

SPRING 2022
VOLUME 32, ISSUE 1

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

Recruitment & Retention: The results are in
on our member survey
Plus, your spring 2022 legislative recap



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COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

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Welcome to the ILACP's Spring 2022 COMMAND Magazine

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On The Cover

Officer Dylan Madron and K-9 Odin of the Collinsville Police Department are pictured in a photo the agency uses for recruitment. The Metro-East area department has developed a comprehensive strategy to attract new officers and reward those who grow their careers with the agency. In this issue, we delve into the results of our recent member survey on recruitment and retention. Learn what other member organizations think about these topics and where their greatest challenges are on page 8.

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Note to readers: You may notice we have updated the look of this spring's Command Magazine. We are now partnering with FrontlineCo on design. Our goal is to make this publication more inviting and useful for you. Feel free to share any feedback with Communications Director Amy Jones at amy@ilchiefs.org.

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The Board of Officers is part of the Executive Board.

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Illinois Association of Chiefs of Police Mission Statement

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

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

Vision and Innovative Change
Knowledge and Information
Legislation
Dissemination

Ethics and Integrity
Media Relations
Professional Standards
Community Partnerships





"My travels this past year have taken me to places that I have never been before and with people that I have never known. Despite the unfamiliarity, the warmth, support, and gratitude that I constantly received has truly filled my heart. Because of these experiences throughout my journey this past year, I like to believe that I won more often than not. Thanks to those that afforded me the trust essential to a caring relationship. No matter what role you played in supporting me during my presidency, whether it be an encouraging word, email, text, phone call, prayer, or simply a thought; from the bottom of heart, I say thank you."

PRESIDENT'S MESSAGE

Chief Mitchell R. Davis III

Reflecting on my time as president with gratitude

As my presidency with the Illinois Association of Chiefs of Police comes to a close, I look back and realize that serving the association has been more of a blessing and honor than I ever could have imagined. While in the midst of it all, it is easy to develop the "can't see the forest for the trees" mindset because there is so much going on and there are so many moving parts. The demands and requests that are placed upon the president seem to be endless, but as I did when I was sworn in, I will quote Bible verse Luke 12:48, "To whom much is given, much is required."

I have to thank Executive Director Ed Wojcicki and staff, the Board of Officers, the Executive Board, the Committee Chairs and members, and the association membership for your endless work, dedication, and support. Until you experience it for yourself, you don't realize how much is constantly needed to ensure that the organization is running properly and meeting the needs of the profession. Other than the staff, the people that comprise the aforementioned entities are all volunteers with responsibilities of their own. I could never thank you all enough for the time, energy, effort, and money that you sacrifice to represent us all. I also want to thank those people that I could always call on when I needed help. Some of them are within the organization and many of them are not, but without exception they would

all give me the same response, "Just tell me what you need, and I got you!" Lastly, but definitely not least, I have to thank Hazel Crest Mayor Vernard Alsberry, my Village Board, my Village Manager and my amazing staff for allowing me the latitude and support to represent Hazel Crest during my presidency.

During this past year our leadership team has put in countless hours of work, and I am so proud of their efforts and results. We have been in situations where tough decisions and compromises had to be made. We have had to stand up for things, and we have had to take stands against things. I completely understand that with a membership of 1,300 that spans an entire state and has many differing communities, ideas, and ideals, that all our decisions could never please everyone. Despite the challenges that face us as leaders, I can honestly say that anything that I personally have done during this presidency has been done because I honestly believed that it was the right thing to do.

A colleague of mine has a saying, "Leadership is not for the faint of heart." When I was faced with challenging times or dealing with backlash from decisions that had to be made, I sometimes texted that phrase to her. In my role as a leader, whether it be in my department or in an organization, I consider it a relationship. In a relationship that you care about,

CONTINUED ON PAGE 7 ►



"My personal hope, more than anything, is that we have given you hope. By that I mean encouragement to be more creative and resolute than ever in remembering you're doing noble work and serving the profession that you love."



EDITOR'S NOTE

Ed Wojcicki, Executive Director

Looks like the pendulum is swinging back in our favor

EVER SINCE "Ferguson" in the summer of 2014, a palpable anti-police sentiment has tasted like toxins in the public discourse, to say the least. In response, the Illinois General Assembly gave us the Police and Community Relations Improvement Act in 2015, the expungement laws, the recreational cannabis law in 2019, and the SAFE-T Act in 2021.

Also in our ear have been regular false accusations of being a racist profession, and we've experienced a climate that has made "recruitment and retention" the number one concern of our members.

That is all documented. Now I think the pendulum is swinging back for us, maybe slowly, but the bruises will heal more slowly. That's my view this spring, and I'm not alone. Illinois State Police Director Brendan Kelly said at the Southern Illinois Criminal Justice Summit in Effingham in February that now is the time to tell legislators what we want, because they are listening in ways that were not happening in the past couple of years.

During this challenging time, here are some ways our association has responded:

- Beefed up our legislative advocacy with much greater attention to bills and regular updates and fact sheets for members.
- Enhanced our social media presence on both Facebook and LinkedIn, generating

thousands of "engagements" from the public and other law enforcement and positioning ourselves more firmly as thought leaders in Illinois.

- Collaborated more with the Illinois Sheriffs' Association and the FOP to show a united law enforcement front in our advocacy.

- This year, became more proactive by creating our own list of legislative initiatives, instead of just being reactive and defensive. See our list of initiatives on page xx.

- Created a partnership with the NAACP Illinois State Conference to adopt Ten Shared Principles in 2018 – the first partnership of its kind in the United States.

WE MADE A major staffing addition this year, bringing in Kenny Winslow as our Deputy Director. ILACP has not had this position in many years, mainly for budgetary reasons.

Kenny's two major assignments for us are legislative advocacy and promoting the Ten Shared Principles so that they have more of an impact in departments, in communities, and statewide. On legislation, Kenny has been working overtime reading bills and analyzing so that you don't have to. Our regular legislative updates are truly the result of hundreds of hours of work, led by our Legislative Committee and its chair, Chief Marc Maton. With the Ten Shared



▲ Above: ILACP Deputy Director Kenny Winslow explains our legislative positions at the Southern Illinois Criminal Justice Summit in Effingham on Feb. 23, 2022. He and President Mitchell R. Davis III, along with Ed Wojcicki, presented a Legislative Update.

Principles, we've already seen the Illinois State Police Academy integrate them into its curriculum, and we hope all the other academies do so as well.

Kenny retired from the Springfield Police Department in January and started with us immediately. I am delighted that he made this choice to work for us. His email address is kenny@ilchiefs.org.

I HOPE TO SEE many of you in Northbrook in April for our first full Annual Conference in three years. Last year we had a combined Conference and Expo in August. If you haven't attended before, you will enjoy the Annual Membership Meeting, and each night of the conference, the Illinois Railroad Association hosts a great hospitality room for us, with the affable retired railroad chief Joe Schmidt as your friendly bartender. I

think it's the millionth year he will be doing it for us. Something like that, anyway, and it's always a great time.

There is still plenty of time to register for the conference. Look to our website for more information and registration information.

WHAT AM I reading these days, you ask? I still like Simon Sinek. On one of his recent podcasts, I heard him change his outlook on listening. He said he's also known how important listening is, but now he realizes: "By not listening, you're telling the other person they don't matter." Which is why we can never stop engaging in our communities or listening even to our critics. ■

-Ed Wojcicki, Executive Director

CONTINUED FROM PAGE 5

you seek to gain each other's trust. When you have the trust of whomever your partner is in a relationship, you see their decisions in a different light. When you trust someone, you rest assured in knowing that even though you might not agree with everything that they do or say, the trust that you have ensures that you don't have to worry about them doing something to deliberately hurt you. The foundation of that philosophy is that you are in a relationship that you care about. A harsh reality in leadership is that no matter how great a person you are, you will never have everyone care about their relationship with you. With that in mind, a leader knows that if you can attain trust within your organization more often than not, you are winning.

Being the first Black president in the 80-year history of this great organization has meant so much to so many people and has been an honor that has come with added responsibility. I have done the best that I could with my God-given talents. I only pray that I didn't disappoint those mentors in the association like the late Russ Lane, Pat O'Connor, Jim Kruger, Frank Kaminski, and others who saw something in me and had the foresight and courage to support me, direct me, and provide me with opportunity. I sincerely thank them and all of you for the privilege of being able to serve the association as your president. May God continue to bless and keep the Illinois Association of Chiefs of Police.

I am honored to be one of my ancestors' wildest dreams! ■

-Chief Mitchell R. Davis III



▲ Above: Collinsville Police Department recruitment image, courtesy of Collinsville PD.

By Ed Wojcicki, Executive Director

Survey Results:

We asked you about recruitment and retention: Results back up what we've been saying anecdotally

The results of our Recruitment and Retention Survey support with data what we have been saying: It is rather suddenly much harder to retain and recruit officers in our police agencies.

We have been saying that, and legislators and the media have been asking us: Do you have the data on that? Now we have both quantitative and qualitative data.

We put a survey together in February and sent it to all of our members, and the Illinois Sheriffs' Association also sent it to all 102 sheriff's offices. The Chicago Police Department did not respond and so its challenges are not reflected in our survey results. Here are some of the top results overall:

RESPONSE

- 239 agencies responded
 - o 184 municipal agencies
 - o 36 sheriff's departments
 - o 19 other agencies, including many college and university agencies

RETIREMENTS AND RESIGNATIONS INCREASING

- Resignations and retirements increased by 29 percent in 2021 from the year before, in 2020
- Breaking that down, resignations from responding agencies increased by 65 percent in 2021 from the year before, in 2020
- Retirements from responding agencies increased by 7 percent in 2021 from the year before

- Agencies reported an anticipated 846 retirements and resignations in 2022, a figure that will continue the trend from the past couple of years

STAFFING LEVELS

- 60 percent of reporting agencies said they are not fully staffed
- Nearly 2 in 10 agencies (19 percent) have a current shortage of more than 10 percent of what they are authorized to have
- Three agencies reported a 50 percent shortage, and two of those have only two officers to begin with
- One department reported all three of its sworn officers resigned in 2021
- Only 40 percent of responding agencies said they have no current shortage – that their current staffing level is equal to their authorized staffing level

HIRING AND RECRUITMENT

- Responding agencies reported hiring 895 officers in 2020 and 2021 combined.
- Of those, 452 – or a stunning 49.4 percent – were lateral hires, which means that half of the officers hired were already fully trained and working for a different agency.
- Of agencies who reported giving an entrance exam in 2021, nearly all said they are having significant reductions in the quality and quantity of candidates
- Many reported that the number of people taking the exam in 2021 was down by 40 to 70 percent from just two or three years ago; for some, the numbers are worse
- Making matters worse is that many agencies reported a significant number of applicants who sign up for the exam do not show up to take it
- A small number of agencies report having more people taking the exam in 2021, but those actual numbers are usually small, such as going from two to four exam takers or 150 to 170

QUALITATIVE COMMENTS

Here are a few of the comments about changes in applicants from five to seven years ago, since 2015 (the year after Ferguson):

- Fewer than 20% passed the background phase
- The quality is much poorer.
- One agency removed its bachelor's degree requirement in 2021 and received more applications, but only 38 percent of applicants were selected to actually take the exam.
- One agency ended residency requirements and saw an increase in applicants
- Our washout rate has flipped. We have



▲ Above: Aurora PD officers participate in recruitment events.

gone from 20-25% background failure to 70-75% failure (criminal histories; significant application dishonesty)

- One agency typically had 100 appli-

cants 20 years ago; it had only 15 at its test in 2021. Of those, only four passed, but two failed either the psych exam or background check



▲ Above: Officer Dylan Madron and K-9 Odin of the Collinsville PD are pictured in a photo the agency uses for recruitment.

- One agency reported smaller number of applicants but better qualified applicants
- “Significantly decreasing. It is a crisis!”
- We are currently attempting to renew our two-year hire list. After nine weeks, we have received one application
- The more college graduates that apply, the less likely they are to want to work nights and weekends.
- I am starting a lateral eligibility list due to no openings for police academies in the area
- “We can only steal from each other for so long”

More results from this survey will be available on our website. ■



▲ Above: Bloomington police pose with ISU's Reggie Redbird during a recruitment event.

Building a successful recruitment strategy

Recruitment is challenging and we can learn from the lessons that others have learned. Here are few departments to check out now:

Collinsville Police Department

Chief Steve Evans and Assistant Chief Brett Boerm have put together a comprehensive approach to recruitment. Their in-house team has created a series of videos highlighting the benefits of joining the department. The CPD's messaging covers the community, state-of-the-art training and facilities, career opportunities and the benefits package to appeal to potential recruits. In February 2022, the department initiated an Accelerated Entry hiring process. Learn more about their recruitment efforts by visiting collinsvilleil.org and clicking on the recruitment tab.

Oswego Police Department

Chief Jeff Burgner has led a complete overhaul of the recruitment process in recent years. The OPD has a stunning website devoted completely to its recruitment efforts. The site featuring a professional-quality recruitment video that truly gives you a sense of what it is like to serve this tight-knit community. Plus, their materials showcase their new facilities and the level of investment that goes into new officers through training and opportunities for growth. To see their recruitment materials, visit www.opdrecruits.com.

Several more of our member organizations have analyzed their own efforts to recruit qualified officers, and we hope to showcase their efforts in the coming months.

Several Departments Achieve ILEAP Accreditation

The Illinois Law Enforcement Accreditation Program (ILEAP) is the accreditation program within Illinois. The program has been managed by ILACP since it was launched in 2008. It has grown steadily with nearly 50 agencies currently accredited through the program in Illinois.

Their compliance is verified by an independent and authoritative body, the Illinois Law Enforcement Accreditation Council. The standards outlines are policy development guidelines that represent the best practices in each field. The true indicator of compliance, however, lies with peer evaluation by trained, independent professionals. The establishment of meaningful and professional standards and an evaluation for compliance with those standards are the two fundamentals of an accreditation program. The process is valuable. It ensures agencies are meeting mandated requirements, such as those set by the SAFE-T Act. Accreditation also gives your community peace of mind in knowing their local law enforcement meets statewide standards and this helps build trust and support.

To learn more about beginning the accreditation process for your agency, contact Lt. Jeff Hamer, ILEAP and Federal Use of Force Certification Coordinator at jhamer@macombpolice.com or 309.333.0684. ■

Right: Deputy Director Kenny Winslow traveled to Rantoul in February 2022 to present Chief Anthony "Tony" Brown with a plaque honoring the achievement. They are pictured here with Rantoul Mayor Charles Smith. ►



▲ Above: ILACP Vice President Dean Stiegemeier presents new Rockford Chief Carla Redd with their ILEAP plaque on Nov. 1, 2021.



▲ Above: Niles PD achieves second tier accreditation. Pictured from left to right: 1st Vice President Lou Jogmen (Highland Park), Executive Director Ed Wojcicki, Niles Mayor George D. Alpoianis, Niles Chief Luis Tigueria, and Niles Trustee and former chief Dean Strzelecki. their ILEAP plaque on Nov. 1, 2021.





In January, the ILACP staff grew as Kenny Winslow, recently retired from his role as chief of police for the Springfield Police Department, joined the association as the new deputy director.

Get to know your Deputy Director, Kenny Winslow

An Alton native, Winslow came to Springfield after high school to attend the University of Illinois, and he remained in the capital city throughout his 27-year law enforcement career. He worked up the ranks of SPD, serving in a variety of roles in specialty units until he served as interim chief and was eventually named as chief in 2013.

Winslow is a graduate of Northwestern University's Executive Management Program and School of Police Staff and Command, Southern Police Institute's Executive Management course, along with completing numerous other training courses. He has served on several boards of community-based organization and been recognized for his leadership and work to reduce crime, address quality of life issues, diversify the workforce and build relationships with the public. He has been awarded the NAACP President's Award, The Urban League's Community Leadership Award, Frontier's International Public Service Award and was named ILACP's 2021 Chief of the Year.

Winslow is dedicated to his community and his family. He will celebrate his 25th anniversary with wife Becky this April. The couple has four children, Haley (19), Abby (17), Drew (12) and Alaina (7). In his spare time, Winslow enjoys being with friends and family and watching any type of sports especially basketball, football, baseball, and stock car racing.

Winslow sat down for the interview below with Communications Director Amy Rourke Jones to share more about who

he is and what he hopes to accomplish in his new role.

ARJ: You have enjoyed a long, successful career in law enforcement. Take us back to the start — what inspired you to join the profession?

KW: There's always those people who know this is what they want to do from day one — that was not me. Honestly, my high school sweetheart's dad was a warden. He kept asking what I planned to do with my life after high school and that started me thinking about law enforcement as a potential career. I also had a cousin who was an officer who later became the chief of a department in Metro East. He encouraged me to consider it, so I took a couple of college classes when I wasn't really sure what I wanted to do. I did a few ridealongs with my cousin, and then with a couple other departments. That experience is what really sparked that fire.

One of the main driving forces in my choice was the ability to see a positive change in the community by helping people. That's probably the main reason — you want to help people; you want to make a positive change in a positive difference and in positive impact on people's lives in the community. It sounds kind of clichéd, but it's true.

ARJ: That's great. I hear that from a lot of chiefs; it's really about helping others. So, it seems like getting to experience what it's like to serve a community on those ridealongs changed your perception of law enforcement. What were some of the surprising or unexpected aspects of the profession you saw over your career?

KW: It's a learning process so your ideas about things change over time. But I would say that the one thing that stands out as surprising was seeing the amount of poverty in our community. I grew up poor, so I knew that poverty was out there, but until I became an officer, I didn't fully comprehend the need for assistance at all levels. I'm talking about not being able to meet basic needs — housing, education, food.

My dad worked for the steel mill and was laid off for several years in the early 80s. I remember getting Thanksgiving Meals from the Salvation Army or help from church. I remember standing in the cheese line or the bread line back in those days and being embarrassed. All those things contributed to who I am and gave me a better understanding of some of the realities that people face on a daily basis. Now I realize that part of my life helped shape me and developed my morals and values as I grew older. Seeing that need in our community, while it was something I can relate to, I never realized how many people go through that struggle. I was also surprised that a lot of people don't have what I did in those days. I had a family who loved me and cared about me and a neighborhood of good hard-working people who helped raised me. I know it was a different time back then, but I think a lot of the issues we have in our community right now deal with young men who don't have fathers in their lives, or you have single mothers trying to work two or three jobs to raise a family and provide supervision and care and love for their children. That's a difficult thing. And that's an obstacle I did not have to overcome.

ARJ: With everything that has happened in the past couple of years, would you say



▲ Winslow at the annual awards banquet with his wife, Becky, and three of their four children.

that we are experiencing a particularly challenging time for communities and for law enforcement?

KW: Absolutely. You know, I tell people all the time that, right now, it's probably one of the most difficult times in my career to be involved in law enforcement. What we have seen over the last couple of years since 2020, and even before that with what happened after Ferguson back in 2014.

You know, the reality is that some of the criticism police get is appropriate and deserved, but some of it's not appropriate. We always ask not to be judged or stereotyped just as we are asked not to judge or stereotype those we serve. It works both ways. After 9-11, there was a huge amount of support for law enforcement. You saw it everywhere. It made everybody doing this work have pride. We experience that after tragic events often. We saw it to

some extent after the Boston Marathon bombing, that same kind of feeling out there, that same kind of support. I will say that in our community, we're very fortunate that we always had, in my opinion, to support. You know, people want good constitutional policing, they want fair and impartial constitutional police. That's really what they're looking for out there. And that's what we strive to provide. Do we always get it right? No. But I always say that if we mess up, we fess up. We take corrective action and discipline, when appropriate to move forward. You try not to repeat the mistakes of the past and try to learn from it and move forward.

As a chief, when you see these critical incidents that go sideways across the country, you look at them, you evaluate them, not from a point of, to discredit them, or to embarrass them, but to learn from them. I know that was one thing we did every week at SPD. If there was

something hot that happened out across the country, something controversial, we looked at it together. We evaluated how our men and women were trained to handle these situations. We developed options identified through our trainers in our academy of what we could do different how we could do better. As police, we are always trying to do better and learn from other people's mistakes and our own to avoid them in the future. It means a lot when the public recognizes that and supports the good work we do.

ARJ: Oh, that's interesting. So, if there was big national news where you had body camera footage to review, you would bring that to your people and see how they may have handled it?

KW: Exactly. It's about paying attention to what is happening in the world and always trying to improve. The first time we started doing that exercise there were some tense conversations even among my staff about whether we should evaluate other officer's actions. They know how different it is when you are the one in the situation. I still think analyzing those situations has a lot of value. Every major profession from cardiologist to professional athletes looks at what other people in their field are doing. It's like watching game film of an incident out here in the streets. We look at what happened, what went right and what could have been better. It's important that we talk about these incidents as law enforcement professionals. Again, it's not to cast blame on those people that were involved in it, but to try to learn from them because we could be in a similar situation in the future.

ARJ: You held many different roles in your department before being named to the top position as chief. I'm sure you got a lot of advice and bits of wisdom that you



▲ Above: Chief of the Year award presented by President Mitchell Davis

picked up along the way, was there one piece of advice that really impacted you when you became chief?

KW: To be honest, with 18 years on the force, I didn't know if I was ready to be the chief. I was interim chief first, which I initially turned down. Ultimately, I decided to serve in the interim position with the understanding that I would go back to being commander once someone was named to the role.

After serving in the interim position for several months, I changed my mind and applied for the chief role. During that time, I had a lot of advice, even as I was debating whether to even accept the

interim position. I reached out to some of my peers and mentors over the years and talked to him about it. Some people did say I was too young or not close enough to retirement to be considering the job.

Some of the best advice I got that helped me sift through all the opinions was that you can't please everybody, and your friends will get fewer the higher you go. But I also heard that:

"Your real friends still be there for you, and they will respect you for your decisions."

I think all of us like to be liked in general. I would rather get along with somebody and work together to accomplish the goal if it's possible. The reality in this career is that you can't always do that. You have to learn to deal with the criticism that comes with making tough decisions. There is no rulebook. You just have to know that you made the best decision that you could based on the circumstances and information you had at the time. It's about balancing the needs of the community with the needs of your men and women. There are other outside influences too. That's why I tell people that I mentor, the same thing. When you become a chief of police you do the best you can. You also have to think about the city council and your boss, whether that's a mayor or city manager, and you have to weigh all those interests. It really is like walking a tight rope at times.

Another bit of advice from a respected chief was to value the input of my men and women, no matter what the rank, and they'll give you the guidance you need. He said trust them, invest in them, and listen to them and you'll reap the benefits. And that really did prove to be true.

AJR: That's a wonderful description of what it's like to be a chief. Earlier this year, you retired from your role as chief after almost 10 years. What made you want to join the association and what do you hope to achieve as deputy director?

KW: I've always been interested in the legislative side and the bigger picture of what it means to be a leader in law enforcement. I really got interested because of what I call the anti-police legislation and a desire to make things

better. Change is inevitable so you have to change with the world around you. I want to make sure the change happening in law enforcement is for the best. I want to see legislation that will benefit everyone. That means all the stakeholders including law enforcement and the communities we serve.

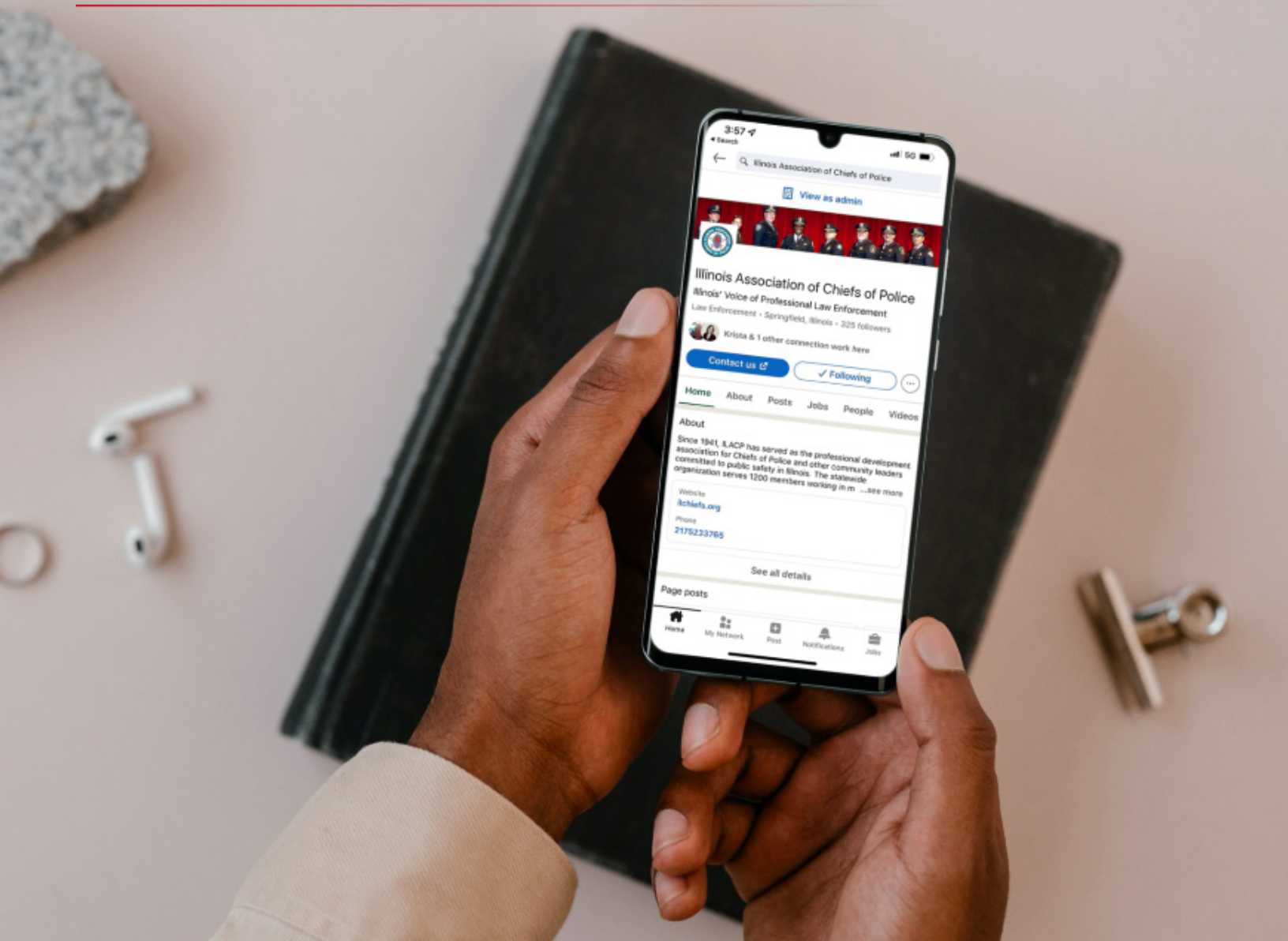
I think being in the capital for my entire career has influenced my perspective. I prided myself on staying out of politics, but once you become a chief, you're in

politics, no matter how you look at it because you were appointed by a mayor or some other political figure or entity. As a chief, I had my eyes open to the political factors, and I wanted to be in a position to do what's best for the department and community. You have to be involved and have relationships with the stakeholders and the people who control the purse strings. You have to be able to articulate

CONTINUED ON PAGE 31 ►



Right: Winslow and Teresa Haley, President of the Illinois NAACP and the Springfield branch of the NAACP ►



ILACP expands its reach through LinkedIn

Learn why LinkedIn has become an important communication tool for the IL Chiefs and how you can join us.

There is no doubt that the pandemic has fast tracked the adoption of new technology worldwide, especially for working professionals.

Even those fields that require you to go out into the community have incorporated technology more into their communication and processes. Those who have vocalized their preference for in-person meetings,

printed agendas, and traditional business cards have had to shift and learn new skills.

What does this shift mean for Illinois Chiefs?

While we will not be foregoing our in-person networking events and training opportunities anytime soon, we are expanding our reach by adopting new platforms.

As an organization, we strive to promote innovative practices in law enforcement and to always be forward-thinking when it comes to communication.

In that spirit, we have recently launched a podcast, hosted several member-inclusive Zoom sessions covering legislative priorities and began to strategically use social media to expand our network in new ways.

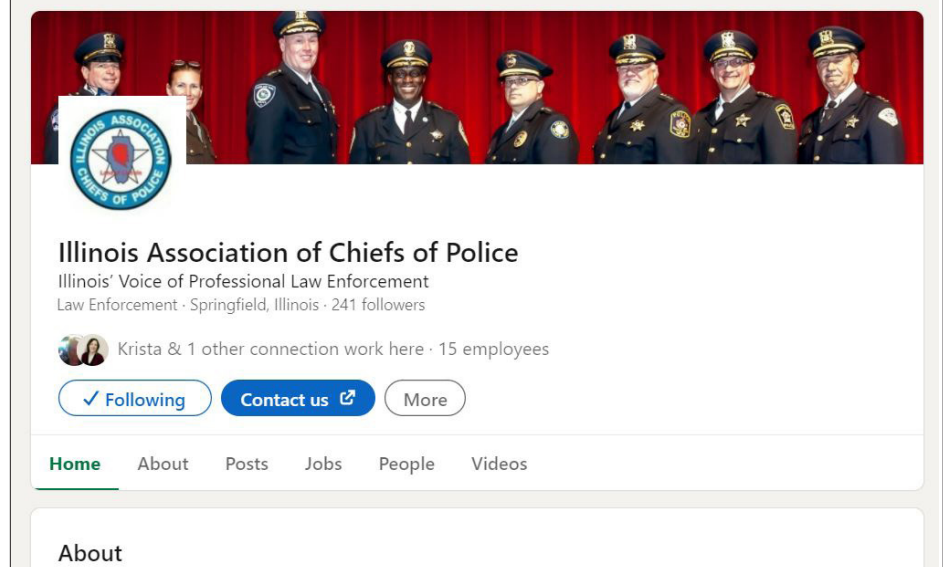
We have cultivated strong engagement on Facebook over the past few years – thanks to the dedicated work of Deputy Chief Andrew Johnson of the Hanover Police Department -- and the platform will remain an important outlet for us to celebrate law enforcement and share general news.

Our strategy on LinkedIn will be more tailored to professional development, celebrating specific programs offered by ILACP such as ILEAP accreditation and the chief certification program, along with events and training, leadership resources and infographics that illustrate what is happening in professional law enforcement across the state.

Why invest time in LinkedIn?

Our choice to expand our efforts to a new platform was based on several factors. The first is how much LinkedIn has grown recently. Engagement on the platform has consistently grown, with ad revenue increasing 42% in the first quarter of 2022 compared to the same timeframe in 2021.

As of December 2021, there were 800 million members on LinkedIn. LinkedIn is a great place to share professional insights, find inspiration and connect with networks of people working in your profession or in similar jobs. ■



5 steps for law enforcement pros to get the most out of LinkedIn

Here are a few tips to improving your LinkedIn profile and experience — whether you are new to the platform or just looking to get more out of it.

1. The first step is completing your profile. Make sure your profile is complete and you have filled out each section. From your education to a recent promotion, your profile should reflect where you are in your career now. Start with updating your headline and add any training or certifications you have earned and make sure your information is current. And make sure to include a professional looking headshot – research shows profiles that have a profile picture get seven times more engagement.

2. Find your network. Obviously, you want to connect to your current colleagues, but don't stop there. If there are other community leaders or organizations you often work with, make sure you connect with them and follow their organization page, so you know what they are working on. This is a great way to spark ideas for collaboration or future partnerships.

3. Share posts that appeal to your network. Is your department participating in a fundraiser or

community event? Share it on LinkedIn. Yes, you can reach community members and a general population on Facebook or elsewhere, but on LinkedIn you can reach a new audience that likely includes local leaders and decision makers. LinkedIn is also a great place to celebrate the professional achievements of those in your department and make sure they are recognized for their hard work.

4. Endorse professionals you would recommend. If you are impressed by a fellow law enforcement professional, you can endorse that person for specific skills on their page. Endorsements are a great way to show your appreciation for someone's talent and skill and to help them find future opportunities.

5. Connect with ILACP on LinkedIn! Add us to your profile whether you are a member or on the Board of Officers. Make sure to follow our page to learn about professional development resources we are working on along with other news and updates.

Have questions about LinkedIn? Connect with Communications Director Amy Rourke Jones to get more tips and to send your questions directly.

ILACP Priority Legislative Bills Spring 2022

The ILACP Board of Officers met in February to review the list of relevant bills identified during our all-member virtual meetings led by the legislative committee.

The Board considered feedback from members and weighed each bill's potential for being publicly discussed, passed and/or signed into law. While there are many valid issues and concerns, the board did its best to narrow the list to a manageable number.

Below is our list of priority bills.

Top 5 Bills

1. HB 0451 - Oppose- Bans no-knock warrants and places other restrictions (in House Rules Committee).

2. HB 1727 - Oppose- Removes Qualified Immunity and Tort Immunity. Bad Apples in Law Enforcement Accountability Act (2nd Reading in the House).

3. HB 2779 - Oppose- Would ban consent searches (House Rules).

4. HB 3447 - Oppose- Controlled substance de-felonization bill (1st Reading in the Senate).

5. HB 4757 - Support- Bans Ghost Guns (in House Judiciary-Criminal Committee).

Other Priority Bills

1. HB 2848 - Oppose- Pension bill. Annual increases tied to CPI.

2. HB 4190 - Support- Sentencing transparency when defendants use firearms.

3. HB 4159 - Support- Police Targeting.

4. HB 4275 - Support- Creates offense of organized retail theft.

5. HB 4474 - Support- Death penalty for killing of peace officer.

6. HB 4585 - Support- Enhance penalty for fleeing and eluding.

7. HB 4692 - Support- BIPA... add use of biometrics for security purposes.

8. HB 4799 - Oppose- Adult grow of cannabis by people over 21.

9. HB 4976 - Support- Public Duty Rule codification. Also SB 2171.

10. HB 5085 and HB 5199 - Support- Catalytic converter theft and purchase database.

11. HB 5523 - Oppose- Local cannabis licensing. Would allow for the sale and use of cannabis at temporary events, clubs and tours.

12. HB 5535 - Oppose- Local LE verification of applicants for firearms purchases.

13. SB 2186 - Oppose- Retail theft to \$2K; 2nd chance probation, reduces penalties.

14. SB 3162 - Support- Permanent eavesdropping exemption.

15. SB 0526 - Support- Exempts homicide investigations less than 80 years old from FOIA, unless the act involves a LEO.



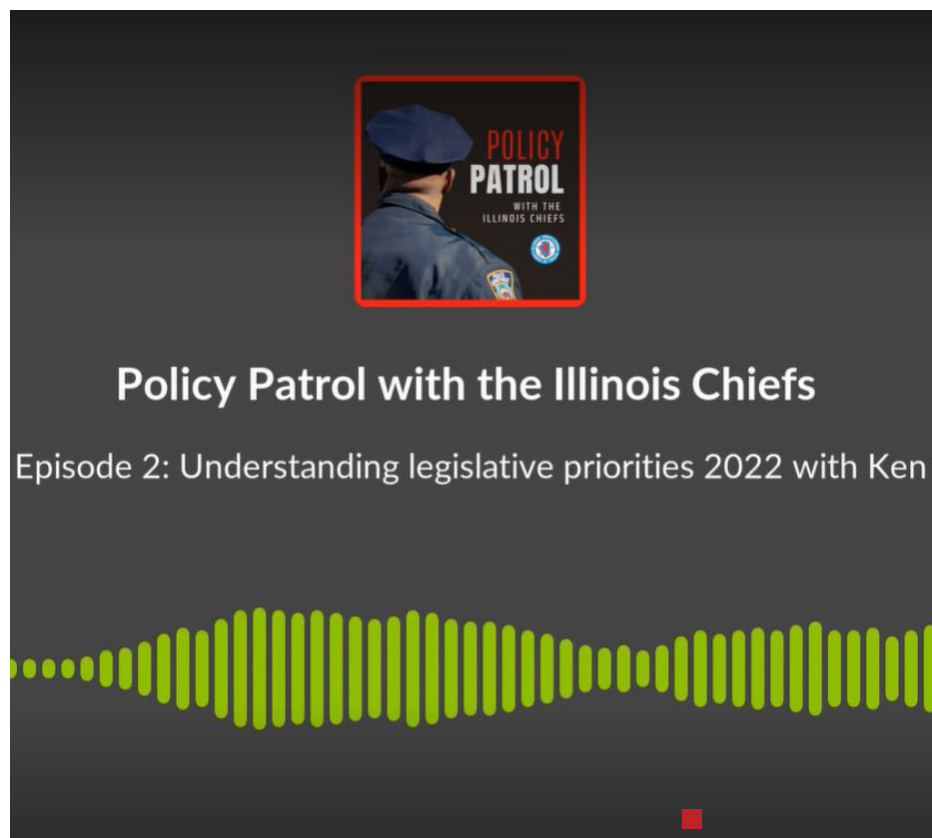
Other bills we are watching

1. HB 0029 – Oppose- Restricts officers on school grounds unless there is an imminent threat of danger to students.
2. HB 2788 – Oppose- Citizen Safety Act- Restricts use of force and places limits on tact team activation and deployment.
3. HB 3194 – Support- Income tax credit for first responders.
4. HB3904 -- – Support- Taser- Removes Taser from firearm definition. Safe-T Act cleanup.
5. HB 4125 – Support- Hate Crime for assaults on police

6. HB 4191 – Support- Fund the Police Act
7. HB 4267 – Support- Higher Education Police Grant- grant for tuition payment for those who work 4 years as an officer.
8. HB 4671 – Oppose- Prohibits guilty minor from being sent to DJJ for Class 3 or 4 Control Substance Violations.
9. HB 5319 – Support- Pilot program for Peoria co-responder model.
10. HB 5009 – Support- Peace Officer Arbitration. Restricts arbitrator's authority in some termination cases (also SB4021).

ILACP Bills and Initiatives

1. HB 5452 - Support- Freedom from Drone Surveillance. Allows for more law enforcement usage (Jud-Crim Committee).
2. HB 5533 - Support- In-Service Training Consolidation; make it 40 hours every 3 years (House Executive Committee).
3. SB 3071 - Support- Defines and prohibits possession of a "Vehicle Theft Relay Device" (Senate Assignments).
4. SB 3072 - Support- Police not liable for injury or death of driver or passenger as result of fleeing in stolen vehicle (Senate Assignments).
5. SB 3820 - Support- "Residential burglary" would include auto theft on private property (Senate Assignments).
6. SB 3821 - Support- Fleeing and Eluding in Stolen Vehicle penalty enhancements (Senate Assignments).
7. Trailer Bill 3 to SAFE-T Act. Bill not filed yet. Ongoing discussions to address various issues.
8. Body Camera Act 2015 updates - (No number assigned) Update language to address and clarify various issues and concerns such as turning off and on, FOIA issues, and who has to wear camera.
9. Funding for all new required training, ILETSB's new responsibilities, recruitment and retention initiatives, and for CESSA implementation. Various bills are filed to fund law enforcement.



Don't miss ILACP's new podcast: Policy Patrol with the Illinois Chiefs. Our latest episode covers these bills and issues and how they could affect police in Illinois.

Check our website and your email often for legislative updates.

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



Dale Anderson



Anthony A. Polse



Steven J. Scheller



Jim Volpe

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

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

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

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



TESTIMONIAL

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

Chief Ray Cordell,
Chairman, ILACP Education and Programs Committee

What CourtSmart Can Do For A Police Department

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

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

How to Sign Up

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

ILACP NEWS

3 named ILACP Public Officials of the Year

The Illinois Association of Chiefs of Police has named three people as its Public Officials of the Year for 2021. They are: State Senator Rachelle Crowe, D-Glen Carbon; State Representative Dan Ugaste, R-St. Charles; and State's Attorney Jamie Mosser, D-Kane County.

"All three of these people have been good friends of law enforcement as new laws have been proposed and discussed," said ILACP President Mitchell R. Davis III. "Last year, we recognized Attorney General Kwame Raoul and Representative Patrick Windhorst (R-Metropolis) for their advocacy of local law enforcement, and this year we're recognizing three public officials who stand up for us when we need it most in Springfield and throughout the state."

Senator Crowe was one of few Democrats who voted in January 2021 against the original SAFE-T Act (HB3653), which

the Illinois Chiefs called "seriously flawed" and unsuccessfully urged Governor Pritzker to veto. Then, because the law needed to be fixed, Sen. Crowe in 2021 and early 2022 voted for two trailer bills that the Illinois Chiefs supported.

"Those trailer bills fixed quite a few problems in the original law. Senator Crowe has listened carefully to our concerns and is now helping to push legislation that we still need," said ILACP Executive Director Ed Wojcicki. "We are grateful that she is a moderate voice of reason in the Illinois Senate."

Representative Ugaste also voted against the original SAFE-T Act and has been instrumental in bringing the concerns of law enforcement to the House floor, committee hearings and subject matter hearings. As an appointee to the Qualified Immunity Task Force (technically called the Illinois Constitutional Rights and Remedies Task Force), Ugaste has been

a thoughtful and persistent opponent of efforts to diminish or remove state-level qualified immunity and tort immunity from law enforcement officers.

He has been an equally outspoken and articulate voice this year on the ad hoc Public Safety and Violence Prevention Task Force, and has asked for and received the Illinois Chiefs' lengthy list of suggestions to combat violence and make communities safer. Among those testifying to this task force, which is considering an anti-violence and anti-crime package this spring, has been ILACP President Davis (chief in Hazel Crest), Vice President Marc Maton (chief in Lemont), and ILACP Deputy Director Kenny Winslow (retired Springfield chief).

State's Attorney Mosser stepped up to assist the Illinois Chiefs and other law enforcement advocates during

CONTINUED ON PAGE 26 ►



State Senator Rachelle Crowe, D-Glen Carbon



State Representative Dan Ugaste, R-St. Charles



State's Attorney Jamie Mosser, D-Kane County

ILACP NEWS

ISP becomes first academy in the nation to put Ten Shared Principles into curriculum

The Illinois State Police Academy on January 31, 2022, became the first police academy in the nation to place the Ten Shared Principles into its curriculum for cadets.

The Ten Shared Principles document is an agreement between the NAACP Illinois State Conference and the Illinois Association of Chiefs of Police (ILACP),

designed to build trust between law enforcement and communities of color.

Ed Wojcicki, ILACP executive director, explained to the ISP cadets during the training program that the Ten Shared Principles is the first agreement of its kind between a statewide law enforcement association and a statewide civil rights organization. ILACP Deputy Director

Kenny Winslow explained how he added the principles to his general orders and made the principles part of roll call training when he served as chief of the Springfield Police Department.

Among the major principles are to treat everyone with dignity and respect, to promote de-escalation training, and to build relationships through community policing and other means.

▼ Below: Attendees at the ceremony include Illinois State Police First Deputy Matthew Davis, Illinois State Police Division of Academy and Training Deputy Director Marcus Gipson, President of the Illinois NAACP State Conference Teresa Haley, Chair of the Illinois NAACP Criminal Justice Committee Robert Moore, First Vice President of the NAACP Springfield Branch Austin Randolph, President of the Illinois Association of Chiefs of Police Chief Mitchell Davis, ILACP Executive Director Wojcicki and Deputy Director Kenny Winslow.



The principles were first promulgated in 2018 in a ceremony in the Old State Capitol in Springfield, Illinois, and since then, nearly 300 local police agencies have adopted the principles as their own. So has the National Organization of Black Law

Enforcement Executives (NOBLE) at the national level, the Illinois Municipal League and the Cook County Government.

ISP Director Brendan Kelly signed the Ten Shared Principles in January 2021 for the Illinois State Police, and it became a

natural step to teach the principles in the ISP academy.

“We are hoping that the other academies in Illinois will consider instruction on the Ten Shared Principles in their curricula,” Wojcicki said. ■

ILACP NEWS

Chiefs successfully testify at hearing of the House Public Safety and Violence Prevention Task Force

A hearing of the House Public Safety and Violence Prevention Task Force was held Friday, Jan. 21, and the Illinois Chiefs were asked to testify about preventing violent crime in our state.

Our organization was well represented by President Chief Mitchell Davis of Hazel Crest, Legislative Committee Chair Marc Maton of Lemont and Chief Kenny Winslow, newly retired from Springfield, who now serves as ILACP deputy director.

The three spoke for about an hour and answered questions from legislators about the most pressing legislative issues for law enforcement. They did an excellent job advocating on behalf of members and law enforcement professionals across the state. Davis introduced our association and spoke candidly about the challenges police face in our state.

In his testimony, Chief Maton advocated for measures that would remove anonymity from criminals and distribute funds and support to implement the initiative that we know work. He also urged lawmakers to consider funding

partnerships with car manufacturers to employ more technology in policing -- for example -- implementing measures to disable stolen cars immediately so they can't be used in other crimes or to more safely stop a fleeing vehicle. He explained the overwhelming issues police in the state are experiencing with criminals fleeing and eluding law enforcement.

He asked for local funding for our Illinois communities to rebuild “decimated” police departments and to attract quality law enforcement professionals – of which Illinois has many who we often lose to neighboring states. Maton talked about the need for adequate resources to address the increased crime we are experiencing statewide. He also advocated for greater police support from the community and legislators in the state.

Chief Winslow talked about the record number of shootings and the increase in domestic violence, assault and murders throughout the state. While he acknowledged that there is no one easy solution to address violent crime, he said it ultimately comes back to adequate

workforce and resources to address what is happening in our state. He called for community-based programs tailored to local areas that would bring people together through outreach focused on mentorships, parent involvement and youth activities.

Winslow addressed some of the solutions that police feel have not worked including electronic monitoring. He cited criticism by legislators, unresolved legislative issues like the qualified immunity bill, and lack of consequences for criminals who run from police, violate parole, or for those who participate in escalating violent behaviors as key areas for law enforcement. Resources are also needed to build relationships and lessen the fear of retaliation, especially in traditionally marginalized populations.

Remarks and notes used by representatives are available on the ILACP website on the Press Releases and Statements page. The Chiefs will continue to welcome collaboration with legislators across the political spectrum to advocate for law enforcement. ■

ILACP NEWS

Davis makes statement on deaths of Rittmanic, Silas and Riley

On May 27th, 2020, I penned a letter as president of my regional police chief's association denouncing the killing of George Floyd. While there had been other unfortunate instances of civilian deaths during police encounters, this one was different. That letter was generated after being brought to tears from watching video with Mr. Floyd begging for his life and ultimately seeing him take his last breath. I was criticized for publishing the statement by some and applauded by others, both inside and outside of law enforcement, but it was something that I felt that I needed to do as a leader, and I don't regret it.

On January 5, 2022, I find myself again penning a letter denouncing a murder during a police encounter, but this time as the President of the Illinois Association of Chiefs of Police. This particular police encounter involved the execution of Bradley Police Department Sergeant Marlene Rittmanic and the shooting of her partner Officer Tyler Bailey. Unfortunately, it is not uncommon for officers to lose their lives in the line of duty, but just as with George Floyd, this one was different.

Sergeant Rittmanic and Officer Bailey simply responded to what some would refer to as a "routine call". They were dispatched to a hotel parking lot to check the wellbeing of dogs left unattended in a vehicle. In the aftermath of the incident, a review of bodycam footage would reveal Sergeant

Rittmanic begging "You don't have to do this! Please just go! Please don't! Please don't!" before being executed with her own weapon. Hearing Sergeant Rittmanic beg for her life before being executed was heart wrenching. On that same day, Wayne County Deputy Sheriff Sean Riley was ambushed and murdered when dispatched to a "routine call" for a motorist assist on the side of the roadway. These murders show others what law enforcement officers already know: there are no "routine calls".

I want to make it clear that attacks on public servants are not just limited to law enforcement. Just yesterday, DCFS Investigator Deidre Silas was murdered while responding to a report of children in danger in Thayer, which is south of Springfield. Investigator Silas had only been with DCFS for 4 months. It is my prayer that the murders of Sergeant Rittmanic, Deputy Riley and Investigator Silas will serve as a rally cry for us all to unapologetically acknowledge that public servants of all kinds honorably and equitably go about the business of serving our communities daily; sometimes to the extent of losing their lives while trying to ensure the wellbeing of our most vulnerable. My outrage and heartbreak in these murders equals that of which I felt!

In 2018, the Illinois Association of Chiefs of Police and the NAACP partnered to create the "10 Shared Principles". These mutually agreed upon values and principles were created to "replace mistrust with mutual



trust wherever, whenever, and however we can." These are SHARED principles, which means that they pertain to everyone. The 1st principle states, "We value the life of every person and consider life to be the highest value."

The Illinois Association of Chief of Police stands by this and all the principles. We consider the lives of Sergeant Marlene Rittmanic, Deputy Sheriff Sean Riley, and DCFS Investigator Deidre Silas to be of the highest value. I would ask everyone to keep them, their families, and the members of their agencies in your prayers and thoughts. I also challenge all of us to promote the 1st Shared Principle in the hearts and minds of everyone that we encounter.

Sincerely,

Mitchell R. Davis III, President

Illinois Association of Chiefs of Police ■



The award goes to a chief who excels in his or her own department and provides extraordinary service to the association. Kruger will be recognized during the association's annual conference on April 29, 2022, in Northbrook.

ILACP NEWS

Chief Kruger Named ILACP Chief of the Year

East Dundee Police Chief James R. Kruger, Jr., is the 2022 Chief of the Year, named by the Illinois Association of Chiefs of Police, a 1,300-member statewide organization.

Kruger was nominated for the award by several ILACP members. Making the selection was the association's Board of Officers, which serves as the board of directors.

Kruger retired from the Oak Brook Police Department in December 2021 after serving there for 10 years, during which time he also served a year as the president of the Illinois Chiefs. He previously had been the chief of police in Roselle and Winfield after spending 20 years in the Carpentersville Police Department. He started at East Dundee last month.

"Jim is a servant leader, and if you want to know what that means, just watch what he does and how he speaks and you'll know the answer," said ILACP President Mitchell R. Davis III, chief in Hazel Crest. "Chief Kruger has been a mentor to so many law enforcement officers over the years, and he is respected broadly as one of the best chiefs in Illinois. He has been especially important in promoting the careers of women officers, and he was our point person with the NAACP when we signed the historic Ten Shared Principles in 2018."

After his successful year as ILACP president from 2017-18, Kruger has continued to serve the association on the Legislative Committee and in other

ways. He devoted dozens if not hundreds of hours interacting with key legislators, committees, and Attorney General Kwame Raoul on important criminal justice legislation in Springfield in the past two years. He helped to shape the legislation to make it as good as possible, and he also has been a critical voice in conversations about law enforcement pensions.

"He has this calm way of explaining policies and issues that makes sense to the public officials. By serving our association and our legislative efforts, he has become an important voice for all of Illinois law enforcement," said ILACP Executive Director Ed Wojcicki.

Kruger has been a leader on diversity issues for the Illinois Chiefs in the past decade. When chief in Oak Brook, his department worked closely with the Unity Partnership of DuPage County, which facilitates relationships with African Americans, Latinos, Sikhs, Muslims, Hindus, and others who live or work in Oak Brook. He attracted many of these diverse leaders to the ILACP Annual Conference in 2017 at the former McDonald's Corporation headquarters in Oak Brook.

Then he built on the work of his ILACP predecessors to bring the historic Ten Shared Principles to fruition in 2018. He and NAACP Illinois Conference State President Teresa Haley signed the principles in an elegant ceremony in the Old State Capitol. These principles have since stirred hundreds of healthy conversations about race relations in

the past four years, and the principles have been adopted by more than 280 Illinois police agencies, plus the Illinois Municipal League, Illinois City County Management Association, AT&T Illinois, and at the national level, by the National Organization of Black Law Enforcement Executives (NOBLE).

“Jim is also active on LinkedIn and frequently shares the Illinois Chiefs’ posts, which contributes to the ILACP being a thought leader in Illinois law enforcement and criminal justice circles,” Wojcicki said.

“There is just so much he has done for us, and I personally go to him when I need advice or insight on just about every issue,” Wojcicki added. “Jim has been a leader in officer wellness, co-chairing our Officer Wellness Committee and working with chaplains and social service professionals to link officers and Illinois communities with the skills of ministers, social workers, police psychologists and the like. He’s been an advocate of Special Olympics Illinois, our charity of choice, and he showed great leadership by starting a Polar Plunge in Oak Brook and jumping into the freezing water himself to raise

money for Special Olympics athletes.”

Also under his leadership, the Oak Brook PD became the first Illinois police department to become accredited both nationally and in Illinois – by CALEA and ILEAP, the Illinois Law Enforcement Accreditation Program.

Besides Kruger’s police duties, he was the founding Director of the Criminal Justice Management program at Judson University as well as an Adjunct Professor in both the Criminal Justice Program and Management and Leadership program at Judson and Elgin Community College. He holds a Bachelor of Arts in Management and Leadership from Judson University in Elgin and a Master of Science from National-Louis University, Chicago. He is a 1994 graduate of the Northwestern University School of Police Staff and Command.

Kruger and his wife Karen have two children and four grandchildren. Here is a list of previous winners of ILACP’s Chief of the Year award, which was first presented in 2016. ■

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negotiations of all the major criminal justice laws in the past two years. As an attorney, she recommended specific language to improve the SAFE-T Act and to make the trailer bills even more effective for law enforcement.

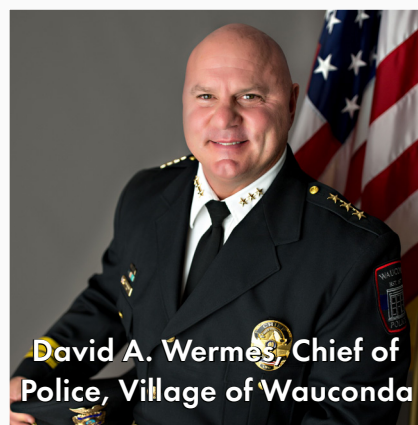
“Then we provided training to hundreds of chiefs and their departments to help them understand and implement the laws, and Jamie took a leading role in preparing the materials for the training and then being one of our primary trainers,” Wojcicki said. “Our association’s leaders were so grateful that she devoted that much time and expertise on our behalf; the law is now much improved because of her insights and collaborative style.”

Ordinarily, ILACP recognizes its Public Officials of the Year at a legislative reception in Springfield. But due to COVID and the shortened legislative session this spring, all three will be recognized individually either in Springfield or in their communities.

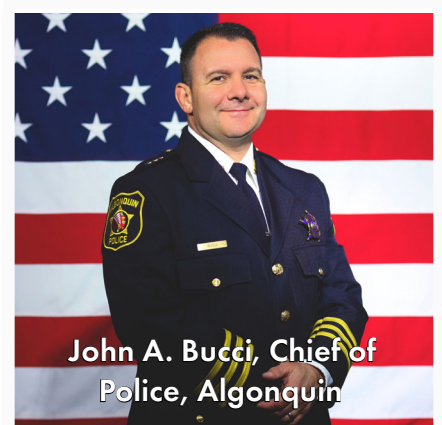
A historical list of all Public Officials of the Year honored by the Illinois Association of Chiefs of Police is available on our website. ■

2 Candidates for ILACP Vice President

This is a statewide position, and the winner will be in line to become ILACP President in April 2025. The election will take place electronically from April 25-28, 2022, and the winner will be installed on Friday evening, April 29, 2022, during a banquet at the conclusion of the Annual Conference in Northbrook. You can read the letters submitted by the candidates on the ILACP website. ■



David A. Wermes, Chief of Police, Village of Wauconda



John A. Bucci, Chief of Police, Algonquin



Caitlyn Brennan

Resiliency: As a leader and within an agency

Caitlyn Brennan is Executive Director of the 100 Club of Illinois and will be at the ILACP Awards Banquet in Northbrook on April 29, 2022.

My first interaction with many of you has been on the worst day of your agency's history, because I am the emergency response lead for the 100 Club of Illinois. Emotions are high, morale is low and the worst fathomable incident has just unfolded. You are in crisis as an agency, as a leader, as a survivor. And yet, this is when I can tell what kind of leadership lives at the helm of your agency and what kind of culture thrives within your department. It is the ultimate litmus test.

Perhaps you have not gone through a line of duty death, but you have experienced a hurdle or disruption within your agency: a critical incident, personnel issue, budget constraints, recruitment struggles...

In these disruptions and crises, the caliber of your leadership and the resilience of your agency culture either shine through or are noticeably absent. Just as muscle memory kicks in during a physical altercation, your leadership and resiliency capacity kicks in during crisis.

As a society and as a first responder community, the past two years have brought massive bouts of uncertainty surrounding just about everything – including the very way that you do your job. This uncertainty caused widespread anxiety throughout the world. Humans view uncertainty as a threat. Our natural instinct towards the unknown is to be extra cautious. Uncertainty for a LEO,



▲ Above: Tpr. Szluka Command and 100 Club.

those who are already in a state of hypervigilance, creates an uncontrollable enemy – and that lack of control can be the impetus for destruction. This enemy that you are all currently facing is just one more stressor of the job and stressor to leadership. You are all experienced in adapting to stressors, but adaptation is merely the reconfiguring of a stressor so that it can live within your life. To truly achieve a healthy relationship with stressors, you have to live and work within a resilient culture.

As a leader it is your job to be the resilient spark for your agency.

You must generate both the energy to start the conversation and the energy to keep the conversation going

As that conduit, the first thing we have to examine is your own ability to thrive and cope. You have to show up healthy, clear minded and receptive to the needs of your agency. The culture cycles below are true for both leaders and agencies. Just as you can set the tone for failure you can also set the tone for resiliency and success. The first step is being able to identify which



▲ Above: Retired CPD Honor Guard member and Chicago Police Officer Michael Ostrowski and Brennan.

cycle you are currently in – as both a leader and an agency. You will build the system and proactively prepare to meet the challenges of policing. Or you won't...

Taking a step back to before tragedy strikes, to what kind of culture exists within your agency from shift to shift. What makes the difference between a resilient agency and a fragmented agency?

The Fragmented Culture

Fragmented agencies are filled with distrust, anger, impulsive decision making, communication failures and blame. Many of those things can be corrected but sometimes it takes a major incident for these conversations to start.

Feeling of Being Overwhelmed

Considering the environment surrounding policing in the past two years, there is a very good chance your department is overburdened with a multitude of stressors. The feeling of being overwhelmed is normal from time to time but when it becomes the baseline this feeling can override operations and morale.

Distracted Decision Making

When overwhelmed we tend to make decisions without taking the entire situation into account. These decisions often cause more damage as they are impulsive and only surface level. Often, we are not even cognizant of the interaction while responding to these decisions.

Impulsive Action

Building off distracted decisions many times these actions are made 'to make the problem go away' and instead do just the opposite.

Poor Communication

Communication stops for many reasons but typically in high stress situations communication will falter because of a lack of need or mandate to talk to each other or a feeling of being ignored. These interactions eventually come to a point of defeat.

Blame

This step typically follows the breakdown of constructive communication. 'If only my Chief did...' 'If only these guys would listen...' 'If only the public would...' Often there is no valid reason for the assignment of blame – we just need someone or something to be identified.

Feeling of or Actual Failure

Whether the failure is perceived or real, the effect is the same, this is the low point for morale. When it seems that you cannot manage your people and your people feel like they cannot manage the job. This step can stop or restart the cycle.

The Resilient Culture

Resilient agencies function like a well-oiled machine, maintaining an even balance of leadership and engagement.

A leader within this culture is deeply embedded in the growth and sustainability of their people. A department thriving within this system has the best chance of coping through a critical incident.

Empowered Engaged Members

Step one in the resilient system is buy-in. Whether you are coming into a set culture and attempting to win over the support of your team or you have been in the position for a long time, there is work to be done on engagement. Empower your team to make decisions, think proactively on behalf of your agency, and engage with both your internal and external community.

Collaborative Decision Making

Not every level of the agency needs to be able to have a say into how the decision is made or gets to make the final decision – but every member needs to be able to share an opinion if inclined. In practice this means that each group within the department has representation and the ability to promote an idea or concern up the chain of command.

Mindful Problem Solving

The ability to take a step back and think about decisions from a holistic perspective that encompasses the greater wellbeing of the agency. The key to this step is being able to gather and use resources to make informed decisions and take into account how those decisions will impact the agency and your members.

Reciprocal Communication

Creating channels to and being willing to communicate thoughtfully throughout the department. Building a culture where people feel like they can communicate and participate in the direction of the agency.

Trust

This step has to come from all representatives of the agency. Command has to trust frontline and everyone in between. Trust is easily identified, especially in critical incidents, when people are working together and able to focus on the task at hand. Building this trust comes from all the other steps in the cycle.

Success

Achieving healthy measures of the internally set goals of the agency. Living the mission statement and feeling good about the department trajectory. This step should propel the leader and the agency right back into the start of the cycle.

Action Items

You can now identify the cycles and differentiate between Fragmentation and Resiliency. The next step is to figure out where you fit into the cycle as a leader and where your department is within either system.

You can use this quick alignment exercise to establish your current status:

Conduct a personal and department check-in to answer the questions Who am I as a leader? What is the agency culture? This is a three-pronged review focused on: Identification, Acknowledgment and Achievement.

Identification = What is the mission of the agency (in practical application, not the lofty verbiage on your letterhead)?

Acknowledgement = How do we measure up to the mission? What standards are we looking at?

Achievement = What does success look like for me? For our agency? Has it been achieved?

Once you have recognized where you are, you can set goals for where you are going. Remember that this is a fluid process and

you will find yourself and your agency along both of these cycles in many iterations throughout your career.

Along this journey, please reach out and utilize the many resources provided by the 100 Club of Illinois or any of your support

organizations. We are here to assist you in building your culture and maintaining strong, resilient police officers.

Caitlyn Brennan is Executive Director of the 100 Club of Illinois and will at the ILACP Awards Banquet in Northbrook on April 29, 2022. ■

100 Club Resources

The 100 Club of Illinois provides resources, several forms of financial support, access to training, and moral support to both the families of first responders killed in the line of duty and active duty first responders throughout the state of Illinois. All sworn federal, state, county, and local first responders stationed in Illinois are included.

To better serve our first responder community, the 100 Club of Illinois offers the following programs:

Department Days

Our team tours across the state to visit and provide a meal to your department. We love to meet you, share what we do, and celebrate your work on the job. We can also facilitate speakers, trainings and community programming during these visits.

Valor Awards

The 100 Club Valor Awards are presented annually to police officers, firefighters, and paramedics who, by their actions, performed above and beyond the call of duty and in the highest traditions of their respective departments. Submissions for recipients are collected by February of each year.

Wellness Training

Join our Wellness First training series for first responders. Ongoing new releases of training programs will feature topics across the wellness spectrum: mental

health, fitness, nutrition, sleep, peer support, resiliency, and more.

Emergency On Call Response

In the event of a line of duty death, the 100 Club has many resources to support your department and the family of your fallen hero. Our team can respond for logistical support, hospital and/or funeral coordination, federal and state benefit filing, and more. If you do not have a line of duty policy or would like to review any benefit paperwork, we are happy to assist you.

Emergency Assistance Funds

Our goal is to provide first responders with the health and wellness opportunities they need to be most effective on the job. We recognize that financial constraints may impact an individual's or department's ability to do this as well as they otherwise could. Emergency assistance funds are available to individual first responders and departments.

Resource Phone App

Looking for readily available resources? Download the "100 Club of Illinois" phone app for resources on first responder wellness, emergency response, upcoming events, and more.

For more program details contact:

Caitlyn Brennan:
cbrennan@100ClubIL.org

Danielle Brengel:
dbrengel@100ClubIL.org

ILACP hosts Violence Solutions Summit to create “non-traditional relationships”

President Mitchell R. Davis attracted a variety of boots-on-the-ground leaders and law enforcement leaders to a Violence Solutions Summit on March 12 to discuss the possibility of new “non-traditional relationships” to combat gun violence.

The summit grew out of one of Davis’s priorities as ILACP president. He told the gathering of about 75 people at South Suburban College in South Holland that the ILACP has been consumed by legislative activity during his year as president, but he still wanted to address violence.

At the summit were activists such as Andrew Holmes, who mentors children and frequently marches against violence; the Brother’s Keeper organization; Dr. Shaniqua Jones, an educator and motivational speaker; Brenda Mitchell, a victim advocate whose son was killed by gunfire; Pastor George “Jody” Bady, a violence interrupter and mentor whose son and nephew were killed by gun violence; and Deonte Hood, a coach and mentor who himself had been mentored and coached by Chief Davis when he was growing up.

“This is the start of something bigger than us,” Davis said at the end. “This was trying to open the door.” He will continue to work with those gathered to build relationships between law enforcement and community groups. He believes such non-traditional alliances could expand the reach of all of them as they combat violence.

Wrapping up the day, Davis said he hoped everybody in attendance met someone



▲ Above: President Davis speaks passionately about violence prevention to a room full of community leaders.



▲ Above: Attorney General Kwame Raoul was one of the featured presenters, highlighting the need to break the cycle of violence in underserved communities.



▲ Above: Pastor George Bady, Jr., founder of the Stop The Violence Movement talked about his experiences dealing with violence in Chicago.

new. “We’re further along now than we were when the day started,” he said.

The day’s facilitators and ILACP staff will compile all the input from the speakers’ panel and breakout groups and work with Davis on the next steps that are recommended to the ILACP from this successful day.

Also attending the summit was Illinois Attorney General Kwame Raoul. He described his earlier years working with juvenile delinquents and said he discovered that many young people had “been in the building before” as victims of violence. Violence begets violence, he said, and abused people revert to violence if their trauma is not dealt with.

Addressing the needs of children and juveniles was mentioned frequently throughout the day. Pastor Bady said, for example, that if a child is suspended from school, it’s often better not to send them home because their home lives are in disarray. Send someone to the schools to talk to these troubled kids, Bady suggested.

Also attending were several police chiefs and command staff and a representative of the Illinois State Police who has been hired to work on violence and policy issues. Two from the ILACP Board of Officers – Highland Park’s Lou Jogmen and Leland Grove’s Dan Ryan – also participated in the event. ■

CONTINUED FROM PAGE 15

issues or show a need for funding. I wanted to be able to build those relationships with the legislators to help pass bills that are beneficial to our departments in our communities.

I think coming to ILACP and working with Ed will allow me to have a bigger impact on what is happening in our state. I’ll be another set of eyes working with the legislative committee to help make our presence at the Capitol better, or more influential.

I also hope to develop new training programs to help our people grow both professionally and personally. I’ll be a mentor to those who need assistance. In my experience, the association is a wonderful way to get involved. Obviously at the state level, but members also make connections at the local level. I tell people go build these relationships with your local legislators.

I don’t want to say it comes second nature, but arguing for good legislation, that benefits law enforcement is something I take pride in. You want people to respect your profession. You want people to understand what we do out there, why we do it and how we do it. I want to grow community understanding of how police operate.

When I became a chief, I was tasked to become a change agent. One of those challenges was to build a better relationship with our community, which has been emphasized even more now across the country. I was proud to do that as a chief and I hope to continue that work on a larger scale with the Illinois Chiefs. ■

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AAA Impaired Driving Award to recognize efforts to stop impaired driving with \$1,000 grant to winning agency

Impaired driving remains one of the top four leading causes of traffic crashes involving serious injury or death on Illinois' roadways. Despite a decrease of 13.2% in vehicle miles traveled (VMT) nationwide between 2019 and 2020 as measured by NHTSA, fatalities increased by 7.2%. For the first three months of 2021, 10.5% more people were estimated to have been killed than in the first quarter of 2020.

Even though the pandemic had a positive effect on the amount of driving done, it unfortunately seems to have had no effect on dangerous driving behavior. According to NHTSA, alcohol-related fatalities have remained between 28% and 32% since 1995, regardless of the number of total deaths recorded. The CDC also reports that drugs other than alcohol are involved in 16% of vehicle crashes.

Each year, in addition to category awards presented to law enforcement agencies for their overall traffic safety efforts, entrants can compete for specialty awards. AAA, a legacy partner of the IL Traffic Safety Challenge, and without whom the program could not continue, is announcing their inaugural sponsorship of the annual Impaired Driving award, presented to the agency demonstrating outstanding work in this area, including policies, training, recognition, and education as well as the all-important enforcement component. Accompanying this award will now be a grant of \$1,000.00 to aid the winning agency in their fight against this common enemy.

According to the AAA Foundation for Traffic Safety's annual survey of drivers, about 1/3 do not think that someone who is driving while over the legal limit for alcohol is likely to be caught by police, and

even more (2/3) say the same for drivers under the influence of marijuana. AAA Traffic Program Safety Manager-Public Affairs Charlene Slitting-Yorke explains, "As we step up our own focus education efforts, we know that it is critical for drivers to understand that if they do drive impaired, they will be caught. The agency receiving this award will have shown their commitment to a multi-faceted approach that deters this dangerous behavior and gets impaired drivers off the road."

To compete for this award, an agency must complete a full application for the Traffic Safety Challenge and include a separate entry highlighting their strategies. The award will be presented at the Challenge awards breakfast held at the Midwest Security and Police Conference and Expo. For further information, contact Co-Directors Paul Rizzo at prizzolel@gmail.com or Scott Kristiansen at scottkilacp@gmail.com. ■



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▲ Above: Elgin PD attends the Law Enforcement Torch Run Kick Off in Bloomington.

Special Olympics: wrapping up 2021, looking forward to 2022

The annual Law Enforcement Torch Run Kick Off was held on Friday, Feb. 4, at the Doubletree Hilton in Bloomington. Over 100 law enforcement officers throughout the state attended the conference.

The kickoff conference featured inspiring stories from law enforcement and Special Olympics athletes, networking opportunities, and recognition of 2021 top fundraising departments.

Attendees of the kickoff celebrated raising over \$3.3 million in 2021. The

Throughout the pandemic, law enforcement officers continued to show up for Special Olympics Illinois athletes.

top fundraising department, Maple Park Police, raised over \$147,000. The Law Enforcement Torch Run is the single largest fundraising vehicle for Special Olympics Illinois. More information about the Illinois Torch Run movement

can be found at: <https://www.soill.org/illinoistorchrun/>

Special Olympics Illinois and the Law Enforcement Torch Run are excited to present the 23rd Annual Polar Plunge! Each year, the Polar Plunge brings together





▲ Above: Law enforcement were able to meet some of the athletes participating in the Special Olympics during the Law Enforcement Torch Run Kick Off on Friday, Feb. 4.

thousands of warm-hearted individuals from across the state. It's a great way for everyone – individuals, organizations and businesses – to support Special Olympics Illinois. This year, plungers have two options to #BeBoldGetCold. Plunge OUR Way at one of our official Polar Plunge locations. Think open water and a SOILL-hosted event with all the traditional Plunge festivities. Plunge YOUR Way and get creative to make it your own. If you can dream it, you can do it (safely, of course). Do what works for you and your team. Just BE BOLD and GET COLD. Because again this winter, it's not WHERE you plunge, or HOW you plunge.

Check out www.PlungeIllinois.com to register today!

On Thursday, April 28, the Law Enforcement Torch Run will host an auction at the Illinois Association of Chiefs of Police installation conference at the Renaissance Chicago North Shore. All funds raised from the event will benefit the 23,000 individuals (about the seating capacity of Madison Square Garden) with intellectual disabilities who train and compete year-round and free of charge in Special Olympics. If you have an auction item that you would like to donate to the event, please contact Katie Risley at krisley@soill.org. ■

SAVE THE DATES:

Special Olympics Illinois Summer Games	June 17-19	Illinois State University
Five O at the Dirty O	July TBA	The Dirt Oval, Joliet
Dunkin Coffee For Champions	August TBA	Various Dunkin locations

Welcome New 2022 ILACP Members

Added since publication of Command November 2021 Volume 31, Issue 3

Name	Title	Department	City
Bradley Allen	Deputy Chief	Decatur Police Department	Decatur
Julio Alvarado	Chief of Police	Rosemont Public Safety Department	Rosemont
Eric Barden	Chief of Police	Zion Police Department	Zion
Eric Blowers	Deputy Chief	Batavia Police Department	Batavia
Joseph Brennan	Commander	Chicago Police Department	Chicago
David Byrd	Chief of Police	DeKalb Police Department	DeKalb
Angelo Calanca	Commander	Palatine Police Department	Palatine
Tony Carroccio	Deputy Chief	Palos Hills Police Department	Palos Hills
Alice Cary	Chief of Police	University of IL (Urbana) PD	Urbana
Jeff Cielak	Deputy Chief	Vernon Hills Police Department	Vernon Hills
Douglas Craig	President	Atlantic OccuPsych, Inc	Elgin
Guye Durre	Chief of Police	Flora Police Department	Flora
Roger Fife	Chief of Police	Canton Park District Police Department	Canton
Jack Garcia	Director of Public Safety	Burbank Police Department	Burbank
Kenneth Gettemy	Chief of Police	Hinckley Police Department	Hinckley
Jon Graskewicz	Chief of Police	West City Police Department	West City
Shane Hackman	Assistant Chief of Police	Normal Police Department	Normal
Christopher Hale	Chief of Police	Moweaqua Police Department	Moweaqua
Steven Helmich	Chief of Police	Chapin Police Department	Chapin
Brian Henry	Chief of Police	College of Lake County Police Department	Grayslake
James Hillyer	Chief of Police	Spaulding Police Department	Spaulding
Shannon Holubetz	Commander	Vernon Hills Police Department	Vernon Hills
Erica Huff	Sergeant	Oak Brook Police Department	Oak Brook
Edward Hurst	Deputy Chief	Decatur Police Department	Decatur
Terry Inman	Deputy Chief	Rochelle Police Department	Rochelle
Justin Jones	Lieutenant	Terminal Railroad Police Department	Venice
Tom Kammerer	Chief of Police	Princeton Police Department	Princeton
Christopher Kennedy	Chief of Police	Northbrook Police Department	Northbrook
Christopher Kidwell	Deputy Chief	Kankakee Police Department	Kankakee
David Krull	Chief of Police	Maple Park Police Department	Maple Park
Michael Kuhl	Chief of Police	Aviston Police Department	Aviston
William Lally	Deputy Chief	Deer Creek Police Department	Deer Creek
Gregory Layne	Assistant Chief of Police	Delavan Police Department	Delavan
Robert Lee	Deputy Chief	Naperville Police Department	Naperville
Jason Leverton	Deputy Chief	DeKalb Police Department	DeKalb
Marjorie Lill	Commander	Lewis University Police Department	Romeoville
Matthew Maculan	Sergeant	Round Lake Heights Police Department	Round Lake Heights
Michael Magno	Lieutenant	Chicago Police Department	Chicago
Matthew Mannino	Deputy Chief	Lake in the Hills Police Department	Lake in the Hills
Louis Martinez	Associate Professor	Oakton Community College	Des Plaines
Earnest McCall, Jr	Captain	Peoria Police Department	Peoria
Brendan McCrudden	District Commander	Chicago Police Department	Chicago
Chad McNett	Commander	DeKalb Police Department	DeKalb
Michael Metrick	Deputy Chief	Northbrook Police Department	Northbrook
John Miller	Chief of Operations	McHenry County Sheriff's Office	Woodstock
Thomas Mills	Chief of Police	Broadview Police Department	Broadview
Ernest Mobley	Deputy Chief	Calumet Park Police Department	Calumet Park
Michael Mojzis	Captain	O'Fallon Police Department	O'Fallon
Joseph Moran	Deputy Chief	Oak Park Police Department	Oak Park
Stefan Neece	Chief of Police	Greenville Police Department	Greenville
Sean Noble	Illinois State Director	Fight Crime: Invst in Kids IL	Chicago
Phillip Norton	Chief of Police	Glen Ellyn Police Department	Glen Ellyn
Melchor Ortiz	Lieutenant	Summit Police Department	Summit

Welcome New 2022 ILACP Members

Added since publication of Command November 2021 Volume 31, Issue 3

Name	Title	Department	City
Chad Potenziani	Administrative Sergeant	Rockford Park District PD	Rockford
Marcos Pulido	Chief of Police	Alton Police Department	Alton
Robert Pyszka	Chief of Police	Peru Police Department	Peru
Lawrence Rafferty	Deputy Chief	Tinley Park Police Department	Tinley Park
Sean Ryan	Sergeant	Westmont Police Department	Westmont
Patrick Siemsen	Chief of Police	Shannon Police Department	Shannon
James Sinovich	Deputy Chief	Minooka Police Department	Minooka
Pierre Smith	Deputy Chief	Broadview Police Department	Broadview
Daniel Smith	Chief of Police	Virginia Police Department	Virginia
Steve Stemmet	Commander	Aurora Police Department	Aurora
Ryan Stewart	Sergeant	McHenry County Conservation District PD	Woodstock
Randal Szmergalski	Commander	Lockport Police Department	Lockport
Robb Tadelman	Chief of Operations	McHenry County Sheriff's Office	Woodstock
Matt Thomas	Deputy Chief	Aurora Police Department	Aurora
James Thomas	Assistant Chief of Police	Hoffman Estates Police Department	Hoffman Estates
Josh Ward	Captain	Illinois State Police	Springfield
Chris Wasser	Assistant Chief of Police	Troy Police Department	Troy
Clint Whitney	Chief of Police	Coal Valley Police Department	Coal Valley
Richard Wiese	Chief of Police	Village of Southern View	Springfield
Kyle Wilbanks	Deputy Chief	Glenwood Police Department	Glenwood
Amy Williams	Deputy Chief	Huntley Police Department	Huntley
Marion Willmore	Chief of Police	John A. Logan College PD	Carterville
Jason Zbrozek	Deputy Chief	Naperville Police Department	Naperville
Edward Zeman	Lieutenant	Summit Police Department	Summit





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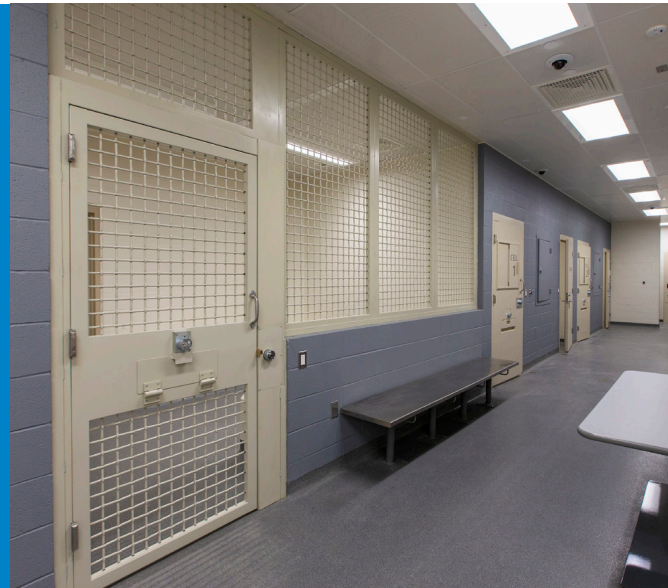


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are available at www.illinoisleap.com. We appreciate your continued support.



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