look at the past.

The Experiment

In the last century, one of the country's most turbulent times was during the 1960s. Beginning in 1964, the murder rate in the United States rose every year,

going from 5.1 murders per 100,000 people to 7.3 in 1969. The 1970s and 80s were even worse, with peaks in 1974 of 9.8 murders per 100,000 and 10.2 in 1980. Then came the early 1990s, the era when I became a police officer, and violent crime and murder were again on the rise, peaking in 1991 at 9.8 per 100,000 people.

During each of those decades, police departments were experimenting with many different crime prevention approaches. There were “get tough on crime” programs, “hire more cops” programs, and “community problem solving” programs. Various academics tried to explain crime, developing such theories as the “Broken Windows” and “Target Hardening.” There was even a “Preventive Patrol Experiment” in Kansas City in 1972 to study the efficacy of random police patrols on reducing crime.

Interestingly, since the 1990s, murders and violent crime have been on the decline in the United States, with the murder rate in 2024 at 4.6 murders per 100,000 people. While there is no silver bullet, a notable approach emerged in the late 1980s and early 1990s, adopted by most police agencies and still in operation today: Community Policing. More of a philosophy, Community Policing begins with the premise of building community trust, working with people on solutions, and becoming as transparent as possible as to police objectives and operations.

While the focus is rightfully on the term “community,” less obvious is the use of the term “policing.” We do not call it

“Community Law Enforcement.” It is policing. Policing.

The New Experiment

What is happening now is a new experiment in specifically targeted cities across the country to use raw and unvarnished “law enforcement” with none of the “trivialities” that come with policing. No reasoned rules of engagement. No apparent or logical use of force policies. No de-escalation. No transparency. No engagement with the community. Just actions with little to no regard for the effect on people. In fact, the term “people” is rarely, if ever, used. They are not building trust. They are not trying to seek common ground. They are not interested in, nor concerned with, the ripple effect their enforcement has on the neighborhood or town they are in. They are merely enforcing the law.

That is not policing.

When policing was first organized in the United States, that is, when cities and counties decided to move away from the “night watch” and move to a centralized and professional police service, it followed the model of creating several small, fragmented police departments controlled locally by elected officials. It is not necessarily the most efficient system, and yet, it works. We do not have a federal police force. The constitution does not allow it. Instead, we have many, many police agencies, all with different tasks, but a common thread runs through them: local control. One can see the result of the law enforcement vs. policing experiment readily. Unfortunately, here in Illinois, police officers are drawn into the conflicts. By their mere presence, they are, in many

“We will continue to see conflict. We will continue to be pulled into situations that will be difficult to handle. But we will respond. Because that is what the police do when called upon.”

cases, seen as being the same as those conducting their raids. And as a result, decades of attempts to weave ourselves into the fabric of our communities and gain the public’s trust may be gone.

A few things are certain. We will continue to see conflict. We will continue to be pulled into situations that will be difficult to handle. But we will respond. Because that is what the police do when called upon. We will act without favor, without hesitation, and without an agenda. Police officers in Illinois, and throughout the country, must continue to “Police” because we see what the world is like when there is only “Law Enforcement.”

We Build Community

Designing facilities to enhance the safety and wellness of our first responders.

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Fall Veto Session Review and Looking Ahead

By Kenny Winslow, ILACP Executive Director - AJ Bailey, ILACP Deputy Director

The Fall 2025 veto session in Illinois was short-lived but fast-paced. Events unfolded into the early hours of Halloween to move legislation through both chambers. Several bills were passed that could significantly affect law enforcement operations and interagency coordination with federal partners, hospitals, higher education institutions, and childcare facilities.

Below is a summary of key legislation and how it may directly impact police departments across Illinois once enacted.

HB 1312 (SAM2 and SAM5) - The Illinois Bivens Act and Related Provisions

By far, the bill with the most immediate and significant impact on law enforcement in Illinois is HB 1312 SAM2 and SAM5.

IL Bivens Act (Section 5-10, Section 5-15, Section 5-90):

Creates a new **state cause of action** against law enforcement with a broad scope, by allowing any person, other than government officers or employees, to bring a civil lawsuit against any person who, while **conducting civil immigration enforcement**, knowingly violates the Illinois or U.S. Constitution. (Pg. 2, Line 22-Pg. 3, Line 5)

Excludes Illinois law enforcement officers acting within lawful duties but introduces new legal standards that may be narrowly interpreted.

Establishes **punitive damages criteria** tied to regular law enforcement activities, such as (Pg. 3, Line 6-Pg. 4, Line 18):

- Wearing facial coverings;
- Failing to verbally identify or display identifying insignia as police;
- Not wearing a body camera, regardless of equipment failure or assignment type;
- Operating a vehicle with non-Illinois plates, which could happen in joint operations;
- Using crowd control equipment, such as pepper spray or impact munitions;

Requires courts to award **attorney fees, expert witness fees**, and other costs to prevailing plaintiffs, creating financial risk for agencies and officers. (Pg. 4, Lines 19-24)

Amends the **Whistleblower Act** to protect employees from retaliation for disclosing or threatening to disclose violations of the Illinois Bivens Act. (Pg. 7, Lines 17-18, and Pg. 9, Lines 15-18)

Court Access Provisions (Section 10-5 through Section 10-25):

- Prohibits **civil arrests**, including immigration-related, at, near, or while traveling to and from courthouses, unless supported by a judicial warrant. (Pg. 14, Line 18-Pg. 15, Line 17)
- Defines “protected areas” as the courthouse, its parking areas, and public ways **within 1,000 feet** of the courthouse. (Pg. 15, Lines 6-7)
- Allows **qualified immunity** as a defense, but allows civil suits for false imprisonment in certain circumstances. (Pg. 16, Lines 24-25)

Health Care Sanctity Act (Section 15-5):

Requires **all hospitals** to adopt policies regulating law enforcement interactions, particularly regarding immigration-related inquiries. (Pg. 18, Line 5-Pg. 21, Line 8)

Hospitals must (Pg. 19-Pg. 21):

- Verify the identity and authority of officers,
- Restrict law enforcement access to patients by designating a space for law enforcement agents to remain unless supported by a judicial warrant or court order,



▲ Above: C Illinois Association of Chiefs of Police Executive Director Kenny Winslow testifies in October 2025 at the Capitol in opposition to HB 1312 SAM2 and SAM5.

- Maintain logs when officers are on premises and designated contact persons, and
- Provide annual staff training.

Higher Education & Immigration (Section 20-5):

Public colleges must (Pg. 26, Line 17-Pg. 31, Line 22):

- Prohibit disclosure of immigration status without consent,
- Develop procedures for law enforcement entry and warrant verification,
- Publish contact points for reporting enforcement activity, and
- Allow civil lawsuits against educational institutions for willful violations.

Day Care Centers and Immigration (Section 25-5):

- Prohibits day care centers from disclosing or threatening to disclose the immigration status of children or families (Pg. 32, Lines 19-23).
- Requires written protocols for **law enforcement interactions** and **parental notification** (Pg. 34, Line 9-Pg. 35, Line 14).
- Non-compliance may result in **licensing violations** (Pg. 35, Lines 15-18).

ILACP continues to receive numerous inquiries about this legislation and its implications for civil immigration enforcement. We are in communication with the **Illinois Attorney General's Office** to obtain further clarification and will update members as information becomes available.

HB 3492 (SAM 1) - Juvenile Court Act Amendments

This bill revises juvenile detention and commitment age thresholds:

- Raises the minimum age of detention for adjudicated delinquents to 14, (previously 13).
- Extends similar standards for first-degree murder cases, allowing detention until age 21 with a five-year aftercare period.
- Establishes phased age rules for secure custody of minors age 12 and under between July 1, 2026 - July 1, 2027
- Prohibits detention of any minor under **age 13** in county jails or municipal lockups for more than six hours.

HB 1836 SAM1 – Clean Slate Act

The **Clean Slate Act** modifies the definition of “seal” and expands eligibility for record sealing (including municipal ordinance and Class C misdemeanor cases).

The legislation would mandate that law enforcement agencies **automatically seal qualifying criminal records twice a year**. However, offenses involving sexual violence against minors, driving under the influence, reckless driving, animal cruelty, and serious violent crimes, including those requiring sex offender registration, would not be eligible for sealing.

It also establishes the **Illinois Clean Slate Task Force** to oversee implementation and interagency coordination.

HB 576 HAM1 – Public Official Safety and Privacy Act

This bill prohibits the public release of a **public official’s personal information**, such as home addresses or contact details, once the official requests its removal in writing.

- Government agencies and private entities must **remove the information within five business days** of a valid request.
- Posting such data after notice may lead to **civil penalties** and, in severe cases, **criminal charges**.
- Knowingly posting a public official’s personal information that leads to harm becomes a **Class 3 felony**.

- The measure also allows public officials to use their **work address** on state IDs and vehicle registrations.

SB 618 – Liquor Delivery

Preempts local authority by limiting the local regulation of the delivery of alcoholic drinks.

SB 243 – FOIA/OMA Modification

Amends the **Freedom of Information Act (FOIA)** and **Open Meetings Act (OMA)** by:

- Allowing denial of a FOIA request if the requester’s identity cannot be verified;
- Requiring electronic FOIA requests to be in the **body of the email** (not as attachments);
- Making additional clarifications to FOIA and OMA procedures.

Spring 2026 Session

The Spring Session is shaping up to be an interesting one, with several unresolved measures likely to resurface. The Illinois Senate reconvenes January 13, 2026, and the Illinois House returns on January 20, 2026.

Key topics to watch include:

- Pension Reform (SB 1937): Proposes increasing Tier II pension benefits and DROP adjustments. The bill advanced but did not reach a final vote.
- Crime-Free Housing: Several bills propose limiting evictions or penalties tied to police calls.

- Automated License Plate Reader (ALPR) Modifications: Ongoing concerns about ALPR operations may prompt legislative review.
- Mask Restrictions: Some legislators continue to pursue limits on law enforcement use of facial coverings.

ILACP Lobby Day

The ILACP plans to have two lobby days next year: one in January/February and one in March. We encourage our members to engage with their local legislators and set up meetings with them during these times to discuss key issues affecting law enforcement operations and community safety.

We will continue to monitor any bills put forward that concern law enforcement and provide updates. If you have any questions or concerns, please feel free to contact us by calling: **217.523.3765** or emailing: **ilacp@ilchiefs.org**

Topics for the Spring Legislative Session: Embracing Artificial Intelligence in Policing

By Kenny Winslow, ILACP Executive Director

As the upcoming spring legislative session approaches, we have heard growing concerns about the expanding role of Artificial Intelligence (AI) and Automated License Plate Readers (ALPR) in policing. Some advocates and legislators have discussed limiting the use of AI in report writing and other core functions. The public debate surrounding ALPR technology has been especially active, with several communities withdrawing or reconsidering plans to deploy these systems due to privacy or civil-liberties concerns.

There is no doubt that artificial intelligence is rapidly becoming a transformative force in modern policing, enhancing accuracy, efficiency, and decision-making across the profession. AI tools can process massive datasets in seconds, reveal emerging crime trends, streamline administrative work, and support strategic resource allocation. These advancements reduce human error, accelerate case processing, and allow officers to dedicate more time to other priorities such as community engagement, criminal investigations, and problem-solving. When thoughtfully and responsibly implemented, AI strengthens agencies' ability to deliver effective, data-driven public safety services.


Across the country, AI is reshaping crime reduction strategies. Predictive analytics identify potential hotspots and aid in resource deployment; risk-assessment systems assist in identifying individuals

more apt to be involved in gun violence, helping shape targeted intervention strategies. Automated License Plate Readers (ALPR), crime cameras, and gunshot detection systems work together to improve real-time awareness, identify crime scenes, speed investigations, and reduce emergency response times—often saving lives. In many cities, these technologies are incorporated into real-time crime centers (RTC), providing timely and coordinated intelligence that helps guide prevention, detection, and response efforts.

Internally, agencies are leveraging AI to improve officer training and administrative efficiency. AI-enhanced platforms support scenario-based training, virtual instruction, and enhance field-training programs. Many departments use AI to review, audit, transcribe, and redact body-worn camera footage. The technology assists in identifying training opportunities while looking for indicators of escalation and policy violations. In return, this promotes training and accountability, while enabling early intervention when needed. AI-powered report-writing tools generate initial incident narratives from officer dictation or body-camera audio, reducing administrative burdens and allowing officers to dedicate more time to core community-focused priorities. These uses are aimed at improving efficiency and accountability. As AI becomes more embedded in daily operations, it is understandable that community members, advocates, and

lawmakers have raised concerns. Discussions surrounding ALPR use and the growing debate over AI-generated police reports highlight the need for transparency, safeguards, and responsible governance. With legislation expected in the coming session, our association has proactively engaged with technology vendors and policymakers to advocate for balanced regulations that protect public safety while addressing community concerns. This includes meetings with technology and ALPR vendors to discuss needed product enhancements and training. We have also partnered with the Veritas Institute to study AI's role in report writing, specifically in Illinois, and plan to expand training for our members to prepare for both the opportunities and challenges AI introduces, including the ways criminals may use and exploit the technology to prey on our communities (training to be conducted early next year).

As with any emerging tool, law enforcement has an obligation to ensure AI is used ethically, accurately, and free of bias. Clear policies, testing, and continuous auditing are essential to maintaining public trust. When paired with strong guardrails and community engagement, AI can serve as a powerful complement (not a replacement) to human judgment, supporting safer communities and a criminal justice system that remains fair, accountable, and deserving of the public's confidence.



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NotebookLM: An Information Management Option for Police Administrators

By Joel Shute

If you're like me, a scroll through LinkedIn is filled more and more with ads from data companies trying to show you how much more complicated policing is than before. Those ads are not totally wrong. Our Records Management Systems give us more and more control over information and provide numbers that were not possible even ten years ago. But our agencies are not any bigger than they were ten years ago, right? I don't have a staff of 1 - 4 data analysts to synthesize data and explain the most recent Illinois Pedestrian Stop Study in comparison to my agency's statistics, for example. We have grants to write, new laws (ALWAYS new laws) to integrate, forms to update, and reports to submit month after month after month.

Administrators seek ways to streamline tasks, improve decision-making, and ensure departmental compliance. I have been using one such solution, NotebookLM, which has absolutely revolutionized how I manage information.

It's also free.

This article will explore the practical applications of NotebookLM across areas of police administration, from policy management and grant writing to personnel development and more. I'll also review some basic safety and precau-

tions when using machine learning and large language models in concert with police-related and research.

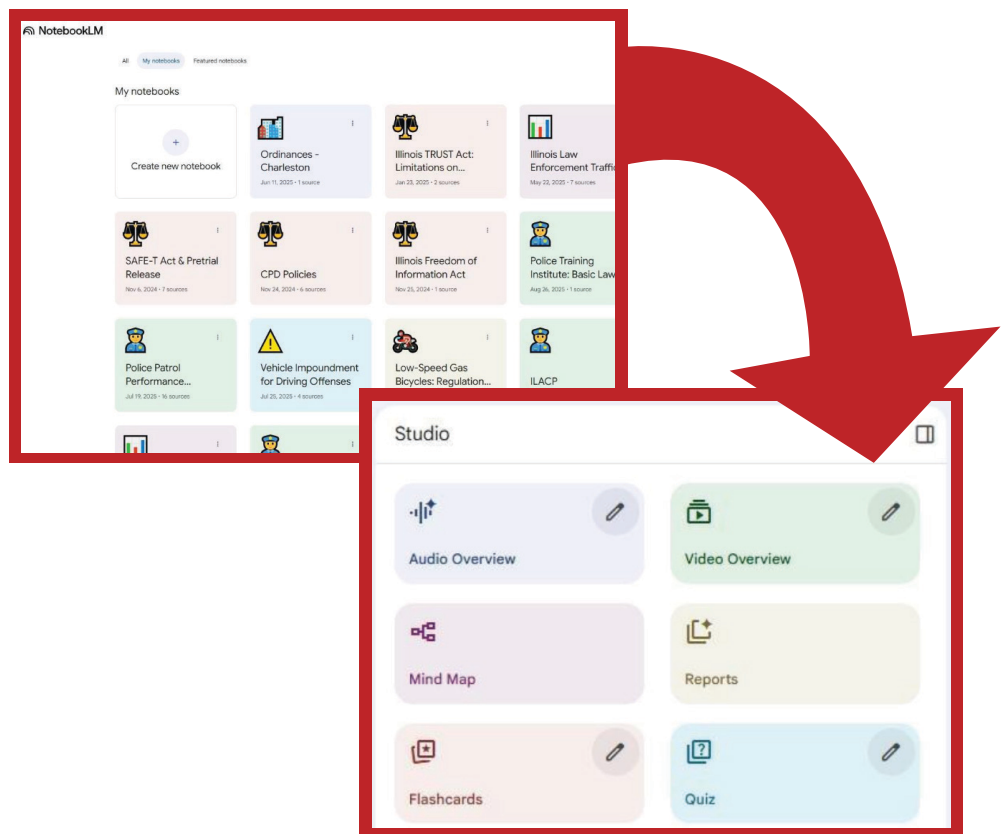
What is NotebookLM

NotebookLM is an AI tool designed to help people analyze and organize large volumes of information.

Its key features are built to streamline a variety of tasks, making it particularly useful for police administrators dealing with extensive documentation. Instead of pulling from the general internet,

NotebookLM's AI is grounded in the sources you provide, offering a more bespoke way to interact with public-facing data.

The tool offers several core functions that can be applied to law enforcement work: it can summarize complex reports and generate key takeaways from multiple documents at once. You can ask it to create briefing documents, FAQs, or outlines for training manuals based on your sources. My favorite part is that NotebookLM provides ci-



tations for all its responses, allowing for immediate verification and ensuring the integrity of the information.

The Audio and Video Overviews are exceptionally wild. I created a Notebook containing the latest Illinois 2024 Traffic Stop and Pedestrian Stop study results. I included the May 21, 2025, ILACP email regarding the study, and finally, my agency's specific results from that study. I then used this tool to create an impromptu discussion between two AI talk show hosts discussing the study, methodology, and controversy. It pulled the information only from the sources I added to the Notebook, meaning I wasn't getting AI "slop" from elsewhere on the internet.

Remember, AI is not a lawyer or accountant, but it CAN help to start a conversation; to give you good questions to think about.

Cautions for Police-Related Writing and Research with NotebookLM

Before we go further, a warning: NotebookLM is artificial intelligence. And though it offers significant advantages, you must exercise caution and adhere to best practices when using it for police-related writing and research.

Firstly, data sensitivity and confidentiality are paramount. NotebookLM is free, which, to me, means there is no contractual privacy. The only thing one should ever upload to it is publicly available documents. My test is to ask: "Could this be FOIA'd without redaction?" If the answer is "no" or "not sure," then keep it off the internet. A couple more

examples: I would never upload classified or highly sensitive information, personally identifiable information, or content from an ongoing criminal investigation or court proceeding.

Secondly, NotebookLM-generated content must always be verified. My philosophy is to treat AI like a liar trying to make you look like a fool. ALWAYS double-check the product. While NotebookLM is powerful, its output is based on the input it receives. Therefore, any information or documents generated or informed by NotebookLM should be cross-referenced with official, authoritative sources. This is particularly crucial for legal documents or policy interpretations, where a thorough legal review is always necessary to ensure accuracy and defensibility. And by legal review, I mean a human being with a law degree hired by your organization.

Thirdly, users must be mindful of potential bias and accuracy in the source material uploaded to NotebookLM. To ensure reliable outputs, it is vital to upload diverse and reliable sources. An awareness of potential biases inherent in the input data is critical, as these biases can inadvertently influence NotebookLM's outputs.

Most importantly, guard against over-reliance on automation. Keep your humanity, creativity and intellect. That is what got you where you are. NotebookLM is a sophisticated tool designed to augment human capabilities, not replace them. Maintaining critical thinking and professional judgment remains essential. NotebookLM can expedite research and drafting, but the ultimate

responsibility for accuracy, legal compliance, and strategic decision-making rests with you.

Don't be complacent!

With all that said, here are a few cases where I've used NotebookLM to great success.



Accreditation

Accreditation programs, such as the Illinois Law Enforcement Accreditation Program (ILEAP), are vital for demonstrating a commitment to professional standards and best practices.

However, the process of policy review and ensuring compliance can be a huge months- / years-long undertaking. Manual review of extensive policy manuals is rightly time-consuming, making it challenging to consistently link specific policies and proofs to the nuanced requirements of accreditation standards.

NotebookLM offers a robust solution to this challenge. By uploading and indexing departmental policies alongside ILEAP standards, NotebookLM transforms itself into an intelligent accreditation assistant. Imagine the efficiency gained by simply asking NotebookLM to locate all policy sections related to "use of force reporting" or "vehicle pursuit guidelines" and then cross-ref-

erencing those with the relevant ILEAP standards. NotebookLM can quickly identify examples and proofs required for accreditation, significantly reducing the time and effort traditionally spent in preparation.

If you are an accreditation manager, take a look at NotebookLM.

Grant Writing

I probably do not have to tell you the work that goes into grant writing. The demands of grant applications are substantial, requiring extensive research, meticulous data compilation, and the ability to tailor proposals to the specific requirements of diverse funding opportunities.

NotebookLM can serve as an invaluable tool in the process. Departments can upload a wealth of information, including relevant crime statistics, community needs assessments, census demographic data, and details on existing departmental programs. NotebookLM can then be used to analyze this aggregated data, helping grant writers to identify compelling narratives, articulate community needs effectively, and generate targeted content that aligns with grant objectives. This streamlines the often arduous revision and review process, allowing departments to submit more competitive and well-supported grant proposals, ultimately increasing their chances of securing vital funding.

Promotional Interviewing

The selection of personnel for specialized units, such as detectives or your next K9 handler, or the basic promotional process, demands a rigorous and

fair interview process. Structured interviews are crucial for ensuring consistency, reducing bias, and aligning candidate selection with departmental needs and professional standards. Crafting effective interview questions that assess both knowledge and critical thinking can be a labor-intensive endeavor. Have you ever felt that your questions could have more substance or simply be refreshed after a few years of use?

Uploading agency policies, job descriptions for specialized roles, and professional references (e.g., K9 training manuals, detective handbooks, CSI guides, to name a few), NotebookLM can assist in generating highly relevant and policy-specific questions. For instance, NotebookLM can generate scenario-based questions that test a candidate's understanding of departmental policy regarding evidence handling or a K9 officer's knowledge of legal considerations for deployment/apprehension. This not only ensures the legal defensibility and relevance of interview questions but also enhances the overall quality and effectiveness of the selection process for these critical roles.

Training

Imagine your FTO has just covered bomb threats with your probationer, and you want to verbal-test them to ensure the concepts are cemented. Or imagine your training officers have just completed a 6-hour in-house MTU course. Upload the FTO training tasks, the department policy, and any other references taught during that training task.

With NotebookLM, you can request that it generate a list of multiple-choice

questions for your trainee to prove their newfound expertise.

Conclusion

These are just three or four of the numerous ways I have used NotebookLM to streamline my job, while providing incisively accurate references to inform my policy decision-making as a Deputy Chief. Drone implementation, Towing contracts, SAFE-T Act & Pretrial Release analysis, Policies and Contracts, staff evaluations, city ordinance research, CESSA/911 implementation, School Resource Officer implementation, records and document retention operations, property room management and standardization, and FOIA scenarios are some others.

Efficient management of information is a cornerstone of effective police administration, and I have found NotebookLM offers a free, powerful, and versatile tool to navigate the complexities of modern policing. The future of police information management is increasingly digital and data-driven, and this has been a workhorse in that evolution.



As Bradford steps down as ILEAP Council chair, it's worth revisiting ILEAP's birth and development



By Ed Wojcicki, retired ILACP Executive Director

Dave Bradford, who has been shepherding the Illinois Law Enforcement Accreditation Program (ILEAP) under the auspices of the Illinois Association of Chiefs of Police (ILACP) for more than two decades, announced this fall that he is stepping down as chair of the ILEAP Accreditation Council. The council is an independent body that oversees and periodically revises accreditation standards. It meets quarterly to decide whether agencies under review will receive accreditation or reaccreditation

ILEAP is the recognized state-level accreditation program for law enforcement agencies, just as CALEA (the Commission on Accreditation for Law Enforcement Agencies) is the acclaimed national program. ILEAP Tier 1 has 69 standards and Tier 2 has 181 standards. To achieve accreditation, a department must show that its policies and performance are compliant with all applicable standards.

Accreditation signals to a local community that its department operates with best practices and up-to-date policies.

Since the mid-2000s, Bradford has overseen the development of ILEAP. He deserves accolades for his leadership and commitment to professionalizing the law enforcement profession, not only with ILEAP but also in previous positions as

ILACP president in 2008, when he was police chief in Glen Carbon, and as executive director of the Center for Public Safety at Northwestern University.

"Agencies accredited by ILEAP enjoy the confidence in their abilities to promote equal and fair law enforcement and their capabilities to prevent and control criminal activities," Bradford said. "The communities served by an ILEAP-accredited agency are assured that the agencies provide policing services in a transparent manner and model, committed to providing law enforcement services according to the values of Police Legitimacy and Procedural Justice."

Bradford recalls years of deliberations in the early 2000s about the idea of state-level accreditation for Illinois, with CALEA having been in existence since 1979. In 2003, Bradford says, representatives of the ILACP, the Illinois Sheriffs' Association, the Illinois Police Accreditation Coalition (IPAC), and the Illinois Law Enforcement Training and Standards Board (ILETSB) got together and examined the pros and cons of developing an accreditation program for the State of Illinois. The Chiefs and Sheriffs associations emerged as the driving force for accreditation. There were stops and starts over a period of several years, with Dennis Bowman at Western Illinois University's Institute for Applied Criminal Justice Studies lending



▲ Above: Ed Wojcicki retired in 2022 after serving as executive director of the Illinois Association of Chiefs of Police since 2014.

his expertise, and the Illinois Municipal League was also involved in the discussions. Bradford also credits the Illinois Criminal Justice Information Authority, the Illinois Regional Institute for Community Policing, the Institute for Public Safety Partnerships, and especially AccredNet for getting the standards and initial ILEAP manual ready to go. To resolve funding issues and disagreements about making accreditation statutorily mandated (that did not happen), the Illinois Chiefs stepped up to become ILEAP's permanent home. That's a nice way of saying there were contentious deliberations for a few years involving multiple state agencies and associations.

"That was when Homewood Chief Larry Burnson (who was ILACP president in 2007) asked me to take on the accreditation project," said Bradford, who was ILACP's first vice president at the time and would become president the next year. "I wrote the Illinois standards with the help of AccredNet officers and put together the basic organization structure."

In 2009, the program became operational, and the Kankakee Police Department was the first agency to receive ILEAP accreditation the same year. The second was the Champaign Police Department, also in 2009. Holly Nearing, who retired as Champaign's deputy chief, said they had been looking into CALEA until the recession of 2008 slashed budgets. So, the timing of ILEAP's creation was perfect for Champaign.

Nearing not only helped Champaign achieve accreditation, but she also received training from Chief Don Thomas of Sycamore and Chief George Carpenter of Wilmette to become an assessor. For more than a decade, she served ILEAP by conducting dozens of on-site assessments around the state. "I have really enjoyed helping agencies improve their policies and procedures to reflect high standards of excellence," she said. Nearing believes departments benefit from the ILEAP process, saying, "Departments seeking accreditation improve in many ways: updating and adding policies, looking at internal procedures with fresh eyes, addressing evidence issues, and increasing supervisor accountability, all leading to reducing liability. Typically, an agency seeking accreditation will have to add some policies to address accreditation standards."



▲ Above: Retired Glen Carbon Chief Dave Bradford has served as the chairman of the ILEAP Council since the mid-2000s. He also held the position of ILACP President in 2008.

Adding gravitas to ILEAP recognition have been active chiefs such as Carpenter, Thomas, and Wold (formerly in Chanahan and now the village administrator in Manhattan), as well as law enforcement experts such as Patrick Solar, the former Genoa chief who is now a professor of criminal justice at the University of Wisconsin – Platteville. Solar serves on the ILEAP Accreditation Council.

ILEAP operated with an all-volunteer crew of assessors and council members for the first few years. Then ILACP tapped Lt. Jeff Hamer of the Macomb Police Department in 2016 to become the part-time ILEAP coordinator. That happened at the recommendation of Macomb Chief Curt Barker, who had observed Hamer's skills as the ILEAP accreditation manager in Macomb.

Hamer soon became the initial point of contact for Illinois departments considering ILEAP accreditation, and he

led the way, not only guiding agencies inquiring about accreditation, but also moving ILEAP from an all-paper process to an electronic process using PowerDMS software. He began conducting workshops at all ILACP annual conferences and at the annual Midwest Security and Police Conference/Expo, and he expanded the pool of assessors while linking ILEAP to IPAC. In his own career since 2016, Hamer was promoted twice in Macomb, to operations commander and then chief, always maintaining ILEAP activity as a personal priority. He is retiring this year as Macomb's chief, but will maintain his role with ILEAP.

Hamer also received a promotion within ILEAP, becoming the director and adding Joel Givens, the retired assistant deputy chief of the Rockford Police Department, as a part-time ILEAP coordinator. Hamer calls Givens his "right-hand man" and says Givens deserves a shoutout for his efforts in managing the program.

Hamer has said many times over the years how much he enjoys accreditation work. "I love doing ILEAP work," Hamer said. He has noticed that many departments "have bought into the culture of compliance - living your policies" and not begrudgingly adding written policies to General Orders. He provides as much guidance as possible and notes that some departments initially face a challenge in identifying the right person to be the accreditation manager and finding time to do the work. He helps them get over that hump by explaining the role and time required of an accreditation manager. Hamer recommends that departments

contact him or Givens “early and often” as they explore ILEAP. “We have gotten better about identifying and sharing the administrative footprint,” he said. “We’ve also learned tons about PowerDMS.”

They can be reached at
ILEAPstaff@gmail.com.

After ILEAP was launched, updates and revisions to the standards were finalized in 2013 (Second Edition) and 2022 (Third Edition). The Third Edition of the ILEAP Manual was especially designed to reflect the requirements of the SAFE-T Act in Illinois. A Fourth Edition with tweaks to standards is in final editing and is expected to be ready late in 2025.

The number of ILEAP-accredited agencies grows steadily every year; 67 agencies are currently accredited.

Bradford’s successor as ILEAP Council chair has not been determined as of this writing.



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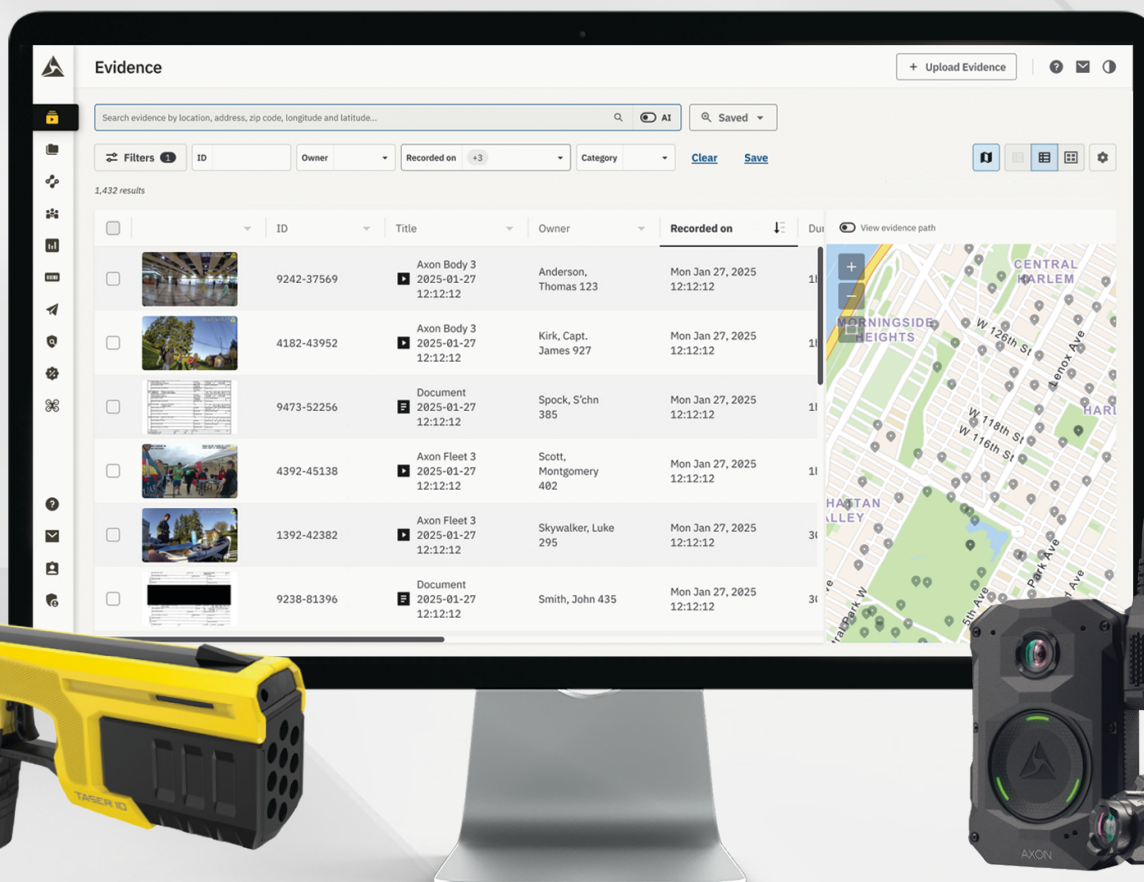
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Op-Ed: If Not Us, Then Who?

By Chief Steve Johnson, Fairview Heights Police Department

Thirty years ago, I served as a National Highway Traffic Safety Administration Standardized Field Sobriety Test instructor, teaching the full spectrum of impaired driving detection and enforcement to thousands of officers. One of the primary principles emphasized in that training was the simple truth that traffic stops save lives. Removing even a single impaired driver from the roadway can prevent a devastating tragedy, whether on a quiet morning, a busy evening, or an ordinary Tuesday afternoon.

Equally important was the research that demonstrated a clear deterrent effect when officers engage in consistent traffic enforcement. When drivers repeatedly observe traffic stops in a community, they begin to understand that unsafe behavior will be noticed and addressed. The result is a powerful message to potential offenders that reckless or impaired driving will not go unnoticed.

History also shows that traffic enforcement often uncovers far more than moving/equipment violations. Timothy McVeigh, Ted Bundy, several serial offenders, and even some individuals associated with the September 11th terrorist attacks were first encountered during seemingly routine traffic stops. Many of these encounters began with minor issues such as expired plates, nonfunctioning lights, or equipment problems. One of the Federal Bureau of Investigation's most wanted fugitives was apprehended by Sergeant Michelle Bilbrey

of the Lady Lake Florida Police Department after she discovered the truck the suspect was driving displayed a fraudulent registration. A close friend of mine, early in his career, stopped a car for a simple equipment violation only to later discover a homicide victim in the trunk.

This is not an argument about what should occur in every jurisdiction but rather an examination of what has proven successful in communities like mine. Policing strategies must reflect local expectations, crime trends, and relationships between officers and the public. In regions with higher levels of violent crime, community members often expect and even demand proactive policing. Our experience reflects that reality.

Do Traffic Stops Harm Police Community Relations?

They can, but only when agencies fail to hire and train the right people. Effective traffic enforcement depends on professional officers who treat every individual with fairness and dignity. As a chief of police, I receive more compliments about how my officers conduct traffic stops than about any other service we provide. That is not accidental. It is the product of years of deliberate investment in respectful policing and strong community relationships.

Our city sits 17 miles from Ferguson, Missouri and shares a long border with East Saint Louis, Illinois. During the unrest following the death of Michael Brown, residents of all backgrounds vis-



▲ Above: Chief Steve Johnson, Fairview Heights Police Department

ited our station daily with food, cards, and messages of encouragement. That level of trust was not built during the crisis. It was built through years of consistent, compassionate contact, much of it occurring during traffic stops. Despite being one of the most proactive agencies in our region regarding traffic enforcement, we continue to enjoy remarkable public support.

The reason is simple. Our officers are trained to prioritize fairness, discretion, and humanity. Traffic enforcement has never been about quotas or revenue. The department receives only a few dollars after court fees are collected on a citation (\$3.40), a figure so small it underscores that our work is driven by safety rather than budgets. You can't even buy a toaster for that. I never instruct officers to write or refrain from writing tickets. I instruct them to do what is right.

This philosophy has real effects. Of-

ficers routinely assist struggling families by purchasing gas out of their own pockets, or by providing time to correct an expired registration rather than issuing a citation. Faith based organizations supply us with gift cards that officers can give drivers when officers recognize someone who simply needs a lift during a difficult time. We are currently working on a similar program with local auto repair shops to help drivers address equipment failures.

Yet amid these acts of compassion, proactive stops routinely prevent serious crime. Officers encounter individuals preparing to commit robberies, burglaries, or assaults, as well as offenders who have already committed them. Earlier this year an officer stopped a vehicle for expired registration, only to discover the driver was wanted for a murder committed two years before. Two days later three of our officers were shot, two critically, on a suspicious person call involving a convicted felon who had driven there with a loaded firearm in his possession. These incidents illustrate the dual reality of modern policing. Compassion and vigilance must operate side by side.

A Snapshot of One Week

The following examples reflect a single week of traffic enforcement in our department. Each stop began with a minor violation yet resulted in a significant public safety intervention.

- Stopped a vehicle with a defective windshield that limited visibility. The driver had an active felony warrant for dangerous driving.
- Stopped a driver who failed to signal. The individual had an active warrant for aggravated driving under the influence.

- Stopped a vehicle that crossed the center line. The owner had an active warrant for criminal damage to property. The driver and passenger were both taken into custody.
- Stopped a car with a two-year expired registration sticker. The driver had a suspended license.
- Stopped a vehicle for failing to signal and for expired registration. A consent search revealed several fentanyl capsules. The driver was arrested on felony charges.
- Stopped a car with no rear license plate illumination. The passenger provided a false name and was discovered to have a felony warrant for possession of a stolen firearm.
- Stopped a vehicle without plates. The driver had a revoked license and two warrants, and the passenger had a warrant for disorderly conduct.
- Observed a vehicle with no front license plate. The driver had an active arrest warrant.
- Observed a car with no taillights and erratic lane changes. The driver showed signs of impairment and had a revoked license for previous driving under the influence offense. The driver was arrested on felony charges.

These examples highlight the significance of proactive patrol work. What starts as a routine encounter can swiftly evolve into an arrest that protects countless others. The professionalism and attention to detail shown by our officers make these results possible.

Who Else Will Enforce the Laws?

Vehicle registration, insurance requirements, and equipment standards exist for a reason, many involving safety for the motoring public. If police do not enforce them, they cease to have meaning. Why would drivers pay for registration if there is no possibility of enforce-

ment (especially with how much it costs in our state)? Why would anyone use a turn signal? What will our roads look like in five or ten years if compliance becomes optional?

A recent viral video from Cabarrus County North Carolina demonstrates the potential of well executed traffic enforcement. A deputy stopped a woman for a minor infraction and encountered hostility at first. His calm professionalism and empathy gradually changed the entire interaction. By the end of the stop the driver was crying and the deputy offered a simple but sincere gesture of support. She later shared she had been on her way to make a destructive decision. That single traffic stop changed the course of her day and perhaps much more.

One Size Does Not Fit All

Effective leaders must understand the expectations of their communities. Overly aggressive enforcement can strain relationships in some regions, while other areas demand a stronger policing presence to maintain safety. Community leaders and law enforcement officials must work together to determine the strategies that best serve the people they represent. What works in one jurisdiction may not be appropriate in another. Plato wrote, "It does not matter if the cobblers and the masons fail to do their jobs well, but if the Guardians fail, the democracy will crumble." His point endures. Public safety is foundational. Communities thrive when officers are empowered to protect both safety and dignity, supported by citizens who understand the value of proactive and principled policing. ■

Illinois Law Enforcement Responds to the Challenge

By Scott Kristiansen, Co-Program Director - Illinois Traffic Safety Challenge

Is your traffic safety program everything it should be? Crashes occur, motorists are injured or killed, and vehicles and property are damaged. What if you could reduce the number of crashes, reduce the number of people being injured or killed, and reduce the property damage? Well, you can. Having a comprehensive traffic safety program will help your agency address these issues and more.

As co-directors of the Illinois Traffic Safety Challenge since its inception, retired Deputy Chief Paul Rizzo and I have continued to preach the traffic gospel: that law enforcement agencies can accomplish a great deal by emphasizing traffic enforcement and education.

Reducing traffic crashes, along with fa-

talities and injuries, is just the tip of the iceberg. Not only does it impact your traffic safety program, but traffic enforcement also leads to other things – namely, the detection of other crimes. Every day, “routine” traffic stops result in the arrest of suspended and revoked drivers, impaired drivers, warrant arrests, and numerous weapons and drug arrests. The bottom line: bad guys drive cars.

Numerous law enforcement agencies from across the great state of Illinois have stepped up to the plate and made traffic safety their mission and their priority.

The Illinois Traffic Safety Challenge focuses on addressing the top four causes of serious injuries and fatalities resulting from traffic crashes (Impaired Driving, Distracted Driving, Speed and Occupant Protection) and asks an agency to take a good hard look at themselves in six key areas addressing those causes: Policies and Procedures, Officer Training, Enforcement, Recognition, Public Information & Education, and Effectiveness. The application process requires an agency to compile data over an entire calendar year and then present it in an application package that will be evaluated according to established criteria.

Your department is judged against others of like type and size. A sheriff's department of 1,000 officers isn't comparable to a municipal department of 10. The Chicago Police



▲ Above: Scott Kristiansen serves as the Law Enforcement Liaison Supervisor for the Illinois Association of Chiefs of Police as well as the co-program director for the Illinois Traffic Safety Challenge

Department isn't judged in the same category as an Illinois State Police District. So, you learn how you stack up against your peers, not an agency with which you have nothing in common.

On August 15, 2025, law enforcement agencies from across the State were recognized as winners of the 2024-2025 Illinois Traffic Safety Challenge at an awards ceremony held in conjunction with the Midwest Security and Police Conference/Expo in Tinley Park, Illinois. These agencies were recognized as some of the best in the state for addressing traffic safety issues in their jurisdictions.

Winners in the various categories included:

Sheriff 26-50 Sworn –
1st Place – Tazewell County



Municipal 11-25 Sworn – 1st Place – Chatham Police Department

Municipal 36-50 Sworn – 1st Place – Morton Grove Police, 2nd Place – Lake in the Hills Police

Municipal 51-100 Sworn – 1st Place – Hanover Park Police, 2nd Place – Bartlett police,

Municipal 101-250 Sworn – 1st Place – Arlington Heights Police

Championship Class – 1st Place – Schaumburg Police, 2nd Place – McHenry County, 3rd Place – Algonquin Police

A number of Special Category awards were also presented:

Bike/Pedestrian Safety Award – Chatham Police

Commercial Vehicle Safety Award – Schaumburg Police

Community Outreach Award – McHenry County Sheriff

Distracted Driving – Arlington Heights Police

Occupant Protection – Arlington Heights Police

Railroad Safety – Morton Grove Police

Speed Awareness Award – McHenry County Sheriff and Schaumburg Police

Teen Driving Award – Tazewell County Sheriff

Finally, the Judges Award, an honor that recognizes the best overall traffic safety program, was awarded to the Hanover Park Police Department.

The Traffic Safety Challenge is managed by the Illinois Association of Chiefs of Police and is funded mainly by a grant from the Illinois Department of Transportation/Bureau of Safety Programs and Engineering. The program is also supported by donations from numerous corporate partners and could not be the success that it is without the support of these companies.

This year's sponsors were:

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During the awards breakfast, three agencies' names are drawn at random for three grand prizes.

1st Grand Prize – Vehicle Equipment Package – Value \$30,000 – Tazewell County

2nd Grand Prize – Northwestern Training Package – Schaumburg Police Department

3rd Grand Prize – Stalker Moving RADAR – Chatham Police Department

The Traffic Safety Challenge offers assistance to anyone who needs it. Each January/February, we host "how to" seminars that help agencies put together winning applications. Additionally, co-director Rizzo and I are available to assist you and answer any questions you may have. **The application is all online and easy to complete.**

The Challenge also has a website to provide more information about the program and assistance with completing an application. **<https://www.iltrafficchallenge.org>**
We look forward to seeing your application. For more information, please visit our website at **<https://www.iltrafficchallenge.org>** or go to the Illinois Association of Chiefs of Police website at **www.ilchiefs.org** and click on the Illinois Traffic Safety Challenge logo.

You may also contact the Challenge Directors by emailing Scott Kristiansen at **scottkilacp@gmail.com** or calling 847 456-2293, or reach Paul Rizzo at **prizzolel@gmail.com** or **224 286-0102.** ■



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Police Leaders Need to Do Better on Gratitude

By Thomas J. Lemmer, September 2025

In all but a one-person department, police chiefs and sheriffs (and their agency's supervisors) must rely on the work of others in order for their agency to fully meet its mission. This reality is inherently understood, which raises a key question. Overall, are our law enforcement agencies ones that their members would describe as being places where gratitude is a priority? In far too many agencies, probably not.

Gratitude - A Foundation

On the most basic level, gratitude refers to that quality or feeling of being thankful. Neuroscientist Dr. Glenn Fox provides some additional understanding. He defines gratitude as the feeling we can have when: (1) we receive something that comes at some effort, which (2) fulfills a need (or want) of ours. While Fox's definition is simple, it is also scalable by both the level of effort provided by the giver and the level of need experienced by the recipient. In

"When we consider their efforts, the risks they face, and the consequences they may suffer, we have many reasons to be thankful for our police officers."

making this point, Fox uses the example of holding the door open for someone compared to providing an organ donation. It is an insightful comparison and a useful definition.

Psychologist Dr. Robert Emmons provides another key layer of useful understanding. Gratitude is among the six classical sources of human strength, which also include: wisdom, hope, love, spirituality, and humility. It is more than happiness. Gratitude provides us with an affirmation of the goodness in our lives, and the recognition that the sources of this goodness come at least partially from outside of our own efforts.

Emmons additionally instructs: "Gratitude is literally one of the few things that can measurably change people's lives." Gratitude brings physical health and positive psychological benefits to both the person expressing gratitude and the person receiving it. Research shows that grateful people are healthier, have better relationships, and accomplish more of their goals.

The scalable nature of gratitude provided in Fox's definition, as well as the understanding provided by Emmons that the goodness we experience in our lives does not come only from our own efforts, are both consistent with the very essence of the police officer's role. Police officers perform many tasks as they



carry out their duties. Some are small. Others are directly involved and impact the most consequential moments of life. In performing their duties, officers often do so at great personal risk, including the risk of death. When we consider their efforts, the risks they face, and the consequences they may suffer, we have many reasons to be thankful for our police officers.

Signs of a Gratitude Shortage

Policing has always been an other-focused activity. Across the decades, when police officers have been asked why they joined the profession, the overwhelming majority of them have consistently expressed that they had a desire to help people. Simultaneously, however, the issues of low police officer morale and concerns about officer wellness are also far from new ones.

A 2016 (post Ferguson) Pew Research Center comparison of police officer

work experiences to those of American workers generally was not positive. Pew found that police officers were 22% more likely to report they regularly felt frustrated at work, and officers were also 10% less likely to report regularly feeling fulfilled by their work. Furthermore (post Minneapolis), a June 2020 Police 1 survey asked a telling question to more than 10,000 police officers: “If you had to it to do over, would you enter law enforcement?” Only 38% of the surveyed officers responded “yes.”

There are also several concerning points directly relating to supervision and leadership, of which I will quickly note just two. First, just 46% of the officers responding to the 2022 Police 1 survey reported they “regularly receive constructive performance feedback” from their supervisor. Second, in 2023, when asked to list the three least satisfying issues about working in law enforcement, 50% of the surveyed officers identified “poor agency leadership” as such an issue. The rating was second behind only the “presumption that police are wrong,” which was cited by 62% of the officers.

A Model for Doing Better

Under the Gratitude Leading Leadership Model, wellness and positive attitudes about the work and mission of an agency are fostered when its members believe that their efforts are known and appreciated. Expressions of gratitude are an important aspect of leadership.

In considering police supervision and the research on gratitude, I have found that a leader’s capacity and effectiveness in understanding and harnessing the

power of gratitude exists and develops within three subdomains:

1. The leader’s personal life.
2. The leader’s individual leadership approach.
3. The overall agency (group/team/unit) environment.

The Leader's Personal Life

Leaders are people too, and they have personal lives. Their personal lives impact who they are, their experiences, their perspective, how they relate to others, and how they express appreciation. In every life, there are moments of suffering and personal trials. How we respond to such challenges is key. For some, life is a struggle, and there is little reason to be grateful. Others seem to be grateful only when life is easy.

Those who believe there is nothing in life for which to be grateful are clearly in

the midst of hopelessness. Such a person is not in a position to lead. Similarly, the person who is grateful only when things are easy is not strong enough to lead us in difficult times. All of the major religious faiths tell us that life was not meant to be easy. Constructively dealing with adversity can strengthen us, and through those experiences, we find reason to be thankful. As observed by Dr. Emmons: “Where one finds religion, one finds gratitude.” Being able to see the blessings that surround us in life gives us a deeper well from which to offer positive leadership.

“Gratitude is a choice that is not dependent upon our life circumstances.”



Leadership Approach

How leaders approach their roles can vary widely. Such has an impact on the leader's own personal commitment and effectiveness, as well as the effectiveness of others. Dr. Emmons provides yet another crucial insight on gratitude of value to leaders. Gratitude is a choice that is not dependent upon our life circumstances. We can decide to focus on what is good, our gifts, rather than the setbacks. While the choice to embrace gratitude may not be easy, our ability to do so means "our internal reactions are not determined by external forces."

Gratitude must be a guiding factor in how police leaders perform their duties. How they express appreciation is important. When members go "above and beyond" their assigned duties, do supervisors express gratitude? Doing so provides encouragement to all members to embrace their duties. Failing to do so can leave those putting in the greatest effort to conclude that their efforts are not valued.

Additionally, demonstrating that the efforts of their officers are appreciated contributes to the overall wellness of both the officers and the supervisors expressing gratitude. People receiving gratitude tend to become more grateful themselves, and grateful people experience improved physical and mental health. They are more optimistic and deal with adversity better. These are clearly valuable traits to encourage among our officers.

Agency Environment

Finally, every organization develops its own culture, which influences how members see their roles and interact with

others. An organization's environment identifies what is valued and prioritized, which drives the agency's effectiveness in meeting its mission. Gratitude fostering environments communicate that its leaders know the challenges inherent in the work of its members. They regularly acknowledge superior performance and all positive contributions.

These organizations also understand that expressing true gratitude to those doing the work requires supervisors to address the lack of effort from consistently underperforming members. In building this environment, police leaders need to be intentional in their efforts. Agencies performing at the excellence level enhance public safety and simultaneously foster officer wellness. Effective expressions of gratitude are key to reaching both of these organizational priorities.

Action

Leadership always exists within a relationship dynamic that has a purpose. Getting from where we are now (literally or figuratively) to where we need or want to be. As such, leadership requires action. Merely thinking about doing something is not leadership.

Within policing, the purpose is public safety, and in meeting this mission, we ask a lot of our officers. Sincere expressions of gratitude for those efforts are essential, as our officers are more likely to continue to extend themselves for others (often at great personal risk) when they believe that their efforts are valued and appreciated.

The importance of this fundamen-

tal point is not something that leaders should leave unstated among their agency's supervisors and command staff. It needs to be a clearly stated priority. To this point, police executives must take the lead in demonstrating gratitude within their organization, and they must ensure that the agency's supervisors understand and practice these principles. Without question, collectively, the continuing efforts of our police officers regularly give us all reason to be thankful. Those in leadership need to show it.



1. Glenn Fox, "The Gift of Gratitude," 22 November 2021, The Retirement Wisdom Podcast.
2. Robert Emmons, 2007. Thanks: How Practicing Gratitude Can Make You Happier, p4.
3. Ibid, p2
4. Rich Morin, Kim Parker, Rene Stepler and Andrew Mercer, 11 January 2017, "Behind the Badge," Pew Research Center, p. 80.
5. Calibre Press, "10,000 officers respond to policing poll: Only 7% would recommend becoming a cop," 30 June 2020, Police 1, p.2.
6. Nancy Perry (ed), "What Police Want 2022," Police 1, March 2022, pp 16-17.
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8. Emmons, p. 93.
9. Ibid, pp 17-18.

Introducing the ILACP Women's Leadership Section: Strengthening Law Enforcement through Women Leaders

By Deputy Chief Tara Anderson, Buffalo Grove Police Department

The Illinois Association of Chiefs of Police (ILACP) is proud to announce the formation of the Women's Leadership Section (WLS), a groundbreaking initiative designed to support, empower, and promote women in law enforcement. The section provides a platform for both women and men in law enforcement to collaborate on advancing women's careers, while also enhancing recruitment and retention across the profession.

Filling a Critical Gap in Law Enforcement

Women are making progress in law enforcement, but they remain significantly underrepresented, particularly in leadership positions. Nationwide, women account for only 12% of sworn officers, and just 3% hold executive leadership roles. This disparity not only limits the potential of women in the profession but also affects the broader law enforcement community's ability to reflect the diverse perspectives and leadership qualities necessary to drive change and effectiveness.

The Women's Leadership Section aims to address this gap by equipping women with the training, mentorship, and support they need to thrive. But it's not just about empowering women, it's about



improving the profession as a whole. As law enforcement agencies continue to face complex challenges, the Women's Leadership Section can offer fresh perspectives, enhance problem-solving, and bring new strategies to the table.

"The Women's Leadership Section is an essential initiative for preparing more women for leadership roles," said Heather Lencioni, co-chair of the section and a member of the Elgin Police Department. "Our goal is to create a space where women can gain the mentorship, training, and networking opportunities they need to succeed, while also encouraging men to be part of the

conversation to ensure we are working toward solutions together."

How the Women's Leadership Section Will Benefit the Entire Law Enforcement Community

The Women's Leadership Section is not just for women; it's for everyone in law enforcement who wants to develop stronger, more effective agencies. By focusing on key areas such as professional development, mentorship, and recruitment, the section will provide long-term benefits for the profession.

- **Professional Development:** Tailored leadership training programs

will help women at all stages of their careers, from entry-level officers to seasoned leaders. These programs will help participants overcome challenges unique to women in law enforcement, while preparing them to take on senior leadership roles.

- **Mentorship and Peer Support:** A robust mentorship program will connect experienced women leaders with newer officers. This initiative helps women navigate work-life balance, career progression, and overcome obstacles in a male-dominated profession. By fostering these mentoring relationships, the section hopes to improve retention rates and ensure more women remain in the profession and thrive.
- **Networking and Collaboration:** Through workshops, forums, and networking events, the Women's Leadership Section will create opportunities for women and men to share best practices, strategies, and experiences. These interactions will build stronger relationships and help develop a more cohesive, supportive law enforcement network that can tackle complex challenges together.
- **Inspiration and Recruitment:** By highlighting the success stories of women leaders, the section aims to inspire the next generation of female officers to pursue law enforcement careers and aspire for leadership roles.
- **Advocacy and Leadership Representation:** The section will also work to advocate for policies that

support work-life balance, workplace safety, and equal opportunities for women in law enforcement. It will ensure women's voices are heard at all levels of decision-making, ultimately leading to more balanced, inclusive leadership in Illinois law enforcement agencies.

A Strong Leadership Team

The Women's Leadership Section will be guided by a dedicated team of law enforcement professionals who bring a wealth of experience and a shared commitment to strengthening the field. The leadership team includes:

- **Co-chair:** Heather Lencioni, Elgin Police Department
- **Co-chair:** Tara Anderson, Buffalo Grove Police Department
- **Vice Chair:** Karen McCartney, Schaumburg Police Department
- **Section Executive Committee Members:** Kimberly Covelli, Lincolnshire Police Department; Christy Lindhurst, Schaumburg Police Department

With a strong leadership team at the helm, the section is well-positioned to make a significant impact on the careers of women in law enforcement while benefiting the profession as a whole.

How to Join the Women's Leadership Section

Membership in the Women's Leadership Section is open to ILACP members, both supervisory and non-supervisory staff, including non-sworn personnel

with a legitimate special interest in a law enforcement activity compatible with the goals of ILACP. Members are required to uphold the ILACP code of ethics and be in good standing with their current or retired agency.

A Stronger Future for Law Enforcement

The creation of the Women's Leadership Section is a crucial step toward increasing the representation of women in law enforcement. By offering tailored professional development, mentorship, and advocacy, this section will help ensure that women not only succeed but thrive in their careers.

As the ILACP works to promote stronger leadership in law enforcement, the Women's Leadership Section will play an important role in shaping a future where women have the support and opportunities they need to lead and inspire. With the involvement of male colleagues and leaders, we can help create a law enforcement community that is more effective, more diverse, and stronger than ever before. The ILACP is proud to support this new initiative, which is poised to bring about lasting change and empower women to reach their full potential in law enforcement.

NOTICE: Join us at 10 a.m. on Jan. 29, 2026, for a virtual session highlighting the purpose, progress, and future direction of the Women's Leadership Section. The meeting is open to all, and ILACP members will receive the Zoom link by email.



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Strength in Numbers

By Kenny Winslow, ILACP Executive Director

Engaging Your Command Staff with ILACP

As leaders in law enforcement, we understand that no chief can succeed alone. The strength of any police department lies not only in the vision of its chief but in the collective leadership, wisdom, and commitment of its entire senior command staff. That's why it's time we take a closer look at how and why our **command personnel should be more deeply involved with the Illinois Association of Chiefs of Police (ILACP).**

Leadership Development Beyond the Chief's Office

The ILACP has long been a trusted voice for law enforcement professionals across the state. Its reputation for advancing ethical leadership, legislative advocacy, and professional development is second to none. But too often, engagement with ILACP is seen as the responsibility of the chief alone.

The reality is that lieutenants, captains, commanders, deputy chiefs, and assistant chiefs face complex leadership challenges daily. Whether managing critical incidents, mentoring officers, or implementing new policy initiatives, our command staff needs the same access to cutting-edge training, legislative updates, and professional networking that chiefs do. By involving your command team in ILACP, you're not just developing stronger leaders; you're investing in the future of your department.

Department Membership: A Strategic Investment

ILACP offers **Department Memberships** designed specifically to foster this broader engagement. With a department-level membership, agencies can enroll their command staff as members under a single organizational umbrella. This offers several advantages:

1. **Multiple Memberships:** Chiefs can include assistant and deputy chiefs, commanders, lieutenants, or even civilian leaders at the executive level who are part of their senior management team at a discounted cost.
2. **Shared Access:** Members under the department plan gain access to ILACP communications (Command magazine, weekly bulletins), training notices, policy resources, and legislative alerts, and more.
3. **Professional Development:** The ILACP offers a wealth of leadership training and executive development opportunities specifically tailored to command-level personnel. Members are eligible to apply for command training scholarships, mentorship programs, and our chief certification program. Additionally, they can attend our annual training conference as well as the specialized workshops and webinars we offer on timely topics relevant to today's law enforcement leaders. ILACP equips command staff with the tools they need to lead with vision and credibility in an ever-changing and challenging environment.
4. **Statewide Networking and Collaboration:** Command staff benefit tremendously from access to a network of peers across Illinois who share similar challenges and goals. Membership fosters meaningful connections between departments of all sizes - urban and rural, north and south - enabling the exchange of best practices, collaborative problem-solving, and mentorship across ranks and regions.



5. **Upholding the Highest Standards:** Through initiatives such as the Illinois Law Enforcement Accreditation Program (ILEAP), ILACP helps agencies maintain and improve their professional standards. Command staff engaged with ILACP are better equipped to align their departments with nationally recognized best practices in accountability, transparency, and community engagement.
6. **Policy Influence and Legislative Advocacy:** ILACP has a respected voice in Springfield and plays a vital role in shaping policies that directly affect law enforcement operations. By being a member, command staff not only stay informed about pending legislation but can also have a seat at the table in crafting thoughtful, effective public safety policy. With more leaders involved, your department's voice is stronger when ILACP advocates in Springfield or speaks out on critical law enforcement issues.

This isn't just about cost-effectiveness - it's about cohesion. When your command team is aligned with the standards and best practices promoted by ILACP, your department operates with greater consistency, professionalism, and accountability.

Building the Next Generation of Chiefs

Let's not forget that many of today's command staff are tomorrow's chiefs. By getting them involved in ILACP now, you are investing in their future by offering and exposing them to pro-

professional development and growth opportunities. You're preparing them to lead not just your agency, but the profession as a whole. Involvement helps foster statewide connections, builds confidence, and keeps them current on statewide challenges and innovations.

Encouraging your team to join committees, attend training, or represent your agency at regional meetings also sends a powerful message: you trust and believe in their leadership potential. It also underscores your commitment to them as members of your organization as well as the communities they serve.

A Call to Action

Membership in the Illinois Association of Chiefs of Police is more than a professional affiliation; it's a strategic partnership that elevates leadership, strengthens departments, and reinforces the profession's commitment to excellence. If you're a chief who values collaboration, leadership development, and continuous improvement, there's no better move you can make than involving your command staff with ILACP. Start the conversation at your next staff meeting. Explore the benefits of Department Membership. Encourage your rising leaders to step up and connect with their peers across Illinois.

Together, we'll build a stronger, smarter, and more unified profession - one leader at a time.

For more information about department memberships, visit:

www.ilchiefs.org/apply-for-membership

or contact the ILACP office at:

217.523.3765

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Contact:

ILACP Executive Director
Kenny Winslow
kenny@ilchiefs.org
217-523-3765

Charting a Path Forward at the 2025 Strategic Planning Meeting

By AJ Bailey, ILACP Deputy Director

The Illinois Association of Chiefs of Police (ILACP) gathered on Sept. 25, 2025 at the Illinois State University Alumni Center for its annual strategic planning meeting. The intensive, full-day session focused on shaping the association's direction for not only this year, but the years ahead. Members of the Executive Committee and the Board of Directors, committee leaders, and ILACP staff tackled everything from legislative strategy to training, membership, financial sustainability, and the association's core identity.

What emerged were clearer organizational goals and a strong foundation for a forthcoming three-year strategic plan.

Refining Mission and Vision

Members revisited the core question of why ILACP exists, reaffirming its pur-

pose to elevate leadership, influence legislation, and strengthen policing state-wide.

Discussions included potential new slogans and a refinement of the mission and vision statements. In the end, the slogan will remain the same, but the mission and vision statements were revised.

Mission Statement: The Illinois Association of Chiefs of Police promotes ethical leadership, professional excellence, and partnerships to advance policing through training, advocacy, and innovation.

Vision Statement: The Illinois Association of Chiefs of Police envisions empowered law enforcement leaders guided by top-tier training, certification, and advocacy. As a trusted source for executive development and policy, we pro-



mote ethical, innovative, and accountable policing that builds lasting public trust and sets the standard for leadership and community partnership.

Top Priorities Identified by Membership

A survey of the ILACP membership resulted in highlighting the issues members most want ILACP to address:

- **Training:** Increase in-person offerings and explore legislation requiring ILACP-led training for chiefs and deputy chiefs.
- **Legislative Advocacy:** Expand member participation, strengthen partnerships, and improve communication around legislative activity.
- **Professional Services:** Revamp Chief Certification and develop supplemental online training and video resources.

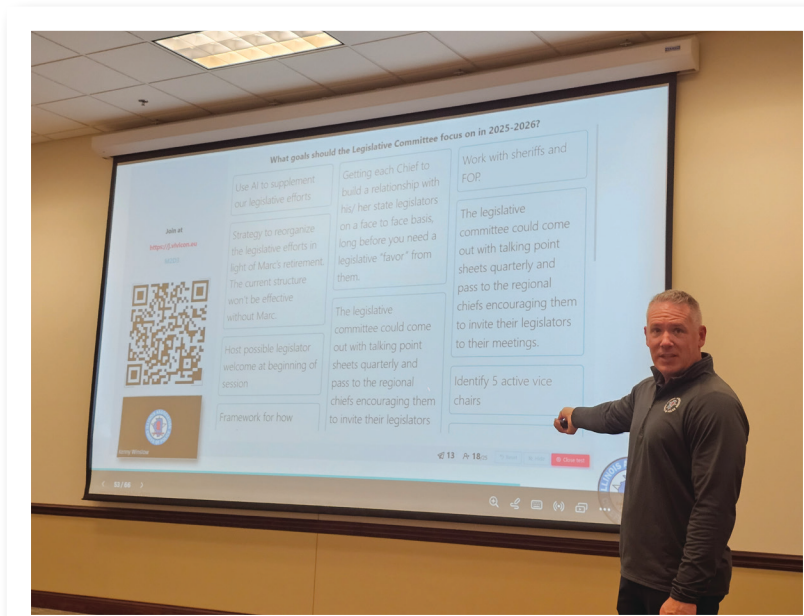


- **Outreach:** Deepen engagement with regional associations and statewide partner organizations.
- **Organizational Stability:** Generate new revenue sources for long-term financial health.

Key Objectives for 2025

The group established targeted objectives to move each of these priorities forward:

- **Legislative:** Promote regular member-legislator engagement, expand witness slip training, utilize retirees as advocates, and explore tools for tracking legislation.
- **Training:** Offer quarterly training courses, both specialized and virtual.
- **Networking:** Increase statewide networking events.
- **Media Relations:** Equip members with consistent messaging, expand podcasting, and encourage regional media meet-and-greets.
- **Technology:** Develop an ILACP tech hub, publish regular tech articles, and showcase chiefs using innovative tools.
- **Mentorship:** Grow the mentorship program through videos, regional mentor roles, and outreach at conferences.



Long Term Strategic Goals

The Executive Committee also identified four priorities for the President and incoming Vice Presidents to focus on in the future:

- Grow accreditation participation
- Expand membership
- Update Chief Certification
- Strengthen legislative advocacy and impact

Moving Forward

The 2025 planning meeting reaffirmed ILACP's commitment to building leadership, strengthening public trust, and advancing effective policing across Illinois. More updates will follow as the association completes its multi-year strategic plan and begins implementing this new direction.

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New Chief Interview: Chief Mike Yott, Palos Heights P.D.

Date started as chief: 4/15/2025

Years in law enforcement: 21 Years



Your History in Law Enforcement

I was hired by Evanston PD in May 2004 and attended the Chicago Police Academy. A short time after graduation, I got an opportunity to move to Palos Heights, where I've been for the last 20 years. During my career, I had the chance to be part of a patrol and an HSI Narcotics Task Force before getting promoted to Detective Sergeant in 2013 and Deputy Chief in 2020.

Education:

BS in Finance from the University of Illinois, Urbana-Champaign; MS in Public Safety Administration from Lewis University; Graduate of Northwestern University Center for Public Safety School of Police Staff and Command.

Family:

Wife Kristi, daughter McKenna, sons Gavin and Ian; an English Bulldog named Cali

Hobbies:

Golfing, coaching baseball, watching my kids do their thing

Favorite Movie:

So many to choose from, but I always go back to "Anchorman" for a good laugh.

What made you decide on a career in law enforcement?

I grew up the son of a police officer, so seeing my dad as an officer obviously had a huge impact on me, but it wasn't what I originally set out to do. I went to college for a finance degree and spent the first four years after college as an accountant/auditor for a large bank in Chicago. As I sat at a desk every day, I eventually got the itch and decided that if I didn't try law enforcement, I would regret it someday, so I started testing and got hired.

Eventually, I was able to test and get hired in Palos Heights, where my dad worked. I was excited to get the chance to work with him and learn from him. Little did I know at the time that he would stick around, ultimately retiring after 50 years

on the job in Palos Heights, 20 of those as chief. I got to work with him for 18 years, which afforded me an opportunity to learn so much and watch him lead. I think that there are so many wonderful leaders to read about and watch, but having the opportunity to see things on a day-to-day basis from him and the other leadership we've had at the department over the years has been invaluable.

What is your favorite aspect of being a chief?

So far, it's a bit early to tell what might come to light, but for me, it's the sense of pride that I feel about being a part of an organization with such wonderful, dedicated people. To be at the head of an



organization full of good people who take the job so seriously, are always learning, adapting, and stepping up to meet the needs of our community, is an absolute honor.

Most memorable moment from your law enforcement so far?

I honestly couldn't pick one. This career has so many memorable moments.

Advice that you give to officers?

Be flexible, keep up on training, be kind, and always remember why you got into policing in the first place. On a personal level, take care of yourself and your co-workers. The profession keeps getting more difficult all the time, and being able to take care of your physical and mental health, while having a strong support system is so important.

What do you see as the greatest value of being a member of the Chiefs' Association?

The amount of great information and ideas that come from being a member is outstanding. Being part of the Association gives us access to a great network to share and learn from each other's situations and experiences. Most of the time, there is no need to reinvent the wheel, and sharing experience can help us solve issues, but also when it is time to reinvent, having so many minds to compare ideas with is invaluable.



New Chief Interview: Chief Dave Smyzor, Mahomet P.D.

Date started as chief: 10/1/2025

Years in law enforcement: 24 Years



Your History in Law Enforcement

I began my career in 2001 (at age 21) with the Urbana Police Department (UPD). I spent 24 years at UPD, working my way up through the ranks before retiring as the Deputy Chief of Police after being selected for the Chief of Police position at the Mahomet Police Department. I spent more than half my career at UPD working in the Criminal Investigations Division (CID), as either a detective (10 years), Detective Sergeant, or Lieutenant in charge of CID.

Education:

I have a bachelor's degree in law enforcement and justice administration from Western Illinois University. I am

a graduate of Northwestern's School of Police Staff and Command, as well as having attended the FBI National Academy (Session 291). I am currently on track to complete my master's degree in public safety through the University of Virginia by the end of 2025.

Family:

I am married to my wife, April. We have four children between the ages of 19 and 9, as well as one cat.

Hobbies:

I enjoy working out in the yard. April and I walk around Mahomet almost every night, which is both a stress reliever and a way to get a little bit of exercise. We also enjoy traveling (both domestic and international).

Favorite Movie:

It's hard to narrow it down to one, so I won't! My top three, in no particular order, are "Last of the Mohicans," "Forrest Gump," and "The Big Lebowski."

A leader or mentor your admire, and why?

Again, it's hard to narrow it down to a single person. Retired Urbana Chief Bryant Seraphin was my first boss in the Investigations Division at UPD, and I got to work with and for him for many years while we both progressed through the department. Bryant showed me that

good leaders think about their people just as much as they think about the mission. This profession can be demanding, so do what you can to help keep your subordinates healthy and happy.

Current Urbana Police Chief Larry Boone is also someone I would consider a mentor. Chief Boone came to UPD from Norfolk, Virginia. I feel as though his leadership and outside perspective were both needed and welcomed at UPD when he arrived.

And finally, I admire how my Mahomet Police Department predecessor, Chief Mike Metzler, has grown and shaped the department during his tenure with the village. Chief Metzler came to Mahomet 14 years ago, when it was a small village police department. Under his command, the department nearly tripled in size, and he has worked tirelessly to make sure that the officers working at the department are set up to succeed while providing exceptional service to the community.

What made you decide on a career in law enforcement?

I knew from a young age that I wanted to be a police officer when I grew up. I always admired officers as a child, so once I learned that it was a job that 'normal people' could have, I really didn't have to think much more about the matter. And 24 years since I began my career, I don't regret my decision at all.

What is your favorite aspect of being a chief?

What I have enjoyed most so far is getting to know the people, both in the department and in the community, and working together toward common goals. Being chief gives me the opportunity to set a direction that supports our officers

while earning the public's trust. That is a responsibility I take seriously and a part of the job I truly value.

Most memorable moment from your law enforcement so far?

Attending the FBI National Academy (NA) was extremely memorable. I made several wonderful, long-lasting connections with similarly situated men and women around both the United States and the rest of the world. My roommate at the NA, a deputy chief with the Danish National Police, has come back to visit me, and I had the opportunity to go see him and his workplace during my time between retiring from Urbana and starting at Mahomet. It is interesting to see law enforcement operations in different countries. Very similar in many ways, and quite different in others

Advice that you give to officers?

I have received a lot of good advice throughout my career. First and foremost, take care of yourselves. Not just physically, which is important, but also mentally, spiritually, and financially. Neglecting any of those areas can lead to problems that affect every part of your life. Do not be afraid to ask for help. Our profession is getting better at addressing officer wellness, and that is something to be proud of. If something is weighing on

you, reach out. No one needs to suffer in silence, and many of us have faced similar struggles and found our way through them safely.

When it comes to dealing with people outside the department, be kind. That does not mean to be a pushover. Do your job, be respectful, and be fair. Your reputation is built one interaction at a time. The smallest gestures can leave lasting impressions and sometimes come back years later in ways you would never expect.

What do you see as the greatest value of being a member of the Chiefs' Association?

The networking aspect is very important. While many of us have had long and successful careers, having that network to reach out to for questions or assistance is critical. No one is an island, and no department can do it all itself.

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

I'm always open to sharing and talking, so if you ever think there is something I could assist with, please don't hesitate to reach out.



Welcome New 2025-2026 ILACP Members

Added since publication of Command Summer 2025 Volume 35, Issue II

Name	Title	Department	City
Christopher Ahart	Chief of Police	Peoria Heights Police Department	Peoria Heights
Grant Barksdale	Commander	Springfield Police Department	Springfield
Jason Barten	Deputy Chief	Shorewood Police Department	Shorewood
Joseph Buczyna	Commander	Lemont Police Department	Lemont
Steven Cadle	Commander	Carol Stream Police Department	Carol Stream
Michael Chiesi	Lieutenant	Normal Police Department	Normal
Dustin Christner	Deputy Chief	Alton Police Department	Alton
Mark Ciesla	Chief of Police	Glenview Police Department	Glenview
Ryan Conway	Chief of Police	Bartlett Police Department	Bartlett
Timothy Cooney	Chief of Police	Algonquin Police Department	Algonquin
James Corry	Commander	Brookport Police Department	Brookport
Steven Crane	Chief of Police	DuPage County Sheriff's Office	Wheaton
Joe Curtis	Commander	Glenview Police Department	Glenview
Kurt Davis	Chief of Police	Effingham Police Department	Effingham
Joel Detloff	Commander	Glenview Police Department	Glenview
Mark DiCosola	Deputy Chief	Schiller Park Police Department	Schiller Park
Laurance Drish	Sergeant	Glenview Police Department	Glenview
Juan Duarte	Lieutenant	Northlake Police Department	Northlake
Jeremy Durst	Assistant Deputy Chief	Westmont Police Department	Westmont
Nathan Elbus	Commander	Quincy Police Department	Quincy
Richard Gambini, Jr.	Commander	Rockford Police Department	Rockford
William Garrison	Chief of Police	Manhattan Police Department	Manhattan
Matthew Giblin	Lieutenant	Southern IL University Carbondale	Carbondale
Brandon Golden	Chief of Police	Springfield Police Department	Springfield
Carlie Janowiak	Chief of Police	Glenview Police Department	Glenview
Tony Jemison	Chief of Police	Waterman Police Department	Waterman
Adam Kapchinske	Commander	Normal Police Department	Normal
Andrew Kjellgren	Director of Police	Union Police Department	Union
Mark Kozeluh	Commander	Riverdale Police Department	Riverdale
Todd Kubish	Commander	Villa Park Police Department	Villa Park
Andrew Lamela	Deputy Chief	St. Charles Police Department	St. Charles
William Lyons	Deputy Chief	IL Secretary of State Police Department	Springfield
Jarod Maddox	Lieutenant	Springfield Police Department	Springfield
Danielle Malone	Lieutenant	Shorewood Police Department	Shorewood
Curt Martin	Chief of Police	La Salle Police Department	La Salle
Michael Mazurkiewicz	Interim Chief of Police	Glenview Police Department	Glenview
Dan McCarthy	Commander	DuPage County Sheriff's Office	Wheaton
Jonathan McCauley	Commander	Normal Police Department	Normal
Jason Miller	Deputy Chief	Lockport Police Department	Lockport
Daniel Miller	Sergeant	Forest Park Police Department	Forest Park
Michael Moon	Chief of Police	Morrison Police Department	Morrison
Andrew Morales	Deputy Chief	Triton College Police Department	River Grove
Christopher Neyhart	Chief of Police	Lockport Police Department	Lockport

Welcome New 2025-2026 ILACP Members

Added since publication of Command Summer 2025 Volume 35, Issue II

Name	Title	Department	City
Jonathan Officer	Commander	Buffalo Grove Police Department	Buffalo Grove
Kevin Olmstead	Deputy Chief	Champaign Police Department	Champaign
James Olsen	Commander	Maple Park Police Department	Maple Park
Mark Palmsiano	Sergeant	Oakton College Police Department	Des Plaines
Christian Porter	Chief of Police	Divernon Police Department	Divernon
Brian Poulsen	Deputy Chief	Shorewood Police Department	Shorewood
Jonathan Priest	Chief of Police	Fisher Police Department	Fisher
Frank Raus	Commander	Mount Prospect Police Department	Mount Prospect
James Ritz	Chief of Police	Forest View Police Department	Forest View
Ryan Rodriguez	Chief of Police	Round Lake Beach Police Department	Round Lake Beach
Chris Rondeau	Commander	Mount Prospect Police Department	Mount Prospect
William Ryan	Commander	Mount Prospect Police Department	Mount Prospect
Ron Salibury	Chief of Police	Toulon Police Department	Toulon
Joshua Schindlbeck	Commander	DuPage County Sheriff's Office	Wheaton
Dean Schulz	Sergeant	Oakton College Police Department	Des Plaines
Troy Shoudel	Commander	Macomb Police Department	Macomb
Tammy Spencer	Commander	Naperville Police Department	Naperville
Keith Sullivan	Deputy Chief	Tinley Park Police Department	Tinley Park
Bradley Swanson	Chief of Police	Bensenville Police Department	Bensenville
Nick Thacker	Assistant Chief	Normal Police Department	Normal
Thomas Trice	Chief of Police	Cahokia Heights Police Department	Cahokia Heights
Larry Vacala	Lieutenant	Downers Grove Police Department	Downers Grove
William Werneske	Sergeant	South Elgin Police Department	South Elgin
Kevin Whitney	Vice President	SDI Presence LLC	Chicago
Matt Workman	Account Manager	American Military University	Fort Mill, SC
Cathy Barbour	Chief of Investigations	Office of the IL Attorney General Police	Oak Brook
Todd Boles	Chief of Police	Salem Police Department	Salem
Audra Bonaroti	Commander	Antioch Police Department	Antioch
Jared Brussaly	Commander	Antioch Police Department	Antioch
Tara Campbell	Deputy Chief	Office of the IL Attorney General Police	Chicago
Richard Ciganek	Chief Deputy	Winnebago County Sheriff's Office	Rockford
Arturo Hernandez	Special Agent in Charge	Naval Criminal Investigative Service	Great Lakes
Melinda Linas	Chief of Police	Lindenhurst Police Department	Lindenhurst
Douglas Merkle	Deputy Chief	Flossmoor Police Department	Flossmoor
Patrick O'Neil	Deputy Chief	Office of the IL Attorney General Police	Oak Brook
Tyler Rose	Deputy Chief	Salem Police Department	Salem
Andrew Sieber	Deputy Chief	Lake Zurich Police Department	Lake Zurich
Johnette Van Dien	Emergency Communications	Harper College Police Department	Palatine
Kenneth Wells	Deputy Chief	Office of the IL Attorney General Police	Swansea
Michael Wolff	Chief of Police	Morton College Police Department	Cicero



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ADVANCED LAW ENFORCEMENT DRIVING SKILLS

This comprehensive one-day program focuses on the specialized skills required for emergency response and advanced driving, offering practical, hands-on experience in a controlled environment.

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Build confidence in precise, controlled stops under pressure. This drill hones sudden stops during emergencies while ensuring full vehicle control.

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Sharpen hazard awareness and reaction skills in high-speed operations. This drill focuses on quick decisions and evasive maneuvers to prevent collisions.

SKIDDING ON SLICK SURFACES

Master vehicle control in adverse conditions. This drill boosts confidence on slippery or unstable surfaces.

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WHAT TO EXPECT

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IF YOU'RE FIRST TO RESPOND, BE FIRST TO REPORT NATURAL GAS LEAKS.



REPORT MAKE THE RIGHT CALL FAST

Report a natural gas emergency to the First Responder Hotline: **1-800-275-5743**

- For additional questions and information on emergency coordination, contact MidAmerican Energy at publicawareness@midamerican.com.

RESPOND TAKE CONTROL OF THE SCENE

If you encounter blowing gas
from a pipeline:

- Approach from upwind
- Keep all ignition sources away from the gas
- Set up a perimeter to keep people at a safe distance

When responding to a gas leak
inside a building:

- Evacuate the building immediately
- Move people to a safe distance
- Eliminate all ignition sources
- Check all nearby buildings for a gas presence

If you need to shut off gas:

- At the meter, turn off the service valve to a horizontal position
- **DO NOT** reopen the valve yourself; only MidAmerican can restore service

PREPARE TRAIN FOR REAL-LIFE SCENARIOS

MidAmerican offers free, in-person pipeline emergency training for first responders. Learn how to identify, respond to and report a natural gas emergency before it happens.

Learn more at: il.pipeline-awareness.com

