

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police



TOPINKA PUBLIC OFFICIAL OF THE YEAR

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COMMAND

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



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The **COMMAND** magazine is only as good as the contributors who share or write informative and educational materials for the readership. If you have any suggestions or articles for submission, or just have time to assist the staff in setting up magazine articles, please let us know.

ILACP is always seeking articles and relies upon members and non-members for their input. It starts with a phone call or an email, and then it becomes part of an excellent and growing publication.

On behalf of the staff here at ILACP, please enjoy this publication!

Shown on cover with the late Judy Baar Topinka, Illinois Comptroller, are three ILACP Officers: (left to right) Park Ridge Police Chief Frank Kaminski, ILACP 1st Vice President; Bartonville Police Chief Brian Fengel, 4th Vice President; and Elwood Police Chief Fred Hayes, current ILACP President.

Table of Contents

President's Message	2
From ILACP Headquarters, New Executive Director.....	5
Legislative Update and New Initiatives	8
Office of the Illinois Secretary of State	13
Topinka is ILACP Public Official for 2014	15
“Hey Doc”: Chiefs Lead the Way at IACP Conference	16
Quincy Police Chief Interview	19
Special Olympics Illinois.....	20
Law Enforcement and Self Care	21
Critical Incident Command	23
Police Leadership and Organizational Alignment	25
ILACP Welcomes New Members.....	27
Sycamore PD Receives Accreditation	28
Belvidere PD Officers Receive Award	28

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PRESIDENT'S MESSAGE

ILLINOIS EAVESDROPPING LAW SIGNED BY GOVERNOR QUINN



Perhaps no other issues in contemporary law enforcement will have such an impact on an organization as the use-of-force. The issue today dominates the headlines in all major cities. The media continues to present examples of excessive force to the general public with the underlining theme that it is rampant in all police forces. The fact is very few force

encounters cross the line of being excessive. The public was rarely exposed to these types of encounters until the advancement of video technology. Unfortunately for law enforcement, the use of force is not pretty. The proper use of force on combative subjects just doesn't look appealing and is often viewed deleteriously by people who rarely see such actions.

Recently the ILACP was given the opportunity to present our position on the police use of Body Worn Camera's (BWC). Our Legislative Co-Chairman Chief Terry Lemming (Lockport) and I testified before the Illinois Senate and House Judiciary Committee. The committee Chaired by Senator Kwame Raoul and Co-Chaired by Representative Elaine Nekritz heard testimony on BWC's from a variety of stakeholders including the Illinois ACLU, Illinois FOP, Police Executive Research Forum (PERF), and vendors of the technology. At the hearing, the bipartisan committee indicated the need to infuse the movement on body worn cameras directly into the then newly crafted state eavesdropping statute. However since that date the Legislature has curiously moved forward on a new version of the Eavesdropping Statute and failed to include any language on BWC's. This leaves the possibility of a separate statute specifically addressing BWC's with the new General Assembly.

As you know Illinois is just one of only six states that require "two-party consent" before an audio recording can occur. The law strictly prohibits Illinois Law Enforcement from recording a conversation without a court authorized eavesdropping order. Without a court authorized overhear, for audio recordings, the law provides just a few limited exemptions for police. One of those exemptions is in-car video recordings with audio by law

enforcement during investigative stops or traffic stops. A second exemption allows recordings made simultaneously with a video camera during the use of a Taser. It's important to note the law is specific to the use of narrowly defined pieces of equipment. Finally a third but equally vital exemption is the "Officer Safety" provision for undercover narcotic agents, an exemption the ILACP and the Illinois Drug Enforcement Officers Association fought so hard over the past two decades to attain.

Based on last year's Illinois Supreme Court rule declaring the previous statute unconstitutional, we now have an "Eavesdropping Statute" (PA 098-1142, effective 12-30-2014). As a result a department could theoretically decide to audio record a conversation with only "one-party consent" similar to how the vast majority of states operate and equally under federal law for that matter, however departments are strongly cautioned against taking this ill advised approach.

I believe it is the full intent of the legislature to continue to make it difficult for Illinois law enforcement to audio record conversations. Although contentious they quote the provision found in the Illinois Constitution, specifically the right to protect individual privacy as the reason for such strict legislation against law enforcement in Illinois.

SECTION 6. SEARCHES, SEIZURES, PRIVACY AND INTERCEPTIONS

The people shall have the right to be secure in their persons, houses, papers and other possessions against unreasonable searches, seizures, invasions of privacy or interceptions of communications by eavesdropping devices or other means. No warrant shall issue without probable cause, supported by affidavit particularly describing the place to be searched and the persons or things to be seized.

(Source: Illinois Constitution.)

Even though we could legally debate whether or not during this narrow window of legal limbo, if it's lawful to audio record without an eavesdropping law on the books, I strongly discourage any department from doing so based on the following two factors. First, the Illinois Constitution Section 6 language seems to support the legal reasoning for strict eavesdropping laws in Illinois. Moreover, the legislature is moving forward crafting a new eavesdropping statute. As of this writing the Eavesdropping Statute was added as Amendment No. 6 to SB1342 and passed both Houses. On December 30, 2014 it was signed by the Governor. The bill does not address BWC's and only allows the previously mentioned exemptions.



Consequently a department risks purchasing equipment that may or may not receive legislative approval and may have strict limitations on its use. In fact, until the addition of Taser Video was added to the statute a few years ago, the old state law only authorized in-car video cameras with audio. One department in Illinois had purchased body worn cameras for the entire department and deployed them, only having to recall them after being warned of considerable eavesdropping violations.

The ILACP has heard as many as 10 or more Police Departments in Illinois are doing a test and evaluation with body worn cameras. The best advice we as an association can offer to our members is to wait and see what the final actions of the legislature come to be.

SB1342-Amendment No. 6 Synopsis As Introduced

Replaces everything after the enacting clause. Amends the Eavesdropping Article of the Criminal Code of 2012. Changes various definitions. Defines "surreptitious". Provides that a person commits eavesdropping when he or she knowingly and intentionally: (1) uses an eavesdropping device, in a surreptitious manner, for the purpose of overhearing, transmitting, or recording all or part of a private conversation to which he or she is not a party unless he or she does so with the consent of all the parties to the conversation; (2) uses an eavesdropping device, in a surreptitious manner, for the purpose of transmitting or recording all or any part of any private conversation to which he or she is a party unless he or she does so with the consent of all of the parties to the private conversation; or (3) intercepts, records, or transcribes, in a surreptitious manner, any private electronic communication to which he or she is not a party unless he or she does so with the consent of all other parties to the private electronic communication.

Unfortunately many people along with the Illinois General Assembly view the police use of BWC's as a panacea to curtail the police use of force, some even argue they could save innocent citizens lives. It is our duty to educate them and the public not to rush to judgment strictly based on a video recording. We must inform them the recording is only a two dimensional representation of a three dimensional incident. It can never take the place of a comprehensive thorough investigation. We as law enforcement executives should not fear the transparency provided by BWC's but should instead guard against the media sensationalism and misinformed public view that camera recordings will be given undue, if not exclusive weight in judging our actions.

Leadership skills are needed now perhaps more than ever in the history of American Law Enforcement. Leadership in policing is no different than leadership in a top Fortune 500 company. However I would intensely contend that Law Enforcement leadership today is ethically centered. Successful police leaders are those who continually demonstrate that they are involved in providing a service to the public that is more than themselves. They constantly strive to improve their capabilities and the capabilities of others.

The vast majority of law enforcement agencies provide little focus to leadership development for employees. Most of the agencies energies are focused on the day to day operations of policing the community. The tension placed on the organization to accomplish this basic mission puts a burden on just surviving the day. The organization develops a culture with no vision, innovation, or strategic planning. When you look at today's greatly successful organizations, those who operate with precision effectiveness, you come to recognize they are deeply committed to developing their human resources.



The ILACP will continue to make the police use of BWC's our number one legislative priority. In Illinois it is the next logical progression from the use of in-car video cameras. As with dash cam use, there is no doubt that the advancement of BWC's will provide a unique perspective on daily police encounters with citizens.

As a final point, the ILACP will continue to work with the legislative body to ensure the use of BWC's won't become a global

invasion of privacy. The legislature must prevent the release of any video recording through the Illinois FOIA when a citizen has a reasonable right to privacy. No one wants their dirty laundry posted on "You Tube." People must feel confident that a police response into the privacy of their own home isn't made available for viewing by their next door neighbor.

Stay tuned. This should get interesting. ■

Fred W. Hayes
ILACP 214-2015 President
Chief of Police
Village of Elwood

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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

FROM THE ILACP HEADQUARTERS



By Ed Wojcicki
Executive Director, Illinois Association of Chiefs of Police

I love a good story. Everybody does. When I was interviewing for this position last summer, I met quite a few police chiefs and immediately felt their personal dedication to the association. I think I absorbed it from them and that will make me a stronger association executive director. I wondered how they could be so passionate, given that they also have stressful full-time jobs in their communities. Then during the search process, the incident in Ferguson happened. It's become a national wound, but it's only a sidebar for these first reflections about being the new executive director.

I told the chiefs during the interviews that I'd like to raise their visibility in a positive way, advance their professional development, and be an advocate for them in the legislature and in their communities. I already have been to regional chiefs' gatherings in Palatine (the North Suburban Chiefs), Maryville (the Southern Illinois Chiefs), East Peoria (the Tazewell County

Chiefs) and Peoria (the Peoria County Chiefs). I plan to attend many more. I am learning from some of the best, such as the leaders of Northwestern University's renowned Center for Public Safety, a big supporter of our association.

Every week I spend some time reflecting on the association's first goal: "to improve the safety and quality of life of the public of our state." There's another way of saying that: We want safe communities. Safe citizens. There's been a lot of noise in recent months declaring that police often have less noble motives. Then that gets blown out of proportion, with a small number of incidents becoming fodder for people to make nasty broad generalizations about law enforcement and the justice system. But chiefs understand that at this moment in history, they're also facing a narrative that police don't treat black people fairly. It is, sadly, not a new narrative, but it obviously has heightened in intensity.

I am confident that Illinois police chiefs are up to the task of responding well to the current challenges. As I told the Board of Officers, "You need friends." Partners in developing safer communities. Partners in developing policies locally, statewide and nationally to build better relationships between officers and citizens. Partners in community conversations. Partners to spread the message that police want safe communities. Partners in the Illinois General Assembly, city halls, and Congress.

Police chiefs will do their part to build as many bridges as possible, and the big task is to get people walking on the bridges together instead of shouting at each other. If chiefs find others already building bridges – which is happening in some Illinois cities -- they will walk on those, too.

With my writing and publishing background, I've started a blog to foster these partnerships and tell stories about the modern police chief's opportunities. I call it Fostering Safe Communities. I also plan to get association members more connected via LinkedIn, so I encourage you to start a profile on LinkedIn if you don't have one yet. With my university background, I'm also committed to the association's obligation to promote the ongoing professional development of police and high-level command staff. As the voice of law enforcement in Illinois, we will be strong advocates for Illinois police chiefs and we'll seek new partnerships, knowing that in the end, it's really safety and a higher quality of life that we all seek for our communities. We've been saying that for years. It's right there in our first strategic goal. ■



The ILACP is pleased to offer advertising opportunities in connection with **COMMAND** magazine, which has been published since September 1991. We continue to offer up-to-date information about “what’s happening” in the public safety arena to our members within the law enforcement executive leadership community and other interested parties. The Association strives to aggressively improve production and media relations with advertisers and sponsors, which will further provide excellent customer service and communications. It is not too late to get in front of the major decision makers of law enforcement in Illinois. We will be accepting ad placements on a continuing basis. Details to assist in your advertisement planning are provided below.

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	½ PAGE	3.75	10.5	8.0	5.0	
	¼ PAGE	3.75	5.0	8.0	2.25	
	BUSINESS CARD	N/A	N/A	3.5	2.0	

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ILLINOIS 98TH GENERAL ASSEMBLY WRAP UP AND 99TH GENERAL ASSEMBLY LEGISLATIVE INITIATIVES DRAFT

By Laimutis "Limey" Nargelenas
Lobbyist for the Illinois Association of Chiefs of Police

With the completion of the Veto Session, the Illinois 98th General Assembly was concluded. The Illinois Association of Chiefs of Police (ILACP) had a very successful legislative session to include the passage of numerous supported legislative initiatives.

The ILACP also opposed a number of bills that were not good for law enforcement or the Illinois citizens. This opposition led to negotiations that changed bad legislation to bills that were amended to make better bills. The ILACP along with other law enforcement groups partnered to have an impact on legislation that effected law enforcement.



Recently the ILACP Legislative Committee met and developed the following Illinois 99th General Assembly Legislative Initiatives. These initiatives will serve as a plan and road map to the Association's legislative efforts. Please note that the ILACP priority legislative effort will continue to be the passage of legislation that will allow police officers to utilize body worn cameras that does not include unnecessary restrictions.

EAVESDROPPING EXEMPTION FOR POLICE OFFICER WORN VIDEO/AUDIO CAMERA RECORDINGS – ILACP SUPPORTS

Under current Illinois law, in-car video recordings are exempt from the eavesdropping law under certain circumstances, but officer-worn cameras are not. Legislation is needed to allow this new technology – officer worn video cameras – to be used under the same limited circumstances as the law currently allows for in-car video recordings. Officer worn video camera's ability to capture evidence from the officer's point of view helps protect officers from false claims, enhances public trust, improve civilian behavior, decreases litigation and makes communities safer at a lower cost than in-car dashboard video cameras for other video solutions.

REQUIRING AN INDIVIDUAL TO PROVIDE IDENTIFICATION TO INCLUDE EXPANSION OF OBSTRUCTING POLICE OFFICER

Recently, the United States Supreme Court in the *Hibel* case decided that police officers have the constitutional power to obtain a suspect's identification if there is a reasonable suspicion that the suspect is about to commit a crime or has committed a crime. Unfortunately, the State of Illinois has no statute that provides for arresting a suspect who refuses to provide some form of identification. The implications for Illinois law enforcement are problematic because Illinois does not have a statute that specifically states that it is a violation of the law to refuse to identify oneself to the police. To be in compliance with the

Supreme Court ruling, it is necessary to seek legislation that would make it a violation for failure to provide identification.

9-1-1 FUNDING

Increase Surcharge to better fund 9-1-1 centers.

SEX OFFENDER REGISTRATION ACT

The ILACP recommends that the Sex Offender Registration Act needs to be amended. Requires a person registering or a registered sex offender or sexual predator under the Sex Offender Registration Act whose place of employment is in a municipality or county, other than the municipality or county of primary registration, to report in person and provide the business name and address where he or she is employed to: (1) the chief of police in the municipality in which he or she is employed for a period of time of 5 or more days or for an aggregate period of time of more than 30 days during any calendar year, unless the municipality is the City of Chicago, in which case he or she shall register at the Chicago Police Department Headquarters; or (2) the sheriff in the county in which he or she is employed for a period of time of 5 or more days or for an aggregate period of time of more than 30 days during any calendar year in an unincorporated area or, if incorporated, no police chief exists. A person registering shall report the employment information required within 3 days of registration; and, if the person is registered under this Act on the effective date of this amendatory Act, he or she shall report the information on or before March 1, 2016. In addition to updating his or her registration, if a registered sex offender changes employment to a municipality or county, other than the municipality or county of primary registration, he or she shall, within 3 days of the change in employment, report and provide information on his or her place of employment to the appropriate law enforcement agency where the employment is located.



Continued from page 8

DISTRACTED DRIVING

The number of motor vehicle accidents involving distracted driving has been increasing and there is a need for legislation to impact this unsafe practice. A) “Distracted driving” means the failure of an operator of a motor vehicle, while driving, to devote their full time and attention to such operation of a motor vehicle that results in the unsafe operation of the vehicle caused by the manipulation of items within the vehicle, reading, writing, performing personal grooming, interacting with pets or unsecured cargo, using an electronic communication device, or engaging in any other activity which causes distractions; B) No person shall operate a motor vehicle on a street or highway in this state while distracted as defined in this section and the distraction causes the driver to operate the motor vehicle in an unsafe manner or in violation of any provision of the Illinois Vehicle Code. C) Penalty: (1) Any person convicted of a violation of Section (B) shall be guilty of a petty offense; (2) Any person who is convicted of a violation of Section (B) and the distracted driving is the proximate cause of a traffic crash resulting in a minor injury to any person shall be guilty of a class A misdemeanor; (3) Any person who is convicted of a violation of Section (B) and the distracted driving is the proximate cause of a traffic crash resulting in death or great bodily harm to any person shall be guilty of a Class 4 Felony.

AGGRAVATED FLEEING AND ATTEMPTING TO ELUDE A PEACE OFFICER

Recent studies have indicated that the number of persons failing to stop for police and fleeing and attempting to elude has been increasing. Legislation needed to reduce number of these incidents.

- (a) The offense of aggravated fleeing or attempting to elude a peace officer is committed by any driver or operator of a motor vehicle who flees or attempts to elude a peace officer, after being given a visual or audible signal by a peace officer in the manner prescribed in subsection (a) of Section 11-204 of this Code, and such flight or attempt to elude:
- i. Is at a rate of speed at least 21 miles per hour over the legal speed limit;
 - ii. Causes bodily injury to any individual;
 - iii. Causes damage in excess of \$300 to property; or
 - iv. Involves disobedience of two or more official traffic control devices.
- (b) A person convicted for a violation of this Section who at the time of the violation was determined to be under the influence of alcohol, drugs or intoxicating compounds in violation of Section 11-501 of this Code is guilty of a Class 3 felony.
- (c) A person convicted for a violation of this Section who at the time of the violation was determined to have committed a violation of the Criminal Code and that person;

- (c-1) committed a misdemeanor violation of the Criminal Code shall be guilty of a Class 4 felony
- (c-2) committed a Class 4 felony violation of the Criminal Code shall be guilty of a Class 3 felony
- (c-3) committed a Class 3 felony violation of the Criminal Code shall be guilty of a Class 2 felony
- (c-4) committed a Class 2 felony violation of the Criminal Code shall be guilty of a Class 1 felony
- (c-5) committed a Class 1 felony violation of the Criminal Code shall be guilty of a Class X felony

(d) The offense of aggravated fleeing or attempting to elude a peace officer is committed by any driver or operator of a motor vehicle who flees or attempts to elude a peace officer, after being given a visual or audible signal by a peace officer in the manner prescribed in subsection (a) of Section 11-204 of this Code, and prior to such flight or attempt to elude the person:

- (1) is fleeing after having committed any felony violation of law; or
- (2) is determined to be under the influence of (b)–(c) Any person convicted of a first violation of this Section (a) shall be guilty of a Class 4 felony. Any person convicted of a first violation of this Section (b) (1) shall be guilty of a first violation of this Section (b) (2) shall be guilty of a Class 3 felony. Upon notice of such a conviction, the Secretary of State shall forthwith revoke the driver’s license of the person so convicted, as provided in Section 6-205 of this Code. Any person convicted of a second or subsequent violation of this Section shall be guilty of a Class 3 felony, and upon notice of such a conviction, the Secretary of State shall forthwith revoke the driver’s license of the person convicted, as provided in Section 6-205 of the Code.

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2015 Crime and Violence Prevention State Policy Recommendations

FIGHT CRIME: INVEST IN KIDS ILLINOIS is a bipartisan, nonprofit anti-crime organization led by 300 police chiefs, sheriffs, state’s attorneys, leaders of police officer organizations, and victims of violence. Our mission is to take a hard-nosed look at the research about what really works to keep kids from becoming criminals and to share that information with the public and policymakers. Among the strategies proven to be effective are quality early care and educational programs for preschoolers, after-school programs and prevention of child abuse,

Continued on page 10



Continued from page 9

as well as programs that nip delinquency in the bud by getting troubled kids back on track. We are still far from meeting the need in all these areas. Continued failure to do so is a crime prevention disaster. Adoption of the reasonable recommendations outlined below will keep us moving in the right direction.

I. **Provide All Families Access to Quality Early Learning Programs Proven to Cut Crime.** A wide body of research from some of our most esteemed academic institutions tells us that expanding these investments will significantly cut the numbers of kids who grow up to become criminals. Our solid progress in this area has been halted over the past few years and we need to renew this as a priority in Illinois. 2015 (FY16) Policy Recommendations:

A. **Restore funding in the final FY 16 Early Childhood Education Block Grant (ECBG) line item in the Illinois State Board of Education budget.** Restoration would fund the block grant at \$380 million and allow Preschool for All to serve about 90,000 three- and four-year-olds. The ECBG in the Illinois State Board of Education is the funding stream for Preschool for All and a number of family strengthening programs through the Birth-to-Three set-aside portion of the block grant.

B. **Maintain support for the childcare assistance program for working families.** Our goals in supporting this are to stabilize childcare access and quality for children of low-income working families. This will help to preserve parents' choice of a variety of quality care settings for their youngsters – both home-based and center-based care. The **Child Care Assistance Program (CCAP)** in the Department of Human Services DHS was cut by almost 10% in the FY 2014 final budget. Recent increases in copayments for low-income working parents have made the program very expensive for many struggling families. The CCAP serves more than 150,000 children in Illinois, using federal Child Care and Development Block Grant funds and state funds.

II. **Reinforce the Role of Parents As Their Child's First Teacher** Without the support of extended families and robust communities, many new and expecting parents feel isolated and unprepared even though they are their children's most important teachers. Low-income parents, particularly, face hurdles just to provide the necessities of life for their children. There are a number of model programs that provide voluntary intensive home-visiting and parent education. Lack of funding in Illinois leaves current home-visiting programs only able to reach 1 of 12 low-income children aged 0-3. Reaching more at-risk families with these proven programs will cut child abuse and neglect significantly.

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Continued from page 10

- A. **Prevent child abuse and neglect** and help more parents to promote healthy child development and nurture social-emotional development—key components of early learning—by at least maintaining and looking to modestly increase the current state funding of \$16.9 million for evidence-based home visiting programs in the **Illinois Department of Human Services final FY 16 budget**.
- B. **Continue to support the Birth-to-Three Set Aside in ISBE's Early Childhood Block Grant.** The set-aside funds critical birth-to-three programs, including home visiting and other infant and parent services, must be maintained as an important piece of Illinois' early childhood system.
- III. **Shut down "Prime Time for Juvenile Crime" by assuring families access to youth development programs for the after-school and summer hours.** Research and evaluation across the country show that quality youth development programs can cut crime immediately and transform the Prime Time for Juvenile Crime (3:00 to 6:00 PM) into hours of constructive activities that teach youngsters the values and skills they need to become good neighbors and responsible adults. **2015 (FY16) Policy Recommendation:**
- A. **Support restoration of funding for the Teen REACH after-school program** in the Illinois Department of Human Services. In FY15 (current year) we're disappointed to report that a \$5 million increase we thought would be available for Teen REACH was re-appropriated to a youth employment initiative in the Illinois Dept. of Labor. Current funding for Teen REACH stands at \$8.8 million – level funding from the previous year. However, as recently as FY 10, Teen REACH funding was almost twice that level (\$15.7 million).
- IV. **Identify and Help Troubled Kids Early on to Get Back on Track.** Effective community-based interventions are essential if we are to turn the lives of troubled youth around. **Redeploy Illinois** is a proven strategy that uses fiscal incentives to encourage counties to use a small portion of the state dollars currently spent on expensive corrections beds to build local continuums of care and accountability for youth in the juvenile justice system.

Since launching in 2005, participating counties in Redeploy Illinois have averaged a 54 percent reduction in youth sent annually to the Department of Juvenile Justice. These services have saved nearly \$60 million in incarceration costs. Redeploy Illinois also interrupts the cycle of crime, as 61 percent of youth who successfully completed the program were not incarcerated during the three years following discharge, compared with only 34 percent who were unsuccessfully discharged.

In FY 2014, funding for Redeploy Illinois was increased to \$4.89 million. With that boost, 11 more counties have become Redeploy sites, for a new total of 39 counties. Additional counties are prepared to commit to sending fewer juveniles to expensive state prisons in exchange for state help in providing counseling and other diversion services locally. FY 2015 funding for Redeploy Illinois remained the same.

Highlights:

- **Small investment – big return:** In 2010 Illinois had 1,330 young people in juvenile correctional facilities. Today, the state juvenile prison population is down to about 850. Much of this progress is due to Redeploy Illinois. Closing two juvenile prisons would not have been possible without the population reduction caused in part by the success of Redeploy Illinois.
- **Evaluation shows success:** Preliminary results of a recidivism study indicate that reoffending by Redeploy youth is almost half that of non-Redeploy youth. Even youth who enrolled in but failed Redeploy had lower reincarceration rates than youth who did not participate.
- **Outcome driven – funding based on achieving at least a 25 percent reduction in commitments to juvenile prisons:** Since 2006, counties participating in Redeploy Illinois achieved a 54 percent reduction in average number of youth sent annually to the Department of Juvenile Justice, far exceeding the goal of a 25 percent per county.
- **Participating counties in FY 14:** Christian, Franklin, Lawrence, Peoria, Clay, Gallatin, Lee, Richland, Clinton, Hamilton, Macon, Shelby, Crawford, Hardin, Madison, St. Clair, Edwards, Jasper, Marion, Wabash, Effingham, Jefferson, McLean, Wayne, Fayette, LaSalle, Montgomery, White, Jackson, Massac, Pope, Saline, Union, Bureau, Grundy, Winnebago, Kankakee, Iroquois, Johnson.

2015 (FY16) Policy Recommendations:

1. **Community-based interventions with troubled youth.** **Redeploy Illinois** is a proven strategy to use fiscal incentives to encourage counties to build local continuums of care for youth in the juvenile justice system. We will work to strengthen our partnership with Redeploy Illinois, secure additional evaluation data, and maintain at least level funding for this program in FY 2016.

Opposed Legislation

The Illinois Association of Chiefs of Police will continue to oppose bills that attempt to enact legislation such as the following:

Decriminalization of drug sale and possession laws

Any attempt to prohibit police officers from utilizing non lethal weapons such as "Tasers"

Police Promotion Act

Public Labor – Manning Levels

Restrictions to use of Automatic License Plate Recorders

Change from two license plates to one license plate

Restriction of Automated Red Light Enforcement

Restricting police from making arrests for serious crimes on school property

Transfer of Training Board Funds

Illinois Association of Chiefs of Police



ASSESSMENT & MANAGEMENT CONSULTING SERVICES

The ILLINOIS ASSOCIATION OF CHIEFS OF POLICE embodies a tradition of job-related knowledge and experience based upon more than 60 years of interaction with municipal governments throughout the State of Illinois.

Our Association has valuable resources for assisting your community in the selection of a professional police administrator who has a pre-determined ability to succeed in providing your Police Department with ethically sound management. The exercise of command accountability, and the ability and willingness to establish provisions for effective external relations with the citizens of your community.

ASSESSMENT CENTER TESTING ADVANTAGES

- **Exercises reflect current issues in law enforcement**
- **Exercises simulate actual on-the-job situations**
- **Simulations identify candidate strengths and weaknesses**
- **Provides information unattainable from written tests**
- **The process is highly defensible as a selection strategy**

The ILACP Assessment Center (AC) Process incorporates group and individual exercises aimed at diagnosing the candidate's managerial, functional, and professional skills and competencies. Outcomes of the AC Process include a quantitative profile of skills and competency levels, as well as the identification of training needs. Assessors are experienced law enforcement professionals. The AC Process requires three (3) assessors, and a fourth member can be used as the role player if the client is unable to provide one. We recommend use of four (4) exercises; we are able to administer the process to a maximum of six (6) candidates per day.

For a breakdown of costs or other additional information about this helpful service available through the Illinois Association of Chiefs of Police, contact Executive Director Ed Wojcicki at 217-523-3765.

Illinois Association of Chiefs of Police

426 S. 5th St, Springfield, IL 62701 – 217/523-3765; FAX 217/523-8352
E-MAIL ilacp@ilchiefs.org; WEBSITE <http://www.ilchiefs.org>



JESSE WHITE AND SECRETARY OF STATE POLICE SALUTE LATE POLICE DIRECTOR BRAD DEMUZIO, TARGET USE AND MANUFACTURE OF FAKE IDENTIFICATION CARDS, ANNOUNCE CHANGES FOR VEHICLE STICKER REQUIREMENTS AND RECOGNIZE A NAPERVILLE HIGH SCHOOL FOR ITS OUTSTANDING TEEN DRIVING PROGRAM



By Jesse White
Illinois Secretary of State

Division of the Cook County State's Attorney's Office.

Brad represented my office on the Motor Vehicle Theft Prevention Council. He was a graduate of the FBI National Academy and a member of the FBI National Academy Associates for Illinois, having served as the Illinois President in 2008. Brad was also a member of the International and Illinois Associations of Chiefs of Police, Sangamon County Law Enforcements Executives and the Illinois Sheriff's Association.

Brad was a fearless leader who was decisive, compassionate and always personable. I extend my condolences to his loved ones and colleagues who carry on his legacy. Brad Demuzio's presence and service will truly be missed.

TARGETING FAKE IDENTIFICATION CARDS USE AND MANUFACTURING

Many college students who obtain fake IDs are unaware of the penalties associated with using them. This year's campaign targets colleges and universities and includes a public service announcement, outreach efforts and information cards. We are reiterating to the public that anyone convicted of possessing or using a fraudulent driver's license or ID card will receive a one-year driving suspension. In addition, they could face up to three years in prison, a mandatory minimum fine of \$500 or 50 hours of community service.

The Internet has made obtaining fake IDs easier. Overseas companies boast of offering fake IDs for a fee. Unfortunately, some students eager to get fraudulent IDs are falling for this illegal practice and, in so doing, are providing personal information to these disreputable companies. In addition to breaking the law, these students are putting themselves at risk for identity theft.

My office is committed to combating the use and manufacture of fake IDs. In 2009, I established the state's Safe ID Task Force – chaired by Inspector General Jim Burns, former U.S. Attorney for the Northern District of Illinois. The task force works with local, state and federal agencies to combat fake ID use. Some of these agencies include police, the FBI, U.S. Customs and Border Protection, and the U.S. Department of Homeland Security.

Illinois driver's licenses and ID cards contain more than a dozen enhanced security features designed to make them secure and difficult to reproduce. Secretary of State Police experts travel the state to train liquor establishments, local law enforcement, banks and other commercial entities on how to spot a fake ID.

SALUTE TO SECRETARY OF STATE POLICE DIRECTOR BRAD DEMUZIO

I am saddened by the news that Brad Demuzio, our esteemed Secretary of State Police Director, passed away unexpectedly in early November.

I knew Brad to be an exceptional director for our police department. In 1999, he started with the Illinois Secretary of State Police as Chief Deputy Director and became Director of the agency in 2002. Prior to joining us, he served as Mayor of Carlinville for 12 years. Brad had previously worked as a criminal investigator for the Illinois Attorney General's office and in the Child Support

NEW LAW MEANS DRIVERS WITH VEHICLE STICKER RECEIPTS ARE NOT TO BE TICKETED

New legislation, which I proposed and Governor Pat Quinn signed into law, allows a printed receipt from the Secretary of State to serve temporarily as the vehicle renewal sticker.

Beginning January 1, 2015, Senate Bill 2802 will allow motorists to drive without an up-to-date vehicle renewal sticker affixed to their license plate provided they have a receipt from our office that proves they purchased a sticker online before expiration. The receipt is valid for no more than 30 days from the expiration of the previous registration sticker.

Last year, more than 150,000 customers purchased vehicle renewal stickers during the last two days in May. The majority of customers visited one of our Driver Services facilities to make their purchase; just over 6,300 people purchased their renewal stickers online. Our aim with this new legislation is to encourage customers to use our online services and avoid long lines at the last minute, while still complying with the law.

TEEN DEATHS DOWN 55% - NATIONAL TEEN DRIVER SAFETY WEEK HIGHLIGHTS PROGRAM AT NAPERVILLE HIGH SCHOOL

This year, our office kicked off National Teen Driver Safety Week by announcing that teen driving deaths are down by nearly 55 percent in Illinois and presenting the 2014 Teen Driver Safety Award to Naperville's Neuqua Valley High School for its outstanding driver education program.

Other schools around the state can learn a lot from Neuqua Valley High School's driver education program. They are using technology in their driver education classrooms in an effort to empower both teens and their parents. All class assignments, including a behind-the-wheel video containing tips to utilize for practice driving exercises, are posted online, giving parents access outside of the classroom.

Illinois' Graduated Driver Licensing (GDL) program better prepares novice, teen drivers by giving them more time to obtain valuable driving experience while under the watchful eye of a parent or guardian, limiting in-car distractions, and requiring teens to earn their way from one stage to the next by avoiding traffic convictions. Parents, high schools and driver education instructors play important roles in preparing safe and responsible teen drivers.

Our GDL program was cited as a key contributing factor to the decline in fatalities. According to the Illinois Department of Transportation, there were 155 teen driving deaths in 2007. Since our efforts to overhaul the GDL law took effect in 2008, teen driving fatalities have decreased by nearly 55 percent – bringing the number down to 71 teen driving deaths in 2013. State and national traffic safety organizations have praised the GDL program as one of the best in the nation.

From confiscating fake IDs and ensuring responsible drivers are not fined as they wait to receive their vehicle stickers to awarding high school driver's education programs that increase teen driver safety and saves lives, our office and the Secretary of State Police are taking necessary measures to enforce the law and celebrate achievements this holiday season.

In our collective efforts to keep the roads safe, I salute your dedication and everyday heroism as law enforcement officers. Thank you for your commitment to protect and serve, and ensuring public safety in communities throughout the state of Illinois. ■





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TOPINKA IS OUR PUBLIC OFFICIAL OF THE YEAR



Tuesday, August 12, 2014, Illinois Comptroller Judy Baar Topinka presented a proclamation regarding ILACP leadership on the Annual Law Enforcement Torch Run. Accepting the award were Park Ridge Police Chief Frank Kaminski, ILACP 1st Vice President; Bartonville Police Chief Brian Fengel, ILACP 4th Vice President; and Elwood Police Chief Fred Hayes, ILACP President 2014-2015.

In a December 11, 2014 Press Release by the Illinois Association of Chiefs of Police, announcement was made to honor the late Judy Baar Topinka posthumously as the Public Official of the Year by the Illinois Association of Chiefs of Police. The ILACP Executive Board made the decision on December 10, 2014, at their quarterly meeting, the day that Topinka died.

The association's Legislative Committee had voted in November to recognize Topinka with that award for her extraordinary support of law enforcement and Illinois police chiefs in particular. It was only coincidence that the Executive Board had its quarterly meeting scheduled for December 10 and planned to affirm selection of Topinka as its Public Official of the Year.

In 2014, Topinka honored women in law enforcement as part of Women in History Month. Then in August during the Illinois State Fair, she issued a proclamation saluting law enforcements' voluntary efforts to raise substantial amounts of money for the Illinois Special Olympics. She issued another proclamation commending ILACP for its role in improving the "safety and success of our local communities."

"Comptroller Topinka was a tremendous advocate for law enforcement in Illinois and we mourn her loss," said Fred Hayes, the Elwood Police Chief who is the association's president this year. "We will miss her, and we are deeply grateful for her passionate service to the state of Illinois. There was no doubt that we still want to recognize her as our Public Official of the Year." The association will notify Topinka's staff and family of the award and present it in March 2015 during its annual legislative reception. ■



“HEY DOC” ILLINOIS CHIEFS PRESENTED, “CHIEFS LEAD THE WAY” AT THE INTERNATIONAL CHIEFS OF POLICE CONVENTION

By Dr. Marla Friedman
Chair-Police Psychological Services Section



For those of us fortunate enough to attend the International Chiefs of Police Conference in Orlando in October, we were rewarded by beautiful weather and excellent and diverse training sessions and social events. Orlando Chief of Police, John Mina hosted an outstanding event. Which reminds us, we are the host city next year and no other city can rival Chicago for its beauty and

social bounty. I know the ILACP can put on an outstanding conference because we have the resources, talent and the best State Chiefs Association in the country.

Before the conference, I had the opportunity to meet with Yost Zakhary the president of the IACP and garnered his support for the “Chiefs Lead the Way” campaign. That was a powerful discussion. He has heavily promoted the IACP’s National Symposium on Law Enforcement Officer Suicide and Mental Health: BREAKING THE SILENCE on Law Enforcement Suicides. If you have not yet read this report, I encourage you to check it out on the IACP website. It confronts the issues

of culture change, early warning, prevention practices and training and event response protocols. Additionally, it gives examples of death notifications and funeral protocols.

On the hopeful side, Ian Hamilton, the Project Manager for the Safety and Wellness Initiative at the IACP, encouraged me to submit the “Chiefs Lead The Way” program for inclusion in next year’s training sessions for the Chiefs Executive Track. While this is no guarantee of acceptance, I have my fingers crossed. Many Illinois Chiefs have already gone for their Proactive Health Check-ins and have presented with me to other Chiefs with very positive responses. I thank them for taking this brave step on behalf of the officers who will benefit from their willingness to take a risk and break the stigma associated with pursuing good mental health. I know Illinois will become the leader in proactively protecting our officers from the cumulative stress that comes with a career in law enforcement.

Badge of Life is the premier Police Health and Wellness Program in the country.

I have been fortunate to meet and become colleagues and friends with Andy O’Hara, Sergeant-CHP (Ret.) the Founder of Badge of Life, and Ron Clark, RN, MS, APSO Sergeant (Ret.) Connecticut State Police, who is the Chairman of the Board. We have been working as a team this past 6 months

Our Mission statement is as follows: The Mission of the Police Psychological Services Section is to utilize our unique and specific skills obtained through rigorous education, training and experience to support the goals and endeavors of The Illinois Association of Chiefs of Police. This will be accomplished by providing therapeutic intervention, consultation, interpretation of psychological evidence to assist in case resolution and insight through formal assessment. In doing so we will maintain the highest level of competence through continued education and collaboration with our peers in psychology and law enforcement.



IN ILLINOIS
CHIEFS LEAD THE WAY



Proactive Health Check In

to combine and refine our programs and then submit the result for presentation in Chicago next year. Their support, experience and knowledge have been invaluable.

In another area, the Police Psychological Services Section has undergone some important changes recently, with five Chiefs agreeing to join our committee. By the way, any Chief who has an interest in officer safety and wellness is welcome to join. While most psychological services sections in other states do not admit Chiefs to their committees I found this to be shortsighted as the Chiefs can identify their needs better than anyone else. Not to mention that a roomful of psychologists left on our own can be a scary proposition. If you are interested in connecting with us, Chief Pamela Church is hosting our next meeting on February 2nd at 9:00 AM at the Western Springs Police Department. You are welcome, and we need you.

A referral list of licensed mental health professionals who can treat law enforcement officers is being added to as quickly as we can identify them. Any chief who has had a positive experience with mental health professionals, please send me their names and contact information. We currently do not have enough vetted professionals to cover the needs of all of our officers throughout the state. We are committed to solving this dilemma.

“CHIEFS LEAD THE WAY” is a proactive program to shield all of our officers from the effects of cumulative stress associated with a career in law enforcement. This is a call out to all Chiefs of Police to have a Proactive Health Check-in and then inspire all their sergeants’ and command staff to do the same. Then, call a meeting and encourage every member of the department to go for their PHCI. Chiefs can help safeguard the lives of those who serve and protect us all.

To obtain a referral to a licensed mental health professional in your area please contact: Marla Friedman at Booklight@att.net or 630-510-3966

One idea discussed at the last PPSS meeting was to identify superior and experienced licensed clinicians and put them through a training program that would expose them to police culture, custom and lifestyle. There is a new program called, “Firefighter Psychological Support” that is a model we are currently looking at. This would enlarge our pool of talented therapists and make it easier to match an officer with a clinician. We also have agreed to remain an inclusive committee, meaning licensed clinicians who are not psychologists are also welcome.

Thank you to the many Chiefs who have supported the “Chiefs Lead The Way” program and for allowing me to meet with you at your departments, restaurants and coffee houses this past year. It has been an honor and a pleasure to get to know you all. As you have gotten to know me, you have correctly identified in my personality my passion for the work I do. You know I never give up. So please continue to count on me to assist in any way I can. ■

Proactive Health Check-in:

Visit a licensed mental health professional to develop a relationship that can be relied on when needed in the future.

A confidential meeting that does not initiate a report back to your department.

It is not a Fitness For Duty Evaluation.

It is a Check-In not a check-up.

There does not need to be a problem to go for the Check-In.

It's just a discussion about what's happening in your life.

Participation is fully voluntary and encouraged.

It is the first step toward building and maintaining good mental health.

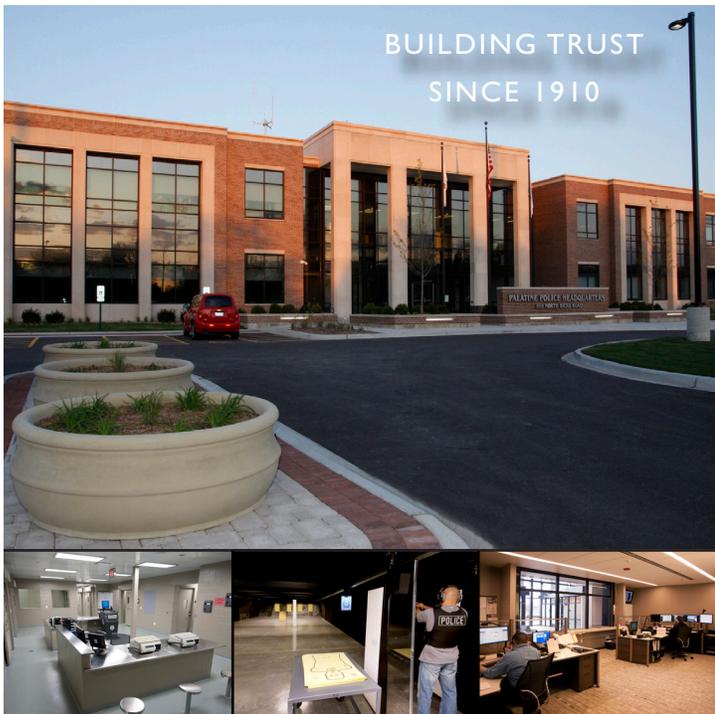
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IMPORTANT REASONS TO JOIN THE ILACP

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- International Police Chiefs Conference Block Housing
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 - Traffic Safety Challenge Program
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INTERVIEW WITH THE CHIEF OF POLICE ROBERT COPLEY

“WELCOME TO QUINCY”

By: Marla W. Friedman and Chief Robert Copley



MWF: We've probably all heard of Quincy Illinois, the “Gem City,” but unless you've visited you really don't understand the allure this city has. It is located on the bluffs overlooking the Mississippi and has a unique and charming appeal all its own. It is a cultural combination of the rust belt with basic midwestern sensibilities. During the 19th century Quincy was one of the largest cities in Illinois as it was a prominent transportation route for riverboats and rail service. It has a daily population of 60,000 and is the County seat. It is still considered a great place to raise a family and is the regional medical and retail hub in the area.

Cultural opportunities include the Muddy River Opera Company and the yearly Blues festival. “John Wood” is the local Community College and Quincy University is a private university where you can continue your studies or attend one of the many trade schools in the area. It's also within driving distance of Western Illinois University in Macomb, one of the top Criminal Justice programs in the country.

RC: Located on the Mississippi River in Adams County, Quincy has a land mass of 16 square miles with a total of 270 street miles. The demographics of the population are Caucasian 90.82%, African American 5.41%, Asian /Pacific Islander 0.93%, Native American/Alaskan 0.18%, other races 2.22% with a 1.44% Hispanic population.

MWF: Chief, what first attracted you to law enforcement? Do you have any family members who are First Responders?

RC: My interest in law enforcement began with television. Growing up watching Adam 12 (which is why we have black and white squad cars now) and Police Story piqued my interest. My cousin Ralph Barnett, was a police officer and ultimately Chief of Police in Worth, Illinois, retiring in 2004.

MWF: Where did you grow up and where were you educated?

RC: I grew up in Ashland, Illinois and earned an Associate's Degree in Applied Science from Lincoln Land College in 1980.

MWF: What kind of special programs or training opportunities does your department offer?

RC: We staff a 20-man tactical team and have officers on the ILEAS Region 6/7 Weapons of Mass Destruction Special Response Team, and the ILEAS Region 6 Mobile Field Force Team. We provide a great deal of training to our officers. We utilize the training provided by the Mobile Training Unit/ILTSB, outside vendors/academies and in-house instructors. In-house we train on Standardized Field Sobriety Testing, Control and Arrest Tactics, Rapid Response to Active Shooters, Taser, Chemical/Less Lethal Munitions and Force on Force Simmunitions.

One of our most productive community oriented programs is the Citizen's Police Academy. Our academy has been operational for more than 12 years. The academy provides tremendous “buy- in” by our community. Graduates of the class created an alumni association that is very active in volunteering and

raising money for the police department.

MWF: How is your department structured? What crimes are most common in Quincy?

RC: The Quincy Police Department has 75 sworn officers and 12 civilian support staff. The most prominent crimes are Theft, Burglary and Aggravated Assault/Battery. We average 1-2 homicides per year. We are still experiencing a lot of Methamphetamine issues along with an increase of Heroin; Cannabis and Crack Cocaine are also mainstays.

MWF: How long have you been in Quincy?

RC: Over 34 years. I was a patrol officer here for 12 years, Detective – Youth Specialist for 4 years, Detective sergeant for 2 years and patrol Lieutenant for 6 years. I have been Chief of Police for over 10 years.

MWF: That is a wonderful career history. What is the funniest thing that has happened on the job that you can talk about?

RC: The things I find funny you probably can't print. However, here is an interesting story.

The date, and year for that matter, escapes me. I was a patrol officer around 1990. On a cool sunny morning I was dispatched to a 10-79 call in of all places, a cemetery. There I found the body of a young man slumped against a monument. A small .22 caliber revolver lay within a few feet to the left of the body. The young man's eyes were opened and fixed in a “death stare”. His mouth was slightly open; there had been an apparent steady stream of blood coming from his mouth at one point. Now the flow had stopped and there was coagulated blood in the mouth and on the chin and chest area. Flies crawled on his face and in and out of his mouth. The body had voided itself and there was the stench of death. As I crouched on the left side of the body, I attempted to peer into his mouth face to face from about a foot away. The sound started very raspy, not really a voice at first. Then I could make out “help me, help me.” I had trouble discerning where the voice was coming from. No one else was near me. The young man was dead and his mouth wasn't moving. As I leaned closer, I could tell that the guttural voice was coming from the man's throat. I leapt to my feet, hand on gun, radioed I needed an ambulance. My first zombie experience... who would have thought? Now they're all the rage!

MWF: Gee you are a funny guy, how did the story end?

RC: The 18 year old had tried to commit suicide over a lost love. After shooting himself in the mouth, he laid in the cemetery for 12 hours unable to reach the gun to finish the job. After years of rehab and temporary partial paralysis, he made a full recovery.

MWF: How do you handle officers with substance abuse or mental health issues?

RC: The City offers an Employee Assistance Program, which allows employees to seek assistance for mental health issues.

MWF: As you know, a lot of officers are reluctant to seek help because of stigma or fears about losing their jobs. The Police Psychological Services Section is trying to fix these problems. I will report back with our progress in this area.

MWF: How do you manage to supply needed services on a limited Budget?



Continued from page 19

RC: “Doing more with less” has been the mantra of law enforcement for several years. In reality, we are now being forced to do less with less. Quincy’s Police Department’s budget is over 92% personnel cost driven. We currently operate on 12-hour shifts. We plan to develop a “power shift” to put the most officers on the street when they are needed the most.

MWF: What are your frustrations and challenges?

RC: While I find my job very rewarding, the largest challenges are politics and lack of funding.

MWF: Do you have cold cases that are frustrating to you?

RC: We recently made an arrest in an 8-year-old death investigation. I can’t go into a lot of detail as the case is pending trial. On February 14, 2006 (Valentines Day), 48 year old Corey Lovelace was found deceased in her bed. The cause of death was ruled “undetermined.” The deceased’s husband was an Assistant Adams County State’s Attorney and president of the school board. One of our new detectives took a fresh look at it and based on old and new information, we had the original autopsy reviewed by some renowned pathologists including Dr. Michael Baden in New York City. Individually, the new pathologists ruled the cause of death to be suffocation at the hands of another. The case was taken to the Grand Jury this past summer. The husband, Curtis Lovelace, was indicted for Murder and is awaiting trial.

MWF: Congratulations! That must be so satisfying for you and the whole department. Chief, I want to thank you so much for giving your time for this interview, it has been a pleasure getting to know you and I know our readers can relate to your issues and daily struggles managing a police department in the 21st century.

RC: It has been my pleasure. No matter the locale or size of a police department, the departments and Chiefs do have the same issues, just on differing scales and frequencies. I value the friendships I have made through the ILACP over the years. I hope that everyone enjoys the interview. Thank you. ■

If you know of a Chief of Police in Central or Southern Illinois who would be a good candidate for the next, “Interview With The Chief Of Police” please contact: Marla W. Friedman, Chair-Police Psychological Services Section at: Booklight@att.net and 630-510-3966



LAW ENFORCEMENT TORCH RUN FOR SPECIAL OLYMPICS ILLINOIS

Torch Run Kickoff Conference - Feb. 13, 2015

Be sure to join us for the 2015 Law Enforcement Torch Run Kickoff Conference, which promises to be the best yet! More than 325 officers from around the state are expected to gather in Bloomington on Feb. 13, 2015, for a day designed to educate and motivate both Torch Run rookies and veterans about why Special Olympics Illinois is the charity of choice for law enforcement. This is simply a “can’t miss” event for your department.

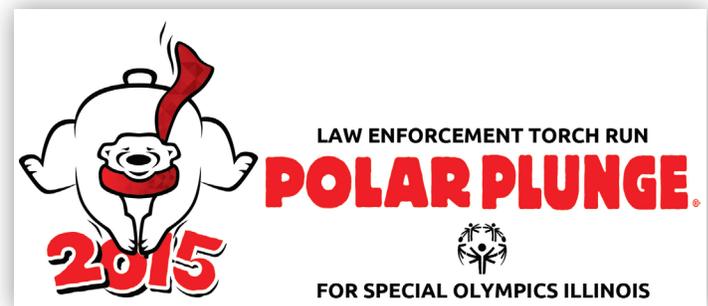
Remember, the Kickoff is now a CEU-earning program! The curriculum, “How to Build a Successful Torch Run Program,” has been accepted by Lincoln Land Community College as a CEU earning program. All attendees are eligible to file for this CEU, which is an added benefit to both the officer and their agency towards continued education of community policing initiatives.

To register for the Kickoff, visit www.soill.org or contact Matt Johnson at mjohnson@soill.org or 1-800-394-0562. We hope to see you there! ■

BE BOLD AND GET COLD FOR SPECIAL OLYMPICS ILLINOIS!

Join law enforcement throughout the state in “Freezin’ for a Reason” as they jump into the icy winter waters as part of the annual Law Enforcement Torch Run Polar Plunge for Special Olympics Illinois! Polar Plunges will occur at 21 locations statewide on various weekends in February and March.

Any adventurous soul is invited to partner with law enforcement officers for this official event of winter. Each participant must collect a minimum of \$75 in donations that will be used to support Special Olympics programs in Illinois. Join the fun as an individual or form a team of friends, family or your department’s finest.



For more information or to find the Polar Plunge location nearest you, visit www.plungeillinois.com or contact Matt Johnson at mjohnson@soill.org or 800-394-0562. ■



LAW ENFORCEMENT AND SELF CARE



*Dr. Robin Kroll
Clinical Psychologist*

As 2014 ends and 2015 begins, our typical expectation is to focus on the self-improvements we want to make in the upcoming year. Most people set expectations that raise the bar high and the pressure to maintain those goals can create unnecessary stress. With law enforcement officers, the desire to stay in control is a common, continuous theme. Experiencing elevated stress most certainly feels out of control and can lead to setbacks. Being mindful of

good mental health and setting short achievable objectives will launch you in the right direction. Remember - "A day at a time" means it should be practiced daily. This concept is widely taught in recovery programs of all manners, and the strength behind this piece of wisdom cannot be denied.

Day at a Time Reminder: Always balance your day with five fundamental principles that encompass your life:

- ❖ Family
- ❖ Faith
- ❖ Friends
- ❖ Work
- ❖ Self-care (FFFWS)

Mindful recognition of your daily achievements (even in the smallest measure) in each of these areas will give you a sense of fulfillment. Some simple suggestions might include:

Family

- ❖ Spend an extra 20 minutes playing/interacting with your kids when you get home.
- ❖ Spend an extra 20 minutes really communicating with your partner, sharing the rewarding parts of your day; compliment them, leaving negativity out of the conversation.
- ❖ Call, text, or email a sibling, a parent, or your child at college (or living elsewhere) just to say, "good night" and "I love you."
- ❖ Make social plans for your upcoming off-days (even if it's just dinner or a movie).
- ❖ As officers, you are trained to shut down your emotions to protect yourself from vulnerability. Remember when you open the door to your home - you don't need to be defensive like you're still on the streets or in the jails. Be mindful of communication and show your emotions.

Friends

- ❖ Reach out to a fellow friend or peace officer if you know they're

struggling; you'll end both your days on a good note.

- ❖ Be mindful of fellow officers who are on leave of absence or families who lost their loved one serving - they may feel deserted when the calls stop.
- ❖ Remind yourself of a kind gesture someone had done for you during the day (even a smile or a "hello" counts).
- ❖ Don't forget about your civilian friends and balancing your social circle with diversity - it's critical to balancing your life and career.
- ❖ Find something kind to say or perform a kind gesture (holding a door counts) and remind yourself how gratifying it is to give with no expectation of receiving.

Faith

- ❖ Wake up and remind yourself that there is a higher power greater than you are.
- ❖ Utilize your place of worship, even if your temple is within.
- ❖ Utilize your Police Chaplains: they can keep you grounded during your tour.
- ❖ Pray or read an inspirational thought of the day.
- ❖ Thank God (as you know him) for the blessings in your life.
- ❖ Carry something on you that reminds you to remain spiritually grounded; discard hate and find the good in others without expectations that they are capable of doing the same.

Work

- ❖ Remind yourself daily about why you wanted to be the police; focus on your achievements on the job, not your expectations of fellow officers or supervisors.
- ❖ Recovery includes ALL ranks, and rank doesn't matter when a fellow officer needs assistance.
- ❖ Don't make work your entire existence. Remember your tour ends at some point in the day. While you are trained to be the police 24/7, remember the other four factors of your life.
- ❖ Whether you're a patrol officer or a supervisor, don't look the other way if you know an officer is struggling with an addiction or is emotionally distressed. Offer assistance even if it might be rejected; keep coming around and don't give up on your colleagues.
- ❖ Set one small goal in your workday - and achieve it.

Self-Care

- ❖ Don't forget that you had interests before you became the police. Have hobbies.
- ❖ Write a gratitude list and carry it with you.
- ❖ Remember to exercise daily (20 minutes will feel like an accomplishment). Walk your dog; take your kids to the park. Running in place for 10 minutes is a good start.
- ❖ Take time to meditate, listen to music in a quiet room, read for 15 minutes, or appreciate a warm cup of coffee.



Continued from page 21

- ❖ Practice slow, deep, steady breathing.
- ❖ Officers are trained to be externally focused, outwardly aware, and their minds and bodies are always prepared for “fight or flight” reaction. End your day being mindful of transitioning to being internally focused; pay attention to relaxing the muscles in your body, shrugging away the stress and tension of the day; allow all the negative energy to dissipate and find that internal calm sensation that is there.
- ❖ Stay in the moment, stay in today, and stay grounded. Remember, negative rumination about the past creates depression, ruminating worry about the future create anxiety. Neither is productive.
- ❖ Eat healthy during your shifts.

Remember how hard you worked to get to where you are today. Remember to never give up on yourself. Remember that healing is forgiving and accepting. Remember that support is out there if you extend your hand. Remember to grab the hand that is reaching out to you.

I leave you with a quote by Joe Van Parkman, PPCT Training:
“Your mind is your greatest weapon - your body is just the holster you will carry it in.”

May the “Force” be with you...

Be Safe,

Dr. Robin Kroll,
Licensed Clinical Psychologist

Dr. Robin Kroll is a Clinical Psychologist in independent practice with offices that serve Chicago as well as suburbs in Cook and Lake Counties. Dr. Kroll is the Director of Interventions and specializes in Police and Public Safety. Her concentration includes working with police officers in individual, group, and family therapy for issues related to addiction, mood disorders, work related matters, and Post Traumatic Stress Disorder. Dr. Kroll speaks at police and public safety conferences and implements stress management workshops for law enforcement agencies. Dr. Robin Kroll's Brave Programs include PAD, a free dual diagnosis group program for officers with addiction and other co-occurring issues, and PEP (Police Exposure Program) for officers involved in a critical incident or who have PTSD.

ILEAS Training Center Upcoming Programs

CRIMINAL INTELLIGENCE ANALYSIS ESSENTIALS – March 16-18

NO FEE

This awareness-level course will present the fundamental core capabilities required for intelligence analysis from an all-crimes/all-hazards perspective, encompassing traditional crimes, domestic and international acts of terrorism and other potential crises. Topics covered will include the goals of and uses of intelligence analysis, the range of intelligence customers, and understanding the customer's intelligence need. Intelligence-led policing, information sharing, and suspicious activity reporting will be reviewed, as well as legal authorities and guidance including privacy, civil rights, and civil liberties legislation.

MEDICAL PREPAREDNESS & RESPONSE TO BOMBING INCIDENTS – March 31-April 1

NO FEE

This course addresses medical preparedness for and response to blast effects. Through a combination of lecture and small group activities, participants will gain an enhanced understanding and awareness of issues and considerations relating to bombing incidents. Content areas include identification of targets, explosives characteristics, pre-attack indicators, pre- and post-detonation response, bombing injuries, security, and resource management.

MEXICAN DRUG CARTEL INVESTIGATIONS – April 1-2

Mexican drug trafficking organizations impact communities in nearly every city in the U.S. - the problem can no longer be viewed as a “border issue”. The majority of drugs distributed and consumed in the U.S. originate in Mexico. To aggressively target these organizations, law enforcement officers must gain a better understanding of the true structure and operational components of the cartels and how the Mexican drug war impacts local cities. The instructor brings his unique experience in conducting long-term undercover operations, wiretap intercepts, and debriefings of suspects directly linked to these groups.

FEE: \$189 (\$165 for 5+ from one agency) - www.pletraining.com

ISOLATION & QUARANTINE FOR PUBLIC HEALTH & HEALTHCARE PROFESSIONALS – April 21

NO FEE

This one-day class combines two separate programs - MGT 433 and PER 308 - will provide the knowledge, skills, and abilities to effectively plan for and respond to events requiring isolation and/or quarantine. As a critical support resource, participants will discuss the policies, guidance and resources involved in managing these potentially life-threatening situations.

PEDIATRIC DISASTER PREPAREDNESS & PLANNING PROGRAM – May 7-8

NO FEE

This specialized non-clinical course provides participants with information and considerations on how to plan for and prepare to address community pediatric-based issues, both pre- and post-disaster, with the ultimate objective being increased community efficiency and effectiveness in responding to the needs of children. Numerous small group exercises will give participants an opportunity to apply course lessons to a community-based event.

For more information contact Michele Watson at 217-328-3800 or mwatson@ileas.org

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For more information contact:

Dr. Robin Kroll

Licensed Clinical Psychologist

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CRITICAL INCIDENT COMMAND: Preparing for the Challenge

By: Bruce Liebe, Master Sergeant Retired, Illinois State Police



On a daily basis, somewhere in the United States, a police department is tasked with handling a critical incident. One only has to tune into the nightly news to observe some agency thrust into the national spotlight. It may be easy to dismiss such events with the assumption they will occur elsewhere. However, will your agency be prepared if this event occurs in your back yard? There are no guarantees that the next incident won't be in your jurisdiction. Critical incidents don't discriminate

when "choosing" a location in which to occur. There is an expectation on the part of the public that you and your agency be prepared to respond.

The challenges of managing a critical incident are many, and the police are expected to be able to resolve such events efficiently and effectively. When we fail to meet these expectations, our agencies are rightly held accountable. These failures may result in the loss of life, the erosion of public trust, loss of departmental prestige, and civil liability.

How do we properly prepare for this task? The first step is selecting the right person for the job. The next step is to prepare that person(s) for the task by ensuring they receive proper training and education. It is unrealistic to expect an officer to step up to the challenge and intuitively guide an event to a successful conclusion without providing them the foundation to do so.

SELECTION OF THE CRITICAL INCIDENT COMMANDER

Not everyone is suited for the role of incident commander. Some personnel will possess the necessary attributes, others will not. We have all witnessed people who function relatively well in various environments but are unable to perform with that same proficiency under stress. Some commanders are great administrators, some have exceptional budgeting skills, and some are great managers. Any or all of those traits do not automatically qualify the commander for incident management. In law enforcement, we have often assumed that attaining rank equates to the possession of skill sets to encounter any circumstance that may confront the incumbent. This is a recipe for failure. Using rank as a sole criteria to be assigned to this task places the

agency at risk and is unfair to the supervisor. The officer considered for the role of incident commander should possess a substantive knowledge of critical incident management and have demonstrated leadership and decision making skills. The outcome of many events are determined by actions taken or not taken in the initial stages of the response. A person lacking the aforementioned skills can impede a successful resolution.

The National Tactical Officers Association (NTOA), identifies the traits and characteristics needed by law enforcement officers to assume command of a critical incident. A total of 18 characteristics are listed; those germane to this discussion are excerpted below.

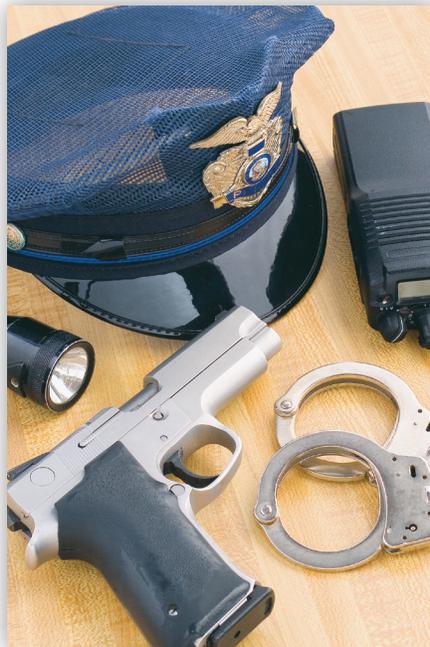
- Know how to develop information to make calm, well-informed and decisive decisions during critical incidents
- Know how to understand and possess the ability to apply emergency response principles and concepts thereby reducing the loss of life, loss of property, and major liability issues for their organizations
- Be able to conduct situational analysis
- Be able to develop plans of action
- Know how to control a rapidly evolving tactical situation

TRAINING AND EDUCATION

The first error an agency can make is believing that having officers trained in the National Incident Management System (NIMS) and the Incident Command System (ICS) qualifies them for critical incident command.

This is not to diminish the value of ICS, but it is essential to understand what ICS is and is not.

ICS is a standardized approach to the management of critical incidents. The focus of the process is directed at the role of command staff and the transfer of command. Procedures are established for the response and management of the incident and the mechanism for controlling various aspects of the response. The structure of ICS focuses on communication, interoperability, uniform planning forms, checklists, terms, and the use of a common language (McCarthy, p. 192-193). The Incident Command System is a disaster management tool based on a series of rational bureaucratic principles as discussed in organizational studies as classical management theory. When instituting ICS, we are establishing an ad hoc bureaucracy to deal with large scale events and multi-agency involvement.





Continued from page 23

The Incident Command System directs little attention toward the actual responders assigned to resolve the situation (McCarthy, p. 193). The design of ICS is to provide form and function. It does not address incident command from the perspective of proper decision making and the development of strategies and tactics to increase the likelihood of a favorable resolution. With respect to decision making in the “golden hour,” i.e., the first hour of an incident, the initial responders are directed to “size up” the incident. ICS stands mute on the chaos experienced in the initial response phase and expects officers to quickly establish the ICS organizational structure and employ its requisite forms and checklists.

To address the decision making skills required of commanders responsible for the management of a critical incident, training and education is needed. First, it is important to note that while these two terms are often used interchangeably, they are not synonymous. Training provides skills, improves confidence, improves methods and fosters expertise and proficiency. Education provides knowledge, improves understanding, explains the importance of matters and considerations, and fosters ingenuity and adaptability. Training teaches how to do things better, education teaches us how to recognize the right things (Heal, p. 13).

As for police critical incident command, there are a number of training courses available. In fact, since 9/11, the number of opportunities in this realm has increased. Whether it be command associations, such as the International Association of Chiefs of Police, or tactical associations like the National Tactical Officer’s Association (NTOA) or the Illinois Tactical Officer’s Association (ITOA), quality training can be had. In addition, training opportunities also exist with other police agencies, Mobile Training Units, and private entities. It is beneficial to send personnel to as many training opportunities as possible to establish a broad base of knowledge, and to ensure their critical incident management skills are current.

With respect to education, opportunities are not as prevalent as in the training arena. This is changing, but slowly. Much of the educational opportunities for police exist in various articles and textbooks written on the subject of incident command and the emerging concept of tactical science. A number of excellent articles can be found in the NTOA’s journal, *The Tactical Edge*. The NTOA maintains an excellent website that includes the contents of *The Tactical Edge*, a resource library, and an on-line store where reference material can be purchased. Sid Heal, a retired Los Angeles County Sheriff’s Department commander, is one of the foremost national experts in this area. He is promoting the concept of tactical science and has written an excellent text in this regard, *Field Command*. Heal and some associates have begun presenting education seminars on tactical science, however, availability of this and similar training is limited at this time. Again, the education element to developing this base of knowledge predominately exists in the written word at present.

Another important element to developing the knowledge to effectively command a critical incident rests in actual experience. It certainly would

not bode well to select an officer to be an incident commander and then expect them to perform successfully with only on-the-job-training. The fast pace chaos of a critical incident does not lend well to “learning as you go.” Without throwing your officers to the wolves by handing them an actual situation, experience can be gained via training exercises. Taking part in simulated incidents provides exceptional training value. Persons participating in the exercises will gain experience as if they were involved with the real thing. This adds to the officer’s knowledge base, and should he or she be assigned to command an actual critical incident, it will be as if they’ve already performed these tasks. Studies have shown (Sources of Power, Gary Klein), that commanders who have experience make decisions in crisis situations and select options more quickly than those who do not. Klein studied fire ground commanders and referred to this as Recognition Primed Decision Making. Simply, the experienced commanders know what has worked and what has failed in the past. Rather than running through a list of potential response options, they automatically move to strategies and tactics that have been successful in similar past incidents (Klein, p. 17). These exercises may be full-blown events, or they may be something as simple as a tabletop exercise. As long as personnel are faced with developing mission objectives and making decisions in a stressful, chaotic environment, value exists.

CONCLUSION

Critical incidents are difficult endeavors for any agency. To approach these events without adequate preparation will make the difficult seem impossible. If a successful incident resolution is attained without preparing command personnel for the task, chance, not skill, will be the determining factor. We have both a duty and an obligation to our officers and the communities we serve, to adequately prepare to meet these challenges. If we select the most qualified persons and provide training and education for incident commanders, our potential for a successful outcome increases greatly. ■

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ABOUT THE AUTHOR

M/Sgt. Bruce Liebe retired after 25 years with the Illinois State Police and served in a variety of assignments, including patrol, investigative, tactical and administrative. At retirement, he was serving as deputy chief of staff in ISP’s Division of Operations. He is presently an assistant professor of homeland security and is assigned as the division chair for Criminal Justice and Homeland Security at MacMurray College in Jacksonville, IL. He also instructs as adjunct faculty in the criminal justice program at the University of Illinois at Springfield. Bruce holds an A.A.S. in criminal justice from Illinois Valley Community College and B.A. in criminal justice and an M.A. in legal studies from the University of Illinois at Springfield.



POLICE LEADERSHIP AND THE IMPORTANCE OF ORGANIZATIONAL ALIGNMENT

By Joseph Fitzgerald, Ph.D.
Berwyn P.D.

As police departments encounter more complex situations – such as growing crime rates, employee disenchantment, and financial constraints – administrators need models, best practices, and strategies in order to successfully lead their organizations. Research suggests that one of the keys to successful performance is organizational alignment. This article discusses how understanding the concept and applying the principals of organizational alignment can provide law enforcement executives with a blueprint for success. By analyzing organizational alignment research conducted in the private sector, we can see how these concepts can be integrated into the unique culture of law enforcement agencies.

ORGANIZATIONAL ALIGNMENT: AN OVERVIEW

Employees, especially leaders, often have their own objectives and at times see their co-workers as competition for attaining the most power and influence within an organization. If personal goals are not aligned with the overarching goals of the organizations, these leaders are undermining the longevity, productivity, and morale of the organization. Organizational alignment is the process of an organization and its business units, managers, leaders, support units, external partners, and boards collectively pursuing a singular strategy [1]. In the private sector, companies who actively work toward organizational alignment generally experience higher morale among all ranks of employees and greater productivity.

While organizational alignment is not a new concept, it is often poorly implemented. There are many reasons for this, but typically include lack of proper guidance and strong leadership that would spearhead efforts to align the organization's goals and objectives. The following paragraphs discuss the challenges of organizational alignment, as well as how it can be implemented in law enforcement agencies.

ORGANIZATIONAL ALIGNMENT IN THE PUBLIC SECTOR: CHALLENGES

Because law enforcement agencies consist of various teams with specific roles and goals, there is a need for cohesion within and among those teams in order to foster a successful environment. For instance, patrol units are generally the first responders to criminal or emergency

scenes, and their initial reaction to a situation heavily influences investigators assigned to a case afterwards. In these situations, a lack of communication can have many ill effects, such as botched investigations and rumors of incompetence from other coworkers.

Another example from an administrative perspective may involve representatives from the command level who do not sufficiently engage in dialogue with their staff members when attempting to implement a new policy or procedure. Administrative tunnel vision combined with a reliance on the power of their position could reveal unrealistic or unreasonable issues that compromise safety, create confusion, and foster resentment.

The primary difference between private and public sector operations is that the former is driven by profitability, whereas the latter is driven by task fulfillment and tends to be influenced by local political interests [2]. While strategies in the private sector are likely to include financial factors, the public sector will have strategies that conform to certain internal and external political forces. In addition, there is no established

organizational structure for private sector companies; giving individual organizations the ability to select the structure that is best for their purposes. The ability to adapt to new environments and market conditions is important for leaders in the private structure who want to streamline efforts and effectively deal with issues. Unfortunately in the public sector, organizations follow a strict top-down hierarchy that has clear lines of authority and in very few instances this

organizational structure is deviated from or adjusted for the benefit of operations or morale.

OBTAINING ORGANIZATIONAL ALIGNMENT IN YOUR AGENCY

In both public and private sectors, organizational alignment can be achieved through effective communication, relationship building, and team engagement [3]. An organization should invest time and money to enhance employees' skills in interpersonal communication. In addition, employees who are empowered to take part in activities such as problem-solving, goal-setting, and decision-making experience higher morale and engagement. The final result of investing in your employees





Continued from page 25

and these types of activities is higher productivity, greater efficiency, and maximum profitability [4]. When there is a buy-in from everyone, commitment may rise.

An agency's leadership is not only for managerial purposes, but also for ensuring that everyone is looking in the same direction and has the same goals. Strong leadership that is consistent and cohesive ensures that strategies, goal-setting, problem-solving, and decision-making are all aligned with organizational objectives and resources, as well as the interests of organizational stakeholders [5].

Organizational alignment can be challenging to achieve. There are many hurdles, such as lack of effective communication or internal conflicts. But without alignment, an organization that pursues several goals without taking into consideration the capabilities of the workforce and the resources available for them, will inevitably result in half-finished projects that could erode morale and pose potential safety threats for the public in general. Police leaders should be responsible for both envisioning their agency's future as well as how to achieve that vision. An effective leader ensures that activities within the organization result from an integration of coherent strategy, access to resources, existing organizational processes, and systems as well as the knowledge, capabilities, and skills of employees. Organizational alignment does not happen by magic. It takes investment in terms of time so that dynamic relationships and teamwork are cultivated.

CONCLUSION

The concept of organizational alignment is not foreign to top-down authoritative organizations. Even in the United States Army, soldiers look to their leaders to provide them with vision in a way that is aligned with strategic goals, resources, and capabilities [6]. Organizational alignment in police agencies is an important topic to explore because little research has been done in this area. Sometimes the leaders make decisions that strengthen the alignment of their organizations while other times they may make decisions that weaken the alignment of their organization. How a leader acts can result in reactions from their subordinates that create a positive or negative work environment for the entire organization.

Just as in the private sector, many police agencies are staffed with highly skilled, experienced, and motivated personnel who have their "place" in the organization. The purpose of organizational alignment is to align every element within the organization and certain external forces around a specified set of goals so that these goals are attained more effectively,

more quickly and at a lower cost [7]. As a police leader, how are you implementing organizational alignment in your department? ■

END NOTES

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ABOUT THE AUTHOR

Joseph Fitzgerald is currently a sergeant and 12 year veteran of the Berwyn Police Department in Illinois. He received his bachelor's in criminal justice from Kaplan University, his Master's in public policy from Northwestern University, his Doctoral degree in organizational leadership from the Chicago School of Professional Psychology and is a graduate of Northwestern Staff and Command Class 360. Joseph is a subject matter expert in the field of organizational leadership, leadership alignment and change management within the context of law enforcement agencies.



WELCOME OUR NEWEST 2014 AND 2015 ILACP MEMBERS

(Added since publication of Summer 2014 Command issue)

ACTIVE MEMBERS

City	Full Name	Title	Agency Name
Addison	Goss, Brian	Deputy Chief	Addison PD
Addison	Maranowicz, Joseph	Deputy Chief	Addison PD
Braidwood	Kaminski, Donn	Deputy Chief	Braidwood PD
Carbondale	Reno, Stan	Deputy Chief	Carbondale PD
Crystal Lake	Kotlowski, Thomas	Commander	Crystal Lake PD
Edinburg	Herzog, James	Chief of Police	Edinburg PD
Elgin	Wolf, Bill	Deputy Chief	Elgin PD
Eureka	Collinge, Alex M.	Chief of Police	Eureka PD
Granite City	Rozell, Ken	Assistant Chief of Police	Granite City PD
Hammond, IN	Ramirez, Raymond V.	Chief of Police	Indiana Harbor Belt RR PD
Hampton	Engle, Terry A.	Chief of Police	Hampton PD
Hinsdale	Lodding, Howard	Deputy Chief	Cook Co. Forest Preserve
Island Lake	Walz, David J.	Deputy Chief	Island Lake PD
Jacksonville	Moore, Chad A.	Deputy Chief	Jacksonville PD
Kirkland	Lindstrom, Paul	Chief of Police	Kirkland PD
Lakewood	Rawson, Leigh	Chief of Police	Lakewood PD
Lockport	Huff, Ronald	Lieutenant	Lockport PD
Lyons	Kuratko, Brian	Commander	Lyons PD
Mount Zion	Skundberg, Adam	Chief of Police	Mount Zion PD
Naperville	Kammerer, Tom	Commander	Naperville PD
O'Fallon	Hunter, Reginald	Captain	O'Fallon PD
Pana	Bland, Daniel K.	Chief of Police	Pana PD
Quincy	DuHamel, Daniel	Lieutenant	Quincy PD
Quincy	Schisler, Kathy L.	Lieutenant	Quincy PD
Quincy	VanderMaiden, Douglas	Deputy Chief	Quincy PD
Rock Falls	Nelson, Tammy J.	Operations Commander	Rock Falls PD
Rolling Meadows	Hogan, Mark J.	Deputy Chief	Rolling Meadows PD
Schaumburg	Provenzano, Kristine	Commander	Schaumburg PD
Schaumburg	Roach, Daniel	Deputy Chief	Schaumburg PD
Skokie	Baker, Brian S.	Deputy Chief	Skokie PD
Stickney	Sladetz, John M.	Chief of Police	Stickney PD
Tinley Park	Mason, Lorelei	Deputy Chief	Tinley Park PD
Willowbrook	Altobella, Mark	Deputy Chief	Willowbrook PD
Woodridge	Stefanson, Thomas	Deputy Chief	Woodridge PD
Yorkville	Klingel, Terry	Deputy Chief	Yorkville PD

ASSOCIATE MEMBERS

City	Full Name	Title	Agency Name
Arlington Heights	Thompson, Elizabeth	Clinical Psychologist	Thompson & Associates
Chicago	Vann, Eugene Guy Jr.	Watch Operations Lieutenant	Chicago Police Department
Chicago	Bova, Steven	Senior Director, Information Technology	Hillard Heintze LLC
Naperville	Clark, Vincent P.	Officer	Naperville Police Department
Northbrook	Weissman, Howard	Chief Psychologist, Clinical Director	Chicago Stress Relief Center, Inc
West Dundee	Kotleba, James	Clinical Psychologist	James Kotleba, Psychologist
Wheaton	Steiner, Carrie	Clinical Psychologist	Behavior Health



BELVIDERE OFFICERS RECEIVE ILACP AWARDS



At a City Council Meeting in 2014, ILACP President Fred Hayes of the Elwood Police Department and Chief Jan Noble of the Belvidere Police Department present the ILACP Lifesaving Awards to Officers Paul King, Brandon Parker, and Sergeant Matt Wallace.

For more information on how your agency and personnel can benefit from the Awards Program of the Illinois Association of Chiefs of Police, please contact ILACP Executive Director Ed Wojcicki at 217-523-3765, or online at www.ilchiefs.org

ILLINOIS LAW ENFORCEMENT ACCREDITATION PROGRAM

SYCAMORE POLICE DEPARTMENT RECEIVES ILEAP ACCREDITATION



Sycamore Chief Don Thomas and Accreditation Manager Officer Dana Renee Allen receive the ILEAP certification plaque from ILACP President Chief Fred Hayes 11/17/2014.

On Monday November 17, 2014, ILACP President Fred Hayes attended the City Council Meeting for the City of Sycamore. The Sycamore Police Department was recognized by receiving the Illinois Law Enforcement Accreditation Program (ILEAP) for reaching Tier I status. Chief Don Thomas accepted the award on behalf of the Sycamore Police Department from ILACP President Hayes before a packed city council chamber.

Thomas, who is retiring January 2, 2015, was delighted to receive the accreditation award before a new police chief is selected and appointed. "We have always known how professional our police department works as a premier law enforcement organization," Thomas told the Mayor and Council. "What this means to us is now an independent team of police professionals confirmed we meet the best practices in policing today."

The Sycamore Police Department becomes the 17th agency in the state and the first in DeKalb County to achieve ILEAP accreditation. Under the direction of Sycamore Officer Dana Renee Allen, who served as the department's accreditation manager, the department was found to be in compliance by an evaluation of trained, independent, professional assessors. The assessment determined Sycamore met all 71 Tier I standards in the four general subject areas of Administration, Operations, Personnel, and Training. "This was a team effort and I couldn't have done it without the help of all of our officers," said Allen before a room full of Sycamore Police Officers. The ILEAP accreditation for Sycamore is valid for four years. ■

For more information on how your agency can benefit from the ILEAP Accreditation Program, please contact ILACP Executive Director Ed Wojcicki at 217-523-3765, or online at www.ilchiefs.org

Trusted by the Illinois State Police



Illinois State Police Award State's Livescan Contract to iTTouch Biometrics

iTouch Biometrics, based in Schaumburg, IL is pleased to announce the Illinois State Police have awarded iTTouch Biometrics the state's contract to begin replacing all of the state's current booking systems.

If your department or agency is currently using an Identix or Morphotrust machine and you are tired of paying high costs to maintain this old technology, contact iTTouch Biometrics and ask how you can take advantage of the State's pricing and get the latest livescan technology with iTTouch Biometrics.

- FBI Certified 10-Print & Palmprint Livescan
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- Ruggedized Booking Cabinets
- Complete "Mugshot" and search capability
- Front Facials, Profiles, Scars, Marks & Tattoos
- Search & Generate Digital Line-ups
- One system for Fingerprinting & Mugshots
- Remote Access to Livescan Records
- Intergration with Active Directory
- RMS Intergration



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