

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

ILACP reaches thousands on Facebook as we tell, share positive stories



HOW "PEER SUPPORT" KEEPS GROWING

RESULTS OF 2019 ILACP MEMBER SURVEY

COPS TAKE "THE HERO'S JOURNEY"

31,844 People Reached	8,805 Engagements	Boost Unavailable
712		
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COMMAND

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Welcome to the ILACP's December 2019 COMMAND magazine.

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On the Cover: The Illinois Chiefs' Facebook page focuses on positive stories and reaches thousands of people every month. In December, two officers from the Pekin Police Department, Wes Washburn and Tyler Neaveill, conducted a welfare check and ended up delivering food to a home for a holiday meal. It's all documented on the Pekin PD's and ILACP Facebook pages, and the story reached more than 31,000 people. The chair of the ILACP Public Relations Committee, DC Andy Johnson of Hanover Park, has been creative and relentless in telling Illinois law enforcement's story on the ILACP Facebook page. He tells this story in an article on page 19.



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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
Legislation
Ethics and Integrity
Professional Standards

Knowledge and Information
Dissemination
Media Relations
Community Partnerships



FROM THE PRESIDENT CHIEF STEVEN STELTER

“BECOME A FORCE TO BE RECKONED WITH”



Chief Steven Stelter

The New Year has come and gone, and recreational cannabis is now legal in our state. As I reflect back to 2019 and all we did in our attempts to fight this bill from becoming law, I can't help but feel proud of our accomplishments. Our legislative team worked tirelessly with legislators in attempts to voice our concerns with the original bill and changing some of the language. I personally attended forums, did radio interviews and spoke with newspaper media to explain our side and why law enforcement felt this bill will be tragic for the residents of the state.

We came very close to defeating this bill, and I would be remiss not to mention the help we received from a few Democratic lawmakers, such as Representative Marty Moylan (D-Des Plaines). The original law, signed in June 2019, allowed off-duty use for first responders, and the sponsors wanted to allow anyone to grow up to five marijuana plants in their homes. Our media blitz and pressure came through in the original negotiations and in the trailer bill. The home grow provision for all was dropped, only allowing medical marijuana users the right to home grow. However, as we know nothing is ever given unless something else is taken. So our lawmakers expanded the reasons a person may be granted a medical marijuana card, and when you look at some of the additions, well, let's say they are quite comical – such vague terms as “chronic pain” and “neuropathy” and “migraines.”

Not to mention that they have also put into law that children may be able to consume marijuana in schools in certain areas if they are a medical card holder. This is pure insanity! It is a proven fact that cannabis is extremely harmful to children and young adults in regards to proper brain development, and it also causes schizophrenia. Every major medical association in the country is against legalizing marijuana, yet our lawmakers are saying it is ok to smoke this stuff and pollute the school buildings with the aroma of marijuana. If a child is in such need to utilize marijuana, they should do it in the privacy of their homes. This isn't rocket science!

Another issue we need to keep the offensive on is a regulation on how much marijuana a person can purchase in a given time period. As the law stands right now, a person may go from one dispensary to another all day long and purchase their 30 grams of marijuana. Is that really wise? An individual can make roughly 50 joints from 30g of marijuana, so why in anyone's right mind would they allow a person to buy an

unlimited amount of marijuana? Is there really a need for a person to possess several hundred joints after visiting a few dispensaries?

Government does nothing but regulate everything we do all day long, but when they were presented with our reasonable objections, they merely turned a cold shoulder. However, try and go to a pharmacy and purchase some Advil Cold and Sinus pills. What do you have to do? You have to show your driver's license; it gets scanned and you can only buy so much. You wonder why politicians statewide and nationally don't even have a 20% approval rate; it doesn't take a genius to figure it out.

Prior to the trailer bill being introduced, the ILACP combined forces with the Illinois Sheriffs' Association (ISA), the Illinois State's Attorney's Association, the Illinois FOP Lodge and the Chicago FOP in order to put our heads together and strategically lay out a plan to successfully bring about changes to the original bill. We were successful in getting them to agree that first responders can be prohibited from on and off-duty use.

So as you see, even though marijuana is legal, we have much work to do in order to attempt to have some of these ridiculous provisions of this bill changed or removed.

Just recently, the association formed a Small Agencies Committee for police departments with 10 sworn officers or less. I have asked Chief Jared DePope from the Gillespie Police Department to chair this committee, and he has accepted. The association is looking to help out the smaller departments that may have very restrictive budgets with training needs, scholarships, and discounted conference opportunities. I want to encourage any department who fits into this category to reach out to Chief DePope or Ed Wojcicki at the ILACP

office to learn more about this committee and the opportunities that are available.

As I previously mentioned, the association has combined forces with other organizations who have common interests, and it is working. We are becoming stronger and we need to keep the momentum going. So, I am pleading with you all, “WE NEED YOU.” We can become a force to be reckoned with, but it takes numbers. Please consider coming to legislative day in Springfield, tentatively set for March 18. We will be joining the Illinois Sheriffs' Association this year, so plan on coming out for this very important day and let's display to our legislators an impressive showing of law enforcement. Watch our Weekly Bulletin for more details. Stay safe. ■

Steven Stelter



ILACP President Steven Stelter, second from right, participated in an NPR forum about marijuana legalization in the spring of 2019 in Springfield. At left is Deputy Governor Christian Mitchell, who led this initiative for the governor's office.

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



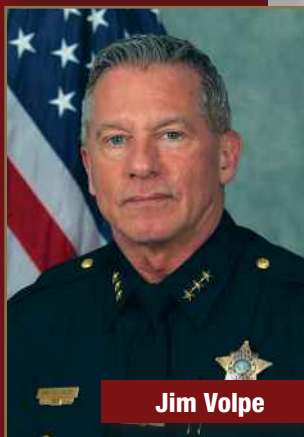
Dale Anderson



Anthony A. Polse



Steven J. Scheller



Jim Volpe

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

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

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

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

What CourtSmart Can Do For A Police Department

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

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

How to Sign Up

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



TESTIMONIAL

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

Ret. DC Ray Cordell,
Chairman, ILACP Education
and Programs Committee



THE 3 STAGES OF A COP'S CAREER HAVE SIMILARITIES TO A CLASSIC UNIVERSAL JOURNEY

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police



I HAVE BEEN READING about a journey that, as it turns out, most cops take. It can be simplified in three stages. This is how it plays out in a cop's career:

1. A person hears a call to adventure, leaves the ordinary world, and enters the academy
2. As a sworn officer, he or she devotes one's years to a world unknown to the rest of society – a world of chaos, struggles, and ordeals.

3. The officer emerges from the unknown world and returns to the ordinary world a different person, personally and professionally. The growth happens gradually. Officers have mastered the underworld. They can share what they have learned by training others and becoming mentors. That makes them the master of two worlds.

In those three stages, I have just summarized what is known as the classic "Hero's Journey." This is a universal journey that is found in ancient mythology, some great books of fiction, and recent movies. And in the daily lives and careers of cops.

As soon as I say "hero," some cops will mutter that I'm totally wrong. They might prefer Kevin Gilmartin's succinct description that what cops do all day is deal with bullshit and assholes. Cops are reluctant to consider themselves heroes, except for those noble ones who die in the line of duty. But rather than call bullshit on the word "hero," cops might benefit from seeing themselves and their comrades on this "hero's journey" of personal sacrifice that becomes a benefit to society.

The personal benefit is that cops can learn not only that all of the stages are normal and universal, but also that they have choices to make at every stage. The fundamental

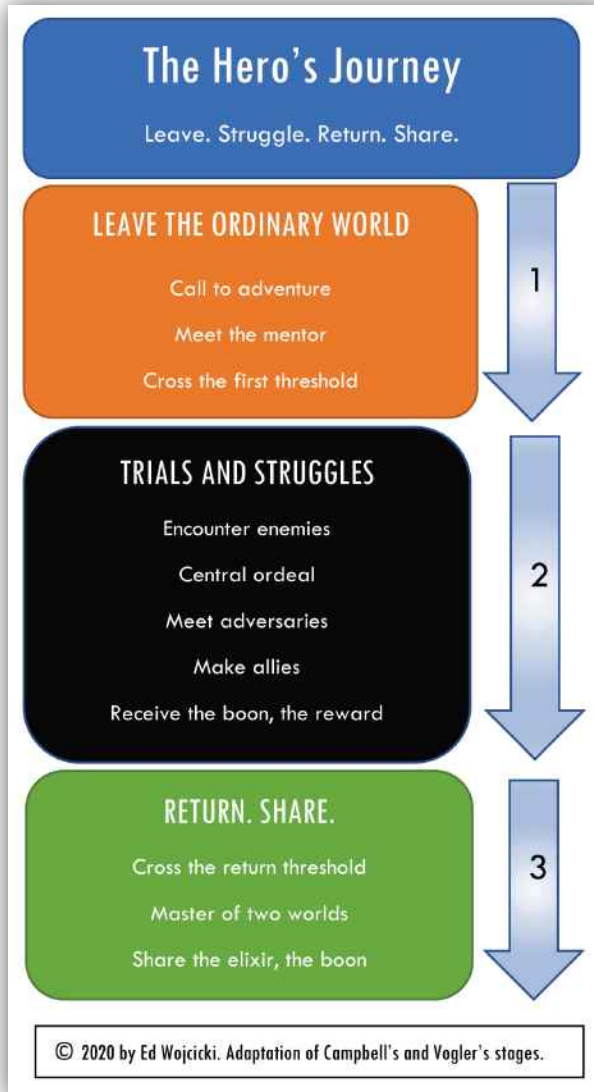
choice is to keep going, knowing there is more to learn, or to fade away in cynicism and bitterness (Gilmartin's bullshit). At the fictional level, this is played out in an intense scene in the second *Star Wars* movie when Darth Vader implores Luke Skywalker to join him on the dark side. Luke, of course, chooses not to do that.

THE CLASSIC HERO'S JOURNEY always has three stages: departure, a time of trials and struggles, and the return. Joseph Campbell, who studied mythologies in every culture, first articulated this journey in 1949. Almost thirty years later, film producer George Lucas read Campbell's work and declared he could not have finished *Star Wars* without utilizing the hero's journey. Lucas and Campbell became friends. Now it's easy to see the three stages of the hero's journey in *Star Wars*.

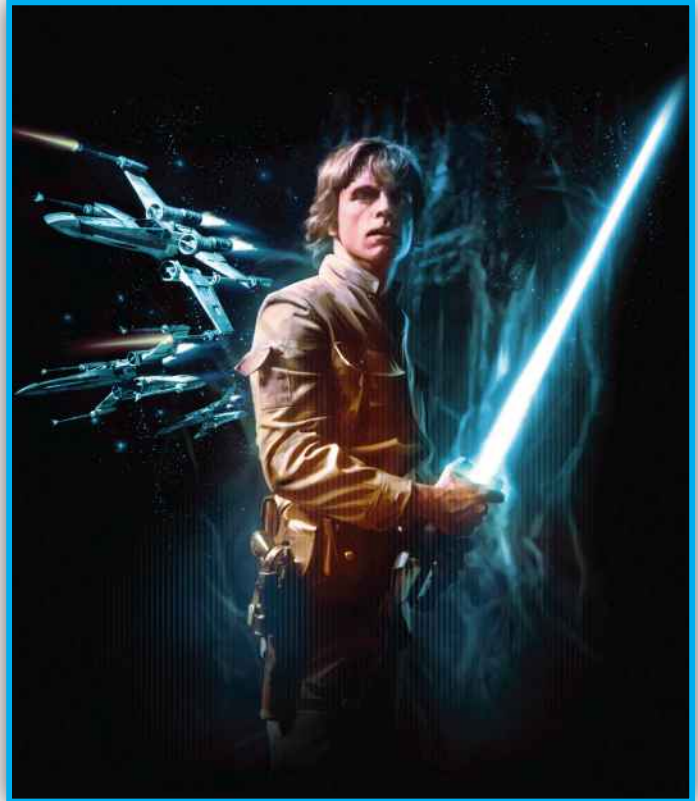
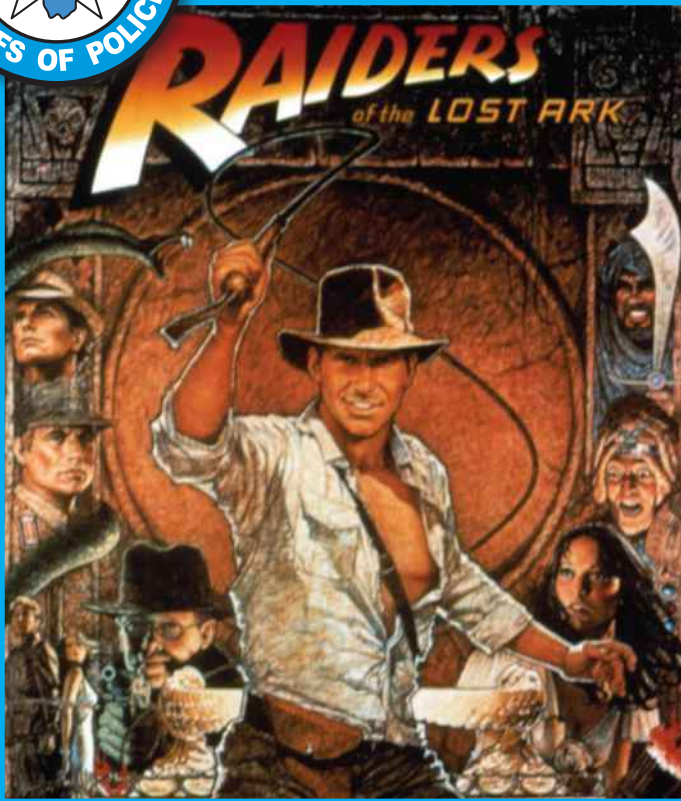
1. *Leave.* Luke Skywalker leaves the farm after hearing the call to adventure.
2. *Struggle* in an unknown world. Luke overcomes ordeals in the sewage and against Darth Vader and the Death Star.
3. *Return.* Princess Leia honors Luke and Han Solo at the big ceremony.

After the *Star Wars* success, others in Hollywood "discovered" the hero's journey. Consider *Dances With Wolves*, *Raiders of the Lost Ark*, *The Lion King*, and many more. It's a new way of describing Act 1, Act 2, and Act 3, which is not a new structure. In *The Wizard of Oz* (1939), Dorothy leaves Kansas, endures many struggles on the yellow brick road, eventually triumphs, and is able to declare, "There's no place like home." Departure. Struggles. Return.

Okay, now an admission: The hero's journey is more complicated than three stages. In his book, *The Hero With a Thousand Faces* (1949), Campbell identified seventeen stages in the hero's journey. Screenwriter Christopher Vogler converted those seventeen stages to twelve, and these twelve stages are the basis of most current explanations of the hero's journey. Other



Continued from page 5



Raiders of the Lost Ark and Star Wars are two movies that have been studied as having nearly all of the stages of the classic “hero’s journey.”

stages involve crossing thresholds, temptations, a refusal of the call to adventure, the emergence mentors, being rescued, freedom to really live, the road back, and more -- too much detail for this column.

Lessons from the hero’s journey

There is a bigger point to all of this. There are indispensable lessons to be learned at each stage of the hero’s journey, whether you look at three, twelve, or seventeen stages. Here is a sampling of those lessons learned , explained in my own words:

- **Mentors** will be there when you need them. Think of Yoda and Obi-Wan Kenobi in *Star Wars*, Hagrid in *Harry Potter*, and Morpheus in *The Matrix*.
- **You go through thresholds**, and these transitions are perilous. You ultimately **choose** to go from one major stage to the next, and somebody is usually there to try and stop you. Think of Indiana Jones’ adventure to the ark’s location, and the pit of snakes.
- **Stage 2**, the time of struggles, is likely to be the longest and the most difficult in your life and in your career. Be prepared for this, for how long it is. Accept it. Life is hard. You might feel as if you’re in the belly of the beast a lot longer than you want to be. Knowing that this is normal and that others feel the same way helps you understand that all is not hopeless even when it appears to be.
- You will always have **adversaries** and naysayers. Always.
- Your **rewards** may be mostly internal, a deep sense of well-deserved satisfaction. The world will never know about all of your struggles and

adversaries. The journey well-taken and the life well-lived is ultimately not about you.

- **You return with an elixir** and humbly share it with society. It often is the knowledge or experience you have gained, but it might be a physical item like the Ark of the Covenant.
- Your journey is part of a much larger universe. You do your part and celebrate the ordinary world. As a master **of two worlds**, you can become a **servant leader** and **mentor** to others.

By helping everyone else, therein lies your satisfaction and the meaning of your life. Which is why *The Mighty Ducks* and *Hoosiers* don’t qualify as hero’s journeys. In those stories, the protagonists’ suffering propels them to championships, their own glory. Nothing wrong with that. But heroes like cops go to work every day willing to sacrifice themselves for people they don’t know, have never met, and sometimes don’t like. Cops on the street are loathe to consider themselves heroes. They say instead, “We are just doing our jobs.”

They do so much more. They Leave. Struggle. Return. Share. Day after day, year after year. Usually, the return to the ordinary world is only the final five minutes of a movie. Did you ever notice that? I have timed it. In real life, “happily ever after” lasts a lot longer than five minutes. It lasts an entire career – years of self-sacrifice. For cops, that makes them always the servants, always the protectors, always the guardians. And always the heroes. ■

Ed Wojcinski



2019 Member Survey Results

Identify your major concerns



ILACP conducted a Membership Survey in September 2019 in preparation for the Annual Planning Meeting that took place in Westchester.

Dr. Tosha Cantrell-Bruce, a former professor of public administration who now lives in Indiana, assisted the association with analyzing the survey's results. Of the 1,194 people who received the survey, 299 responded, for a response rate of 25%.

Attached is a summary of what she presented at the Annual Planning Meeting and in her report:

DEMOGRAPHICS

The survey gathered the following demographical information for the overall membership:

Type of Member:

- 55% of respondents were a Chief of Police member
- 20% of respondents were sworn officers with a rank other than Chief
- 21% of respondents were Retired members
- 4% of respondents identified as Other member types

Region:

- 48% of respondents belonged to Region 3 (Northeast)
- 30% of respondents belonged to Region 2 (Northwest/Central)
- 7% of respondents belonged to Region 1 (Southern)
- 16% of respondents were Unsure of their region (48 respondents)

How members value ILACP services – the top 5:

1. Legislative ALERT updates
2. Lobbying
3. Professional Networking
4. Command Magazine
5. Half-day one-topic trainings

The table below shows a slight difference in the ranking of ILACP services, depending on member type:

VALUE OF SERVICES BY MEMBER TYPE:

Chief of Police	Other Law Enforcement	Retired
Legislative ALERT updates	Legislative ALERT updates	Legislative ALERT updates
Lobbying	Professional Networking	Lobbying
Professional Networking	Lobbying	COMMAND magazine
Half-day one topic workshops	Half-day one topic workshops	Professional Networking
COMMAND magazine	Social Media	Annual Conference

Ranking the interest in possible training topics – the top 5:

1. Marijuana (new law)
2. Use of force
3. Leadership
4. Officer health & wellness
5. Expungement (juvenile & marijuana)

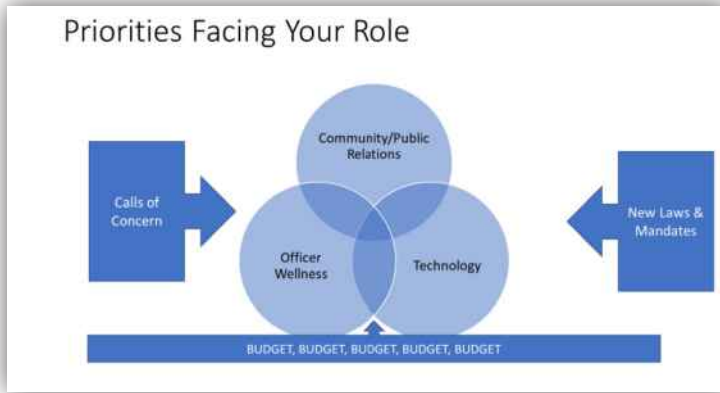
INTEREST IN TRAINING TOPICS BY MEMBER TYPE:

Chief of Police	Other Law Enforcement	Retired
Marijuana (new law)	Use of force	Use of Force
Use of Force	Leadership	Leadership
Expungement	Marijuana (new law)	Officer health & wellness
Leadership	Officer health & wellness	Marijuana (new law)
CIT or similar training	Technology	Procedural Justice



Continued from page 7

WHAT ARE THE HIGHEST PRIORITY ISSUES FACING YOU IN YOUR ROLE?



A majority of open-ended comments fell into 3 categories (with examples):

- Community/Public Relations
 - Transparency with the public
 - Working with the community
 - Engaging with our constituencies
- Officer Wellness
 - Lack of mental health services
 - Officer resiliency
 - Officer safety
- Technology
 - Equipment maintenance
 - Gaining access to technology
 - Rising technology needs
 - Three trends emerged consistently that impact overall priorities.

These are:

- Calls of Concern
 - Active shooters
 - Suicides
 - Mental health-related calls
- Mandates
 - Unfunded mandates
 - Capacity to carry out ever-changing laws
- Budget
 - Not having the resources for training, equipment, or qualified officers

WHAT ARE THE BIGGEST CHALLENGES FACING LAW ENFORCEMENT IN ILLINOIS?

- A majority of open-ended comments fell into 3 categories (with examples):

Analysis of Survey:

Member Involvement Key to the Continued Success
By John Tannahill

If one looks at any successful organization, whether it be in the not-for-profit, private or public sector, the key to their success includes a dedicated and involved membership. The Illinois Association of Chiefs of Police (ILACP) is no different and relies on the dedication and volunteerism of its members to be successful. The ILACP has approximately 1,300 members and conducts electronic surveys of members on a regular basis to gauge the value and effectiveness of programs offered and identify the major concerns or challenges facing the membership. The 2019 ILACP Member Survey had a total of 299 respondents, or about 25% of members who completed and submitted the survey. The results of these surveys are utilized by the organization and the individual committees to focus resources and strategically plan for the future.

Results

The 2019 Member Survey consisted of seven questions. Questions one and two identified demographics and question 3 asked the respondent to rate eleven services offered by the ILACP. The results demonstrated the members highly value legislative services, networking opportunities, Command Magazine, and half-day training provided by the ILACP. Legislative ALERTS held the top position with networking, lobbying, Command Magazine, and half day training following closely behind in the ratings. Question 4 asked members to rate their interest in certain training topics. New marijuana law, use of force, leadership, officer health and wellness, and juvenile/ marijuana expungements led the training topics interest ratings.

Question 5 asked about highest priorities facing members in their roles. The majority of answers dealt with community/ public relations, officer wellness, and technology, while budget, new laws and mandates, and calls of concern were also mentioned numerous times. Question 6 asked respondents to identify the biggest challenges facing law enforcement in Illinois. Respondents identified staffing/ recruitment, training, and public relations as the top three challenges.

Finally, question 7 asked for any comments the members have for the ILACP. The comments covered a myriad of topics and concerns from influencing other state agencies to change policies, leading public relations activities, improving public perception of law enforcement, partnering with multiple other organizations to build bridges between different communities, and selecting different members to boards and committees.

Analysis

The first item that stands out is the 25% response from members of the organization to this survey. This is about average for most surveys, but in a profession like law enforcement, it is critical for each member to participate actively in identifying and addressing the issues facing law enforcement. Since I became a member of the organization in 2003, there has been a core group of members that actively work for the betterment of law enforcement and the ILACP. The organization needs more members to dedicate time and get involved to support the efforts of the organization by joining committees or boards. It is important that all members seek opportunities to get involved and assist in the change necessary for law enforcement.

Secondly, these issues appear to be separate and insurmountable, but in reality each of the issues are interconnected and require a big picture approach to solve. One example of this is how legislation can assist departments hiring officers, training, officer wellness, and community relations. Many states allow officers to certify and attend academies without being sponsored by a department. A change in legislation could streamline the hiring process by not losing a new hire for 14 weeks at an academy. This would allow more time to train on topics necessary for success and ensure that the officer possesses the skills and personality that works best in each community. An officer who possesses the correct outlook and respect for the community tends to manage conflict and stress better and creates positive interactions with community members. Less stress and conflict also tends to increase longevity of officers and positively effects retention.

Conclusion

The ILACP uses the Member Survey as an important tool for future planning and resource allocation. In fact, several of the training interests identified in the survey have already begun and are being offered throughout the state. An important lesson to take away is that if more members participate in the survey, the organization will provide a broader perspective of the needs across the state and provide a complete picture of the concerns of law enforcement in Illinois.

I challenge members of the organization to reach out to the Board of Officers, Executive Board, or committee chairs to volunteer and get actively involved in committees and board and reach out to law enforcement executives who are not yet members and invite them to join. Your involvement will support the one organization in Illinois that is working exclusively to address issues and concerns for the betterment of law enforcement.



John Tannahill is chair of the ILACP Membership Committee. He is director of public safety and chief of police for the Lake County Forest Preserve District.



Dr. Tosha Cantrell-Bruce leads a discussion about the results of the 2019 Membership Survey at the ILACP Annual Planning Meeting in September in Westchester.

■ Staffing/Recruitment

- Recruitment/Retention of qualified officers
- Hiring recruits with diversity and community demographics in mind

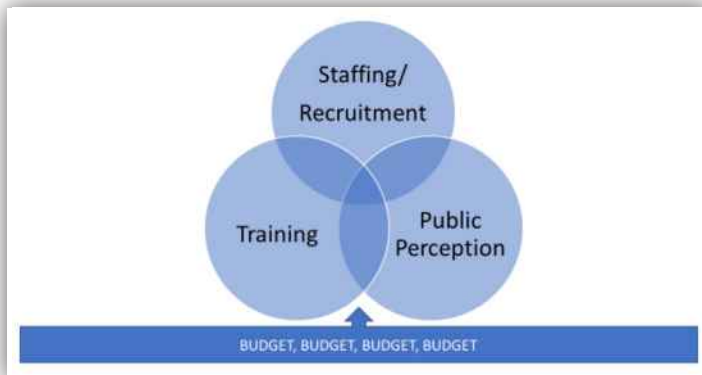
■ Training

- Unfunded training mandates
- Inexperienced officers

■ Public Perception:

- Community relations
- Poor relationship with the media

The one trend that emerged in all three categories as it pertains to challenges to law enforcement in Illinois is budget. This includes lack of finances for equipment and training; concerns about police pensions; and lack of political support and funding.



OTHER COMMENTS, OPEN-ENDED:

Summary analysis of the comments:

- Technology
- Pursue distant learning options for remote member participation in Association activities
- Consider using the Association website for Departments to share policies
 - Member Involvement
- Actively recruit out to other members for committee and board posts for diverse participation
 - Legislative Priorities
- Increased staff time to legislative efforts
- Increased guidance on upcoming mandates involving law enforcement
- Investigate a legislative section of Association website
 - Education
- Continued education for police personnel
 - Office health/wellness
- Continue efforts in officer health and wellness



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5 ILACP Goals for 2020-2022

These goals were first developed in 2016 as three-year goals for 2017-2019. The Board of Officers and Executive Board in 2019 approved a reaffirmation of these goals, establishing them as the association's goals for 2020 to 2022.

1. Professional Development: Provide training, education and leadership development of the highest quality to meet the career needs of our members and their agencies.
2. Legislative Advocacy: Keep members informed and be "Illinois' voice of professional law enforcement" by demonstrating a proactive role and impact on legislation and public policies that affect policing and public safety throughout our state.
3. Provide a portfolio of timely and meaningful services, accreditations, and certifications that enhance the professional effectiveness of our members and the operational effectiveness of their respective agencies.
4. Outreach: Demonstrate successful outreach to members, partners in law enforcement, and Illinois citizens to foster safer communities, optimal police-community relations, inclusion, and respect for diversity.
5. Financial Stability: Maintain and enhance the organizational and operational effectiveness and financial stability of the Association.

Approved by Board of Officers and Executive Board
December 7, 2016
Springfield, Illinois

Reaffirmed by Board of Officers and Executive Board
December 11, 2019 (pending)



John Furcon, who has been assisting the association for many years, facilitated the process for the Board of Officers and Executive Board.



Do you have peer support?



Look at how it's spreading in Illinois

By **SHERRIE PHIPPS**

Many police departments around the state are taking the necessary steps to help officers get the help they need through peer support programs. According to an online resource for law enforcement professionals, recent research shows that there are two kinds of negative influences that affect officers: Organizational and environmental. With that, untreated stress can cause officers to turn to drug abuse, alcoholism, anger, burnout, depression, misconduct or harm to themselves or others.

A growing number of Illinois police departments are recognizing the dire need for additional emotional support for their officers and command staff. Peer support teams are developed to provide a practical option for officers to help them manage worry and stress.

Studies have shown that peer support programs are effective in addressing problems for individual officers and for departments.

The ILACP staff asked Illinois departments to share what they are doing with peer support, and we talked to six police departments and one licensed clinical therapist about their practices and procedures, and here is what they're doing. We received feedback from the following: Cicero PD, Des Plaines PD, Dixon PD, Manteno PD, Rockford PD, Quincy PD, and Dr. Robin Kroll, a licensed and certified practitioner trained in police and public safety psychology. It is noteworthy that the Des Plaines PD has helped to launch the We Never Walk Alone online portal (see sidebar story).

Not all peer support programs are the same. We asked these departments to describe their program and how it works and to talk about how it benefits their department. Below are highlights of their responses.

WHAT ARE PEER SUPPORT PROGRAMS?

Officers are trained by mental health care professionals to listen and provide support and assistance when needed.

Deputy Superintendent Vince Acevez of Cicero PD said: Our Peer Support Program acts as an early warning system for recognizing employees in crisis. It is also a platform to provide a variety of resources to our employees.

Sergeant Ryan Bivins of Dixon PD said: Law enforcement is an extremely stressful and emotionally taxing profession. Many times, law enforcement officers and first responders are taking their own lives or resorting to other inappropriate means to deal with the stressors of the job. The Dixon Police Department peer support group is established on the pillars of trust and confidentiality in order to provide mental and emotional peer support for law enforcement and first responders in the Sauk Valley area.

Detective Vincent Kelly of Rockford PD added: With the assistance of trusted counselors whom we've worked with in the past, we came up with a model that speaks to the entire department; i.e., we do not just want a peer to peer support group per se. We want our entire department



Continued from page 11



Deputy Supt.
Vince Acevez, Cicero PD



Sgt.
Mike Berns, Manteno PD



Sgt.
Ryan Bivins, Dixon PD



Commander
Kathy Schisler, Quincy PD



Dr.
Robin Kroll

trained on an awareness level. We also took much away from the training we received called CISM (Critical Incident Stress Management). Between these two styles, we formed our own model, which we still consider a work in progress.

HOW PEER SUPPORT PROGRAMS WORK

Training is a key aspect of a successful program. The effectiveness of a peer support program may vary from agency to agency, but it is essential to have credible and reliable officers who can abide by confidentiality protocols.

The training that is offered by Crisis Associates, for example, is a 40-hour program.

Sergeant Ryan Bivins of Dixon PD said: The Dixon Police Department's Peer Support Program partners with the Department's Chaplain Program. Our Department is fortunate enough to have a senior chaplain who also has a doctorate in psychology and is a Vietnam veteran. The program is structured around a group setting and meets once a month. The meetings start out with a brief introduction to ensure all the attendees understand the mission statement and the pillars of confidentiality and trust. After the introduction, the senior chaplain provides a short training block on various topics that include, but are not limited to: Officer Suicide, time management, critical incident debriefs, self-care and trauma management and many more.

Dr. Robin Kroll, certified psychologist and owner/operator of BRAVE Police and Public Safety Wellness Center, said: The goal of the BRAVE Center is to bring Peer Support Training to departments. The program offers basic and advanced training to agencies as well as individuals who are interested in developing their peer support skills. The training is offered quarterly and runs as a 40-hour weeklong basic training program. Advanced training is offered as two-day workshops that have specific topics such as police suicide, death notification, addiction,

serious mental illness, etc. Additional training includes power point presentations, handouts, mindfulness and stress management for PSP, role play and case scenarios, consultation of cases and exchange of networking information.

Sergeant Mike Berns of Manteno PD said: We have three psychologists and a chaplain on the team. We also have five full-time officers that have gone through a 40-hour training along with the office secretary. Our peer support team (PST) is very proactive, not just reactive. Considering we only have 19 full-time sworn officers, it makes it easy for us to know each other well, and our PST uses that to our advantage. The training is instructional, hands on and scenario based and is also very emotional; everyone learns something about themselves.

WHAT IS THE BENEFIT OF HAVING A PST?

Investigating Commander Kathy Schisler of Quincy PD said: There are few resources for first responders when it comes to mental health. Although we are a young program and are learning to not just be reactive, we need to be reaching out and checking in on our fellow officers when we know they have handled a traumatic call for service, have had problems in their personal lives: divorces, financial difficulties, etc.

Sergeant Ryan Bivins of Dixon PD added: The biggest encouragement we try to instill in the officers and first responders is to take what they have learned at the meetings and share it with other officers or first responders. Peer support happens daily and goes far beyond the monthly meetings. We have seen benefits from the program and culture change that is being instilled in the new and old generations of first responders.

Sergeant Mike Berns of Manteno PD has developed an add-on to the PST program: We also just recently held a Significant Others Information Session about peer support and how it is available to them as well. We spoke about how the team works, why we have a team, who is part of the team and they can use techniques at home. ■



ONLINE PORTAL PROVIDES ANONYMOUS PEER ASSISTANCE AS PEER SUPPORT LEADERS COLLABORATE ACROSS JURISDICTIONS

By Vijay Harikrishna



When crisis strikes and Law Enforcement Officers (LEOs) need help, they often turn to their peers, their Brethren in Blue. A peer support group is an obvious first stop for LEOs because it's a judgment-free zone, and peers identify/empathize the most with their situation. Statistics show that officers who reach out and seek help early on from their peer supporters fare far better in dealing with stressful and traumatic situations caused at work and/or in their personal lives.

So, having a peer support group at every department for officers overall well-being is a no-brainer.

Many department leaders realize the need and have been formally training a few staff members (sworn and/or civilian) to be peer supporters. Larger departments have full-time peer supporters, but at most agencies it's a voluntary group.

A significant majority of departments in the country have fewer than 40 sworn and tend to have one, or at most two, trained peer supporters from within. At such departments, the real practical problem is underutilization of the peer group due to various factors such as:

- the culture of beauty-shop or rumor-mill mentality that unfortunately plagues most workplaces, much more so in law enforcement,
- the stigma attached in opening up one's vulnerabilities to a department peer,
- the unintended negative consequences of one (or two) peer supporter(s) knowing the weaknesses of many of their department peers, and
- the command/administrative staff presence in the peer group, or similar too-close-a-connection.

Among the Illinois agencies listed as participating are Des Plaines, Highland Park, Park Ridge, Aurora, Mt. Prospect, Wheeling, Rosemont, Evanston, Glen Ellyn, Barrington, Lake Zurich, South Barrington, and Lincolnwood

To address the rumor-mill concern and to destigmatize reaching out for help, the **WeNeverWalkAlone™** program was created to connect peer support groups from across the departments. When a department signs up to participate in **WeNeverWalkAlone™**, it gets access to a pool of peer supporters, all trained, from departments throughout the country. The peer supporters are conveniently accessible in the palms (literally) of every officer who is part of the network. For example, an officer from Des Plaines PD (Cook County) could sign in to the portal and pick/choose a peer supporter from, Highland Park PD (Lake County) or Glen Ellyn PD (DuPage County) or Park Ridge PD (another Cook County department) to seek help. Among those taking a leading role in getting this started were Des Plaines Chief Bill Kushner and Des Plaines police counselor Vickie Poklop.

There is a suggested fee of \$2.00 per month per officer for a department to join the network, but that is on a sliding scale, and a department should inquire about those fees. Optionally, the network also supports non-sworn, civilian staff.

All the peer supporters in the network are trained uniformly by Crisis Associates, whose leader William Hogewood has gained a national reputation for his expertise. With everybody having the same training, the advice and quality of help is consistent no matter who an officer chooses to talk to. For more information about getting this training, Hogewood can be reached at whogewood@me.com.

WeNeverWalkAlone™ is 100% anonymous and confidential, secure and private. The system does not track which officer signs in to access what resources, or how many times an officer signs in. It is so



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confidential that there is nothing to report back to one's supervisors or administration, or to a court if subpoenaed.



Bill Kushner

WeNeverWalkAlone™ also has a list of vetted mental health professionals from across the nation for reference by peer supporters. Mental health professionals can also be directly accessed by officers when they sign in to the portal.

Badge of Life™, whose board chair and deputy chair are Dr.

Marla Friedman and Bruce "Coach Sok" Sokolove, and police counselor Vickie Poklop in the Des Plaines Police Department vet the professionals who are on the list.

All of those mental health professionals, with many years of experience handling LEOs, are committed to taking calls at any time of the day/night and/or have the officers scheduled into their calendars within 24 hours of the call.



Vickie Poklop

WeNeverWalkAlone™ also has external resources such as research papers, reference materials, news articles, innovative treatment options, etc., for the wholistic well-being of LEOs. Topics include but are not limited to family-based counseling, couples/marriage counseling, parenting tips, children needs, work-

related stress triggers, nutrition, yoga, meditation, therapies such as EMDR, Reiki, Hypno, etc.

WeNeverWalkAlone™ is also active on Facebook and Twitter, and these social media channels are public.

The web-based portal **WeNeverWalkAlone™** is strictly for law enforcement. Getting on the network by a department can be completed within minutes of submitting the roster of the department.

Interested departments can request a **FREE** time-limited trial access to the network. There is an annual subscription fee to join the network and the price depends on the size of the department. Get more information at weneverwalkalone.org/faq. All inquiries, either for trial access or pricing, can be directed to info@WeNeverWalkAlone.org. ■

Vijay HariKrishna is the founder and CEO of Velan Solutions in Schaumburg. He manages the website for WeNeverWalkAlone.com and submitted this article in collaboration with his law enforcement colleagues in the Chicago area, especially those in the Des Plaines Police Department and Badge of Life.



Peer support helps save Aurora officer from suicide

An Aurora officer who has given permission to have his story told nearly committed suicide more than a year ago. It might strike readers as inappropriate to tell this very personal story, but the officer contacted his chief, Kristen Ziman, and she said "he's ready to share his story because he believes he can help other officers who are in pain." She tells the story on her blog, kristenziman.com. She writes that on the near-fatal night:

"In a final act of reconciliation, [Pete] decided to call his sister-in-law and made a pact with himself that if she answered, he'd let her talk him out of it. But if she didn't answer, he was prepared to end his life. She answered.

"His sister-in-law convinced him to phone a peer officer who happened to be on duty that night. He responded and convinced Pete that he needed to seek treatment. Pete went willingly to the hospital and voluntarily admitted himself for inpatient treatment at a mental health facility."

Pete stayed in the facility for five days, engaged in individual and group therapy, and then was released and continued his outpatient therapy. This gripping story, including issues with Pete's FOID card, can be found on Chief Ziman's blog.

The Aurora Police Department is one of the subscribers to the We Never Walk Alone program, and in her blog, Chief Ziman encourages people dealing with grave situations to contact We Never Walk Alone.



Resiliency training has four tenets and is first step of 3-step developmental program to help officers

By Rob Schmittke

WHAT IS RESILIENCY? To many law enforcement officers, particularly those of us in administrative positions, we often associate resiliency with only “mental health.” In actuality, mental health is a small piece of the larger concept of resiliency and a well-developed departmental program. Unfortunately, by associating the concept of resiliency with mental health only, our profession has created a negative internal culture in which officers are hesitant to seek help, and departments tend to ignore officer issues until they become serious. I do not believe these are intentional outcomes, but merely byproducts of a lack of knowledge and training.

Most officers believe law enforcement is a noble profession and law enforcement members are a team. I believe this is mostly true. Officers will step up to help others develop cases and in tough moments such as physical illness or injury, financial hardships, officer deaths, etc. However, when it comes to deeper issues such as mental health or substance abuse, the culture of law enforcement is actually guarded and very much an individual matter. When we look below the surface, we find that most officers live in a world of fear and mistrust -- fear of vulnerability and mistrust of those who may help.

Officers spend a career developing a protective shell and high level of distrust as necessary tools for protection. These tools or barriers

help officers survive dangerous encounters and shield them from the difficult calls and negative situations. Protective tools and barriers are good, but only to an extent. Over time these tools begin to skew an officer’s view of reality, and all people become suspects and liars. Officers continue to develop these protective barriers throughout their careers, causing many to become angry and isolated, fearful of lowering their guard (physically and mentally). Officers often develop a negative view of the world, which eventually will affect both work and home life. Officers become more rigid in their thinking, rather than allowing for the development of a mental flexibility that will help support them and allow for personal growth. Without the proper coping mechanisms, it becomes difficult to maintain the shell and to deal with the negative aspects of the job. It is at this point officers are most susceptible to mental crisis.

The sad reality is the very tools officers develop to keep them from harm can be harmful in other circumstances. The protective shell and mental rigidity do not allow for the appearance of vulnerability, even to other officers. In addition, many officers are concerned with the stigma attached to “mental illness” or being thought of as weak if they show vulnerability. This cultural mindset, coupled with negative past and present life experiences and job-related experiences,



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contribute to the development of mental illness, burnout, poor relationships, toxic employees, substance abuse, poor physical health, and a high suicide rate among law enforcement officers. To better aid our officers and to avoid these negative outcomes, we in law enforcement must change our professional culture and provide the tools for officers to survive and thrive in a law enforcement career.

It is through resiliency training that officers learn skills to cope with and even grow from negative life and work experiences.

A well-developed departmental program will have three components:

- **Resiliency training,**
- **A peer support program, and**
- **Professional mental health resources.**

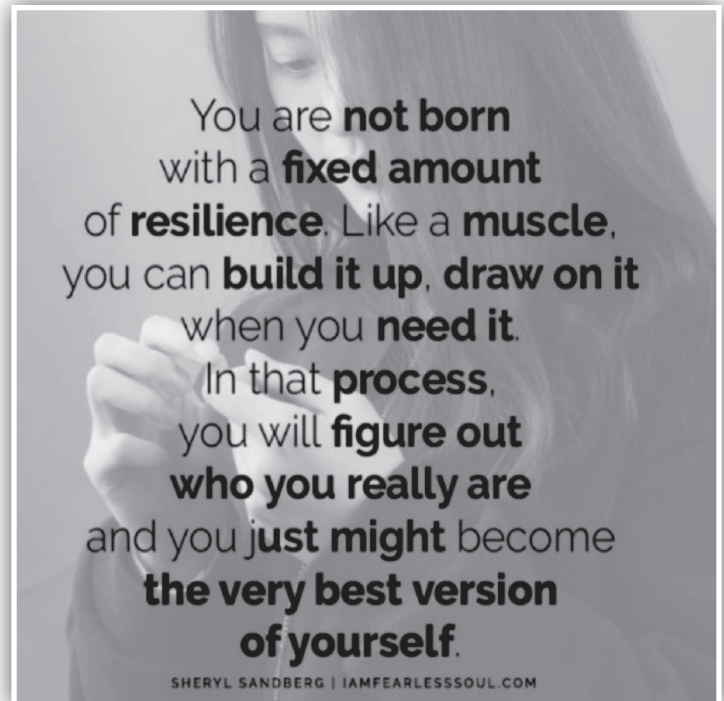
Though the barriers preventing officers from seeking help are considerable, they can be overcome. A well-developed program with a primary focus on resiliency will offer the best protection and provide officers with the tools to address issues as they arise, while developing a culture in which it is okay to seek help. The concept of a total departmental program is too broad to discuss in this forum, so for the purposes of this article I will focus on the concept and development of resiliency.

So, what is resiliency? In 2011 the Rand Corporation published a study on resiliency for the U.S. Military, which was later adapted for use in the civilian sector relating to first responders. The Rand Corporation defines resiliency as the ability to withstand, recover, and/or grow in the face of stressors and changing demands. More simply put, we can learn from our life experiences, both good and bad, to become better people and better officers. Renowned author, psychiatrist, and Holocaust survivor Viktor Frankl summed up resiliency best, "Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."

Resilience is preventative in nature and arguably the most important aspect of a larger program. As the old saying goes and any doctor will tout, an ounce of prevention is worth a pound of cure. It is through resiliency training that we develop flexibility rather than the rigidity we in law enforcement are so familiar. Flexibility allows for movement and adaptability, helping to make us stronger and better able to handle the negative experiences life can present. A focus on resiliency training and on work/life balance will prevent or lessen the

It is through resiliency training that we develop flexibility rather than the rigidity we in law enforcement are so familiar.

likelihood of officers getting to the point of crisis and for the need to seek professional mental health treatment or medical treatment for preventable conditions such as high blood pressure, poor sleep, obesity, among others.



Some people are naturally more resilient; however, most if not all people will feel negative mental and physical stressors to some extent. It is the buildup of experiences, the development of our protective shell, and because stressors are not addressed early that problems may become serious. That being said, resiliency skills can be learned. To get the most benefit, officers should be taught resiliency skills early in their career and be encouraged to practice the skills throughout, to retirement and beyond.

How can we become more resilient? Resiliency is developed through change of mindset, development of healthy habits, and development of coping mechanisms. The concept of resiliency can be divided into Four Tenets: Mental, physical, social, and spiritual. These are taught in the FBINA training program on resiliency.

- **Mental:** The ability to effectively cope with unique mental stressors and challenges.
- **Physical:** The ability to adopt and sustain healthy behaviors needed to enhance health and well-being.



Officers should be taught resiliency skills early in their careers. That will lessen the possibility of a crisis blowing up later on.

- **Social:** The ability to engage in healthy social networks that promote overall well-being and optimal performance.
- **Spiritual:** The ability to strengthen a set of beliefs, principles, or values that sustain an individual's sense of well-being and purpose. The spiritual tenet does not have to be of a religious nature, but more of a belief in something larger than one's self.

To develop officer resiliency, we must encourage officers to seek opportunities to increase knowledge and skills in each of the Four Tenets, as they are a foundation on which to build. Weakness in one area will cause the overall structure to weaken, and an officer to be more susceptible to negative influences.

It is a common misconception that officer stress is primarily caused by work events. To an extent this is true; however, work experiences are only one of many factors that contribute to stress and burnout. In reality, the stress that officers feel is caused by a combination of factors that include work experiences and past and present life experiences. Our overall life experiences (nature and number) will dictate how we respond to negative events, making us more or less resilient. Officers who are less equipped to handle life stressors due to poor coping skills and negative responses to past life events will suffer more severely, especially when we factor in the current internal cultural philosophy of mistrust, negative stigma, and poor officer support in the area of mental health. This environment creates a negative cycle in which officers, unable to positively handle life stressors or to adjust, do not address mental health issues early if at all. Officers will eventually become resentful, angry, and at higher risk for crisis.

In the training setting and while working in a peer support role, officers often talk about the negative environment and limitations to seeking help. In addition, officers talk about the stressors in our profession. Surprisingly, there is some discussion regarding work experiences; however, the primary focus is usually on past and present life experiences outside of law enforcement (childhood experiences, family issues, financial issues, among others). Along with life experiences and stressors, officers talk about the lack of trust for administration, lack of knowledge regarding what resources are available and mistrust of those resources, fear of the unknown, loss of control, fear of being seen as weak, fear of being labeled, fear of negative work impact, and the desire for a more open professional culture. There is a need and desire to "open up" in the larger cultural perspective, but fear prevents this desire from becoming reality.

It is for these reasons the concept of resiliency is so important. If we teach officers to better address stress, be mindful of their physical health, develop a positive mindset, develop positive social relationships, find meaning in life, and that it is okay to display vulnerability (confide in others or to seek help), agencies will have more content and healthy employees with the added benefit of less sick time abuse, reduced complaints, less substance abuse, and more motivated officers. The long-term benefit of having healthier and happier employees is better employee recruitment and retention, which currently any department head will tell you is becoming more difficult.

SUMMARY

Resiliency can grow and become common place, but we must first understand resiliency is not just "mental health." Resiliency is a piece of a larger picture that includes resiliency training, peer support, and a professional resource base. The foundation of resiliency is based on four tenets: Mental, physical, social, and spiritual. Weakness in any of the four areas will weaken the overall structure. Officers must be encouraged to develop and practice resiliency skills, no differently than developing and maintaining firearms skills or law knowledge. Resiliency is preventative in nature and encourages flexibility, a key component for adapting to new situations and crisis. Teaching and encouraging officer resiliency will provide many benefits, such as prevention of burnout, increase officer retention, and development of healthy officers (mentally and physically). However, none of this is possible without a shift in our cultural philosophy and how we view overall officer wellness. It is important that we as officers, and particularly we as administrators, focus on creation of a more open and receptive environment. Only then may we begin to teach and develop true officer resiliency. ■



Rob Schmidtke is a lieutenant with the O'Fallon, Illinois, Police Department and has been with the agency for 23 years. He is a FBINA graduate and certified resiliency trainer, departmental coordinator for the Crisis Intervention Team (CIT) and peer support programs, and an instructor with the Southwestern Illinois College Police Academy. He may be contacted at rschmidtke@ofallon.org.



Casstevens names three priorities as he and Ziman sworn in as IACP leaders

Buffalo Grove Police Chief Steven Casstevens was sworn in October 29, 2019, as president of the International Association of Chiefs of Police. He will serve for one year, and he identified three priorities:

1. Make road safety a priority around the world, as it is in the USA
2. Create a Task Force on Police Response to Active Threats to conduct research on the violent attacks on civilians in many countries
3. In response to the alarming number of police suicides in numerous countries, take action to reverse the trend and “make it okay for our officers to ask for help”

The complete text of Casstevens’ acceptance speech is on the ILACP website.

In related news, Retired Algonquin Chief Russell Laine will serve as Casstevens’ parliamentarian in the next year. He has the same title and role on the Illinois Chiefs’ Board of Officers. Laine is a past president of the International Chiefs and the Illinois Chiefs. ■



Aurora Police Chief Kristen Ziman receives congratulations at the IACP Conference on October 29, 2019, after being sworn in as IACP Vice President at Large.



The Ten Shared Principles made the international stage at IACP when ILACP leaders and Illinois NAACP leaders talked at a breakout session about the principles’ impact. Among those pictured are Austin Randolph (left), Springfield; Brendan Heffner, U.S. Marshal for Central Illinois; Teresa Haley, president, NAACP Illinois State Conference; Robert Moore, Springfield; and Ed Wojcicki (right), ILACP Executive Director.





facebook success:

Some of our posts are reaching thousands,
and the engagement is working

By Andy Johnson

One of the primary goals of the ILACP is to provide outreach both to our membership and to the citizens of the State of Illinois. To facilitate this, the ILACP utilizes social media outlets such as Twitter and Facebook. We look to spread the word about the positive work that is being done by police officers every day and to publicly express our position on legislative issues and pending bills. Our social media pages are followed by many members of the Illinois legislature, and we follow them as well.

Over the past few years, our social media audience has been growing. Social media strategists measure the relative success of a page or campaign by both reach and content engagement. The term “reach” refers to the overall number of people we can get our message in front of. Those who “like” our Facebook page, for example, may see the posts we publish appear on the timeline of their own page. Each post we publish, whether it be a photo, video, flyer, or written message, has its own measured reach, which is the number of individual timelines it appeared on. We have been seeing steady increases in the reach of our page and the posts that we publish. Now at over 5,000 likes, our Facebook page has been averaging an increase of 1,000 new likes per year.

The second measure of social media success, “engagement,” refers to specific actions that consumers of content take. This could include liking, sharing, or commenting on an original post that we make. We have noticed an increase in this activity on our posts as well. This is important because the more often a social media user engages with our content, the more likely they are to see our content in their page timelines.

In 2019, we had several posts that garnered significant attention and demonstrated our ability to get our message out far and wide.

A post on October 21 regarding two Tazewell County dispatchers who were honored for

helping a 9-year-old child save her mother's life reached over 11,600 people, with over 1,100 engagements on the post.

A post from April 23 regarding a Cahokia Police Officer making national news for driving a man he had pulled over to a job interview. This reached over 7,000 people with over 1,000 engagements. Celebrating his tremendous achievement, a post regarding Officer Mark Dallas of Dixon PD winning the National Officer of the Year award reached over 4,100,

Another post was published highlighting the recent study by the Pew Research Center that found that police officers are the institution with the second highest level of public confidence in America. This finding contrasts sharply with some of the negative perceptions that are disseminated by the media. Not only did this post reach over 2,600, but one of the comments on this post thanked us for sharing the information stated that the commenter “needed that” today.

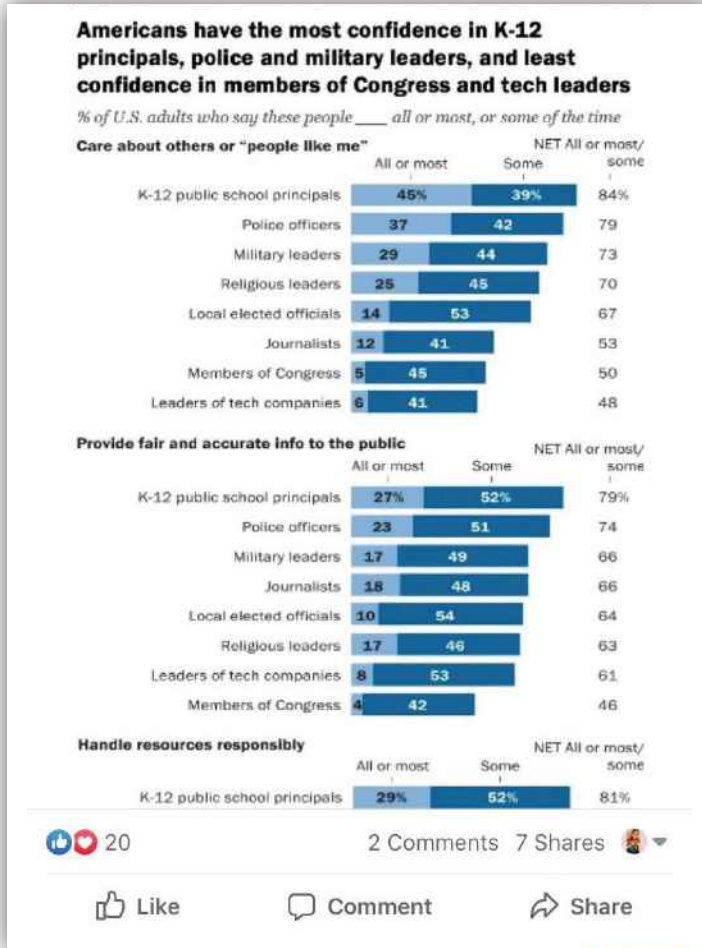
In addition to spreading the good news about policing, we utilize our social media channels to establish our positions on critical pieces of legislation that impact public safety in Illinois. Sometimes these positions create dissent and discourse in the comment section of our posts. A perfect example of this was on our posts regarding the ILACP's opposition to recreational cannabis in Illinois. A post from January 17 reached over 4,000 with over 700 engagements, and a post on May 8 in which a written statement explaining the association's cannabis position, reached over 5,200 people, with over 800 engagements. These posts generated strong comments on both sides of the issue.

Additionally, posts were generated regarding our opposition to raising the juvenile age to 21 (April 3), and our opposition to raising the felony theft threshold from \$500 to \$2,000 reached approximately 8,000 with 1,000 engagements each.





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Recently, we have been making a push to recognize the good work being done by smaller agencies and departments in the central and southern parts of the state. Chief John Dossey of the Pekin Police Department has been assisting with this effort, which will continue into 2020. We are hoping to ensure that agencies in every part of the state feel included in what the ILACP is doing and recognized for their efforts.

Overall, we are thrilled with the steady increases in the audience we can reach via social media. The ability to reach an expanding audience is critical as we strive to be Illinois' voice of professional law enforcement. ■



Lastly, we saw tremendous activity on our posts regarding the Ten Shared Principles which the ILACP and NAACP adopted together. A post from March 12, which contained a link to a video covering a meeting between the ILACP, NAACP Illinois State Conference, and University of Illinois at Springfield students, reached over 11,200 people with several hundred engagements. On the one-year anniversary of the adoption of the Ten Shared Principles, a post was made that reached over 7,500 with nearly 1,000 engagements.



Have a positive story you'd like the association to share? Send the info to: Deputy Chief Johnson at ajohnson@hpl.org.





By Ed Wojcicki

Cannabis trailer bill passes; allows you to prohibit off-duty use

The bill amending the new marijuana law passed both houses of the General Assembly in November, with the support of the Illinois Chiefs and Illinois Sheriffs. Our number one priority was to clean up language to allow law enforcement agencies to prohibit off-duty use of marijuana.

That is indeed in the “trailer bill” that passed and was signed by Governor Pritzker on December 4, 2019. The new language is in House Amendments 1 and 2 to SB 1557.

So the answer to the question - *Can we prohibit off-duty use of marijuana?* – is yes.

The new language is management friendly, just what we were hoping for. Those changes make clear that police and fire can be forbidden from possession or use of marijuana. The changes also make clear that random drug testing is allowed, and employees can be fired or have job offers rescinded. These will be great changes for the employer community.

The bill does allow people in the same household as law enforcement to consume and smoke marijuana in that household, even if the law enforcement officer is prohibited from using.

More information is available on our website by clicking on the Marijuana Resource Center on the home page, www.ilchiefs.org.

Why we supported pension consolidation bill

The pension consolidation bill, SB 1300, passed both houses of the Illinois General Assembly last month during the veto session. Once the governor signs it, the process will begin for the consolidation of all downstate pension funds into a single police pension fund, with another one for fire. From a process standpoint, we were disappointed that the bill was drafted and introduced without involvement of the Illinois Chiefs. We asked multiple times early this year for a seat on the Illinois Pension Consolidation Feasibility Task Force, but we received no response, which we interpret as a denial of our request. The task force then issued its “Report to Governor JB Pritzker” in October.

In the weeks leading up to veto session, we expressed our concerns about proposed pension consolidation language, especially about



Continued from page 21

governance of the fund and the administration of benefits. We made our concerns known to legislative leaders, and we met with the Governor's Office to talk about our concerns. Deputy Governor Dan Hynes is the governor's point person on this issue. Meeting with him in the Thompson Center last month were ILACP President Steven Stelter (Westchester), Vice President Jim Black (Crystal Lake), Legislative Committee Chair Marc Maton (Lemont), Past President Jim Kruger (Oak Brook), Highland Chief Chris Conrad (on the phone), and Executive Director Ed Wojcicki.

Then as the bill very quickly went to committee during the veto session, we supported it, because the governor's office responded to all of our major concerns. We also were in communication with the Fraternal Order of Police as a law enforcement coalition on this issue. Although our initial request was to delay this process until the spring, we felt it prudent to take a different approach once it became likely that a bill on pension consolidation was going to pass, as it was the governor's top priority during the veto session.

Addressing your concerns

As the issue was being discussed this summer and fall, some of our members expressed five major objections and concerns about the consolidation plan. Below is ILACP's response to our members about each concern:

1. "We don't trust the state to manage our money." Response: This new Police Officers Pension Investment Fund will be managed by an independent governing board, with police having five of the nine seats on the board. We hope this fund is as well-managed as the Illinois Municipal Retirement Fund, which is doing very well.
 2. "Don't bail out municipalities that have not kept up with pension investments." Response: Under the new law, no bailout of a poor-performing municipality will be possible. Money will be pooled for investment purposes, but each municipality's account will remain segregated so that no funds from City A can be allocated to pension payments or administration of Poor-Performing-City-B.
- I've been asked by more than one retiree: "Am I guaranteed to still get my pension?" The answer is absolutely yes. If there were a different answer, no way would we have supported the bill. If you have a pension, it's safe and you will continue to get it just as you planned.
3. "We don't trust the state not to sweep these funds." Response: Legally, this is not possible. These pension funds cannot be swept into any other state fund for other use. Period.
 4. "Just give local pension funds more flexibility in investments." Response: We did raise this as a possible alternative, but the idea did not gain traction.

5. "Don't mess with any of our benefits." Response: This was and is one of our biggest concerns – to guarantee no reduction in benefits. Mission accomplished. We expect there to be additional conversations about the "administration of benefits," and we are asking again to be at the table for these discussions.

We were pleased that **Highland Chief Chris Conrad** participated in our discussions, and he had this to say after the bill passed:

"This was a tough legislative issue because it is so personal to every cop in the state that falls under these plans and because of the secrecy in which this bill was negotiated and presented. It created a lot of distrust (rightfully so) by our members and those who work for them and many have serious reservations against sending their local money to any entity associated with the State. The IL Chief's staff and committee member's recognized that consolidation for investment is overall good for all communities because it will save money simply through economies of scale, let alone the return benefits from the collective buying power and removing of restrictions for the smaller funds. Add to the mix that this issue was a legislative darling for the party in power and the onus that something was going to be done regardless of our stance put a lot of pressure on Ed, Jon and the committee to make sure nothing catastrophic was passed. The IL Chief's staff and committee members very skillfully focused on the issues that mattered most, such as a barrier between the fund monies and the state, majority representation on the boards for the members and maintaining local control over disability claims. I greatly appreciate their efforts not only as a chief of police, but as a former local pension board member and as a future beneficiary of my fund. Great job, all!"

Now we will continue to reach out to the Illinois Municipal League, Fraternal Order of Police, the Governor's Office, and others as we anticipate additional conversations about pension consolidation. Our priority always will be to preserve your benefits. ■





COMMAND MAGAZINE

NEW CHIEFS INTERVIEWS

In the Spring 2014 issue of Command, the Illinois Association of Chiefs of Police debuted a new article featuring new police chiefs that have been appointed throughout the state. Every year, law enforcement agencies in Illinois experience retirement of police chiefs and new chiefs are appointed. Quite often, we are not aware of these appointments for some time. Even for those that we are aware of, we may not know a lot about the new chief.

This recurring article will give all members the opportunity to know about new chiefs appointments and to get to know more about them personally. We will continue to feature as many as we can in each edition of Command magazine, and we encourage our members to notify us when you are aware of new appointments. New chiefs will be sent a simple questionnaire to complete and return, along with a photo. Please take the time to call, send an e-mail, and welcome these new police chiefs! Also, please convey their contact information to ILACP Membership Committee Chair, John Tannahill, Chief of Police, Lake County Forest Preserve District, 847-968-3405 or jtannahill@lcfpd.org. Thank you.



Chief David H. Fitts

Age: 59

Agency: Marion Police Department

Years in Law Enforcement: 27

Date Appointed Chief: May 28, 2019

E-mail contact: dfitts@marionpolicedept.com

Phone: 618-964-4637

Family? Wife-Cheri, Sons-Michael, Rob & Adam (Adam is ISP trooper in District Chicago), Grandson-Carson.

Hobbies: Most sports (especially baseball), movies & volunteering in the community.

Tell us about your agency: We are an agency of 34 sworn, 12 full time & 3 part time telecommunicators & 3 civilian employees. We have a part time tactical team and full-time drug unit. Our population is approaching, if not at, 20,000.

Tell us about your history in law enforcement: I began my career in 1987 as a Deputy Sheriff at the Williamson County Sheriff's Department. In Jan. 1990, I went to the Illinois State Police Academy. I served with the ISP until retirement May 1, 2014. While with the ISP I served in Patrol 15 years with the Tactical Response Team (8 as Team Leader), Supervisor of the Meth Response Team, Director of the Southern Illinois Enforcement Group, and ended my ISP career as the District 13 Operations Lieutenant.

Are you a graduate of SPSC, FBINA, SPI, etc.? I graduated from SPSC in 2005.

What got you interested in a career in law enforcement? While in Army ROTC at SIU-Carbondale, I met some officers from around the area and got intrigued. An opportunity with the Williamson County Sheriff's Department was presented to me and the rest is history.

When did you realize that you wanted to be a chief?

I thought about it quite a bit as I approached retirement from the ISP but, it would have to be the right situation for me and my family. Shortly after the Marion Chief retired, I began getting phone calls from some business leaders in town asking me to apply. After discussions with my family, I decided to apply and was fortunate and honored to be selected for this position.

What are your plans/priorities for your agency? Improved community relations, improved and updated training, ridding our city (as best we can) of illegal drugs and illegally obtained weapons.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? Yes

Are you a member of the ILACP? No

Lastly, and most importantly: CUBS ___ **White Sox** ___

Other: ST. Louis Cardinals all the way.



Chief Harold "Dean" Hazen

Age: 48

Agency: Richland Community College Police Department

Years in Law Enforcement: 23

Date Appointed Chief: Sept. 2018

E-mail contact: dhazen@richland.edu

Phone: 217-875-7211 EXT: 6557

Family? Married with two daughters ages 13 and 18.

Hobbies: I enjoy spending time with my kids, physical fitness and off-roading.

Tell us about your agency: We have 3 full time sworn officers and 3 full time security staff. We have approximately 2,000 students.

Tell us about your history in law enforcement: I started my career by working in small towns, including a reservation police department, in my home state of South Dakota. I eventually worked my way up to the Assistant Chief of Police for South Dakota State University. For family reasons, I moved to Urbana, where I served as a patrol officer for 15 years (FTO/METRO/CIT/Firearms Instructor). After sustaining a line-of-duty injury, I accepted a position as the director of security for Richland Community College. After seven months, I determined that a security department was not sufficient and I created a certified police department.

Are you a graduate of SPSC, FBINA, SPI, etc.? No



Continued from page 23

What got you interested in a career in law enforcement?
It was a calling. It was all I ever wanted to do.

When did you realize that you wanted to be a chief? After being injured, I realized that I could still serve and contribute as the chief of police. Ironically, it was a great fit for me. I guess the time was right.

What are your plans/priorities for your agency? Short term: Continue to obtain the equipment we need and continue to assist the officers with professional development. Long term: Get the department certified by IACLEA.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? Yes

Are you a member of the ILACP? Just joined

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? Networking and education.

Any other information you would like members to know about you that we haven't asked? I also serve as a city council member for Ward 6 in Urbana.

Lastly, and most importantly: CUBS **White Sox**



Chief Jason McFarland

Age: 47

Agency: Effingham Police Department

Years in Law Enforcement: 25

Date Appointed Chief: May 14, 2019

E-mail contact: jmcfarland@effinghamil.com

Phone: 217-342-5332

Family? Wife, Sara McFarland, 3 children (Shelby, Taylor and Mitchell)

Hobbies: Outdoor activities, ride my motorcycle as often as possible.

Tell us about your agency: Effingham has a residential population of 13,000. We have a daily transient population of over 100,000. We have 27 sworn officers and a civilian staff of 14.

Tell us about your history in law enforcement: 120 years with EPD, previously worked for a neighboring Sheriff's Department.

Are you a graduate of SPSC, FBINA, SPI, etc.? FBINA Session #244.

What got you interested in a career in law enforcement? I am a fourth generation police officer. Growing up, my extended family included several members of law enforcement who served as role models.

When did you realize that you wanted to be a chief? For several years, I have always enjoyed serving my community and helping coworkers grow professionally. This role allows me to do both in a new capacity.

What are your plans/priorities for your agency? Improve the working relationships with neighboring agencies. It is vital that we work together to provide the best possible service to our communities.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? Yes

Are you a member of the ILACP? Yes, new member

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? Training and networking. This organization has a strong history of providing top notch training to the membership. The members of this organization have a vast array of knowledge and experience that will help me succeed in my role as Chief of Police.

Lastly, and most importantly: CUBS **Co Cubs!** **White Sox**



Chief Alan Swinford

Age: 54

Agency: Manteno Police Department

Years in Law Enforcement: 32

Date Appointed Chief: April 3, 2017

E-mail contact: jaswinford@villageofmanteno.com

Phone: 815-929-4861

Family? Wife: Robin Savage, Daughter Gabrielle Salvi, 23 years old in Army, son Peyton Swinford just starting 4th grade.

Hobbies: Bicycle riding, camping.

Tell us about your agency: Manteno PD has 19 full-time officers serving 9,200 residents. Officers are aided by 1 auxiliary officer, 1 animal control officer, and 1 civilian officer manager. The department has 2 full-time investigators and 1 school resource officer. Other officers participate in the Kankakee County regional swat team as well as ILEAS. The department is fortunate to be well supported by the community as well as the village board and Mayor.

Tell us about your history in law enforcement: I started my career in Manteno in 1987, when Manteno was a much smaller town of about 3,000. In 1990 I was hired by the Kankakee County Sheriff's Department where I worked as a patrol deputy, supervisor, undercover narcotics officer, States Attorney's investigator, general criminal investigator, and administrator. I retired from the Sheriff's Department after 27 years as the Chief of Operations, overseeing the patrol and investigations divisions. At that time, the current Manteno Police Chief was retiring and I was fortunate enough to be selected to replace him, returning to the town that gave me my start.

Are you a graduate of SPSC, FBINA, SPI, etc.? Yes: SPSC in 2000, FBINA #244



What got you interested in a career in law enforcement?

A passionate community college professor generated a strong interest in law enforcement in me

When did you realize that you wanted to be a chief? As I neared retirement at the Kankakee County Sheriff's Department, I realized I still had a strong desire to serve in law enforcement and felt the best way to continue that was as a Chief at a local department, which fortunately presented itself in the department I started my career in.

What are your plans/priorities for your agency? Along with providing an overall professional and community-based response to our residents, our current priorities are to improve our services and response to those suffering from mental illness. We have established an active CIT unit which follows up on calls involving mental illness and drug addiction. We have also established a strong peer support unit to monitor and assist with our own officers mental and physical well-being.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? Possibly, but I'm not aware of the process.

Are you a member of the ILACP? Yes, new member

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? Networking, resources, training.

Lastly, and most importantly: CUBS **White Sox**



Chief Brian L. Vielweber

Age: 52

Agency: Albers Police Department

Years in Law Enforcement: 31

Date Appointed Chief: July 1, 2019

E-mail contact: Alberspd1@yahoo.com

Phone: 618-248-5154

Family? Married, three children, four grandchildren and two labs as pets.

Hobbies: Hunting, ATVs, Boating, Camping, Jeeps and of course spending time with family and friends.

Tell us about your agency: Five sworn officers, one clerk, 1250 residents, Albers is former coal mining community still rich in small-town values.

Tell us about your history in law enforcement: Prior to becoming full time in Albers, I was with the Smithton Illinois Police Department for 30 years. I served 28 years as Chief of Police with Smithton. During this time I also served as a deputy with Clinton County Sheriffs Office until June of 2019. Starting in 2011, I served as a part-time Chief with Albers PD until becoming full time upon my retirement from Smithton. I have

served as a law enforcement instructor in firearms and active shooter courses. I have been a certified DARE Officer for over 25 years and serve on the Advisory Board for the Illinois DARE Officer Training Program. I served and continue to do so with ILEAS WMD Region 8 as a Negotiator.

Are you a graduate of SPSC, FBINA, SPI, etc.? No.

Always respected those that did attend, never really had the budget or time to attend.

What got you interested in a career in law enforcement?

I always enjoyed being there for people in need. Following in family footsteps, I was a volunteer firefighter at the age 18 and continued serve until June of 2019 when I retired from the Smithton Fire Company after working my way up to the rank of Assistant Chief. I was and I am still happy to help others when needed.

When did you realize that you wanted to be a chief? In late 1990 I was asked to fill in when the previous chief in Smithton passed away unexpectedly. At the young age of 23 it was quite an eye opening experience even with a smaller department. After several months of serving as an interim chief I was asked if I would be interested in keeping the position. Twenty-eight years later I retired as Chief of Police from Smithton. One of the best decisions of my life. I loved the job, received great support from Village Board Members, Mayors and of course a great staff of officers and support personnel. Although a smaller department, Albers has a great Mayor and Village Board as well, always willing to listen and understand the changing needs of law enforcement. I am truly happy to call Albers my home department.

What are your plans/priorities for your agency? Maintain up to date equipment, policies and training for officers. Most of all give the citizens of Albers a police department they can be proud of for many years to come.

Are you a member of the ILACP? Yes, I was a member through Smithton.

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? The information available from a network of other administrators and authorities in LE.

Are you interested in serving on a committee? I had served on the annual awards committee and would like to do so again if possible. I always enjoyed reading about the outstanding officers throughout the state. In this current day, police officers are not given enough credit for going above and beyond.

Any other information you would like members to know about you that we haven't asked?: A former training officer had his own motto I adopted when starting out. I still believe in it today. "Police Work Is My Life."

Lastly, and most importantly: CUBS **White Sox**

Other: Um, Cardinals of course!



New Small Agency Committee: Discounts and benefits for members in agencies from 1-10 sworn

The new ILACP Small Agency Committee met for the first time on Tuesday, November 26, 2019, in Springfield, with several members also joining by phone.

After the meeting, Gillespie Chief Jared DePoppe was appointed the committee chair by ILACP President Stelter.

By association bylaws, a member is in a "small agency" if his or her agency has one to ten sworn officers, full time and part time combined. The definition of small agency is under review, with members being asked whether part timers should be included in the number.

The major takeaways from the meeting were:

Free registration at one training session: Every ILACP member of a small agency will get to attend one ILACP training session for free every year. This means that your membership will practically pay for itself if you take advantage of this. Some members took advantage of this at our marijuana training at the end of December.

Discount at Annual Conference: Registration for our Annual Conference in April costs \$290. Small Agency members will be able to register for



The new ILACP Small Agency Committee held its first meeting in Springfield, with more members joining by phone, on Tuesday, November 26, 2019. Clockwise from left foreground are Ed Wojcicki, ILACP Executive Director; Chief Derek Potts, Deer Creek; Chief Adam Anderson, Mason City; Chief Jared DePoppe, Gillespie (named chair); and ILACP Vice President Dan Ryan, Leland Grove.

\$199 – an amount that committee members said was doable.

Scholarships for conference: Ten free scholarships to the Annual Conference – including registration AND hotel costs, will be made available. Watch our Weekly Bulletin for details.

Legislative activity: Committee members agreed that they could add a valuable voice to ILACP discussions about legislative issues. They also said they will need some mentorship and guidance about exactly what it is the association wants the small-agency chiefs to do. Chief Derek Potts of the Deer Creek PD agreed to serve as this committee's liaison to the ILACP Legislative Committee.

Hiring and retention. Committee members had a robust discussion about issues with hiring and retention of officers. It is a critical issue for them, as it is for many other agencies in Illinois and around the country. Vice President Dan Ryan suggested that ILACP reach out to the Training Board and express concern about officers leaving departments for another department in their first year. Retired Bartonville Chief and Past President Brian Fengel said perhaps there could be just one certification, not separate ones for part time and full time. ■

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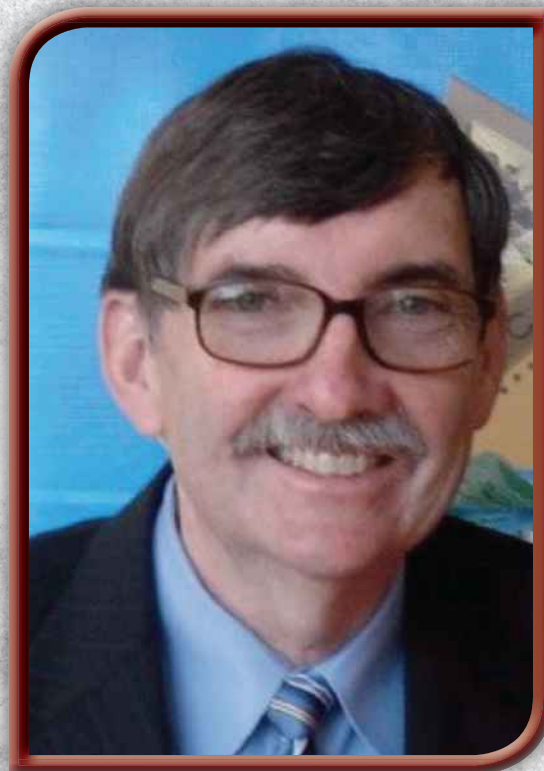
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**Installation of Chief James Black,
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Scholarships to Northwestern Staff and Command

ILACP offers two scholarships to the prestigious Staff and Command program at Northwestern, thanks to the generosity of the Center for Public Safety at Northwestern University and the family of Carl Dobbs, who was ILACP President in 1989.

To nominate someone for these scholarships, go to www.ilchiefs.org. Click on the blue “Programs” menu item, and scroll down to “Northwestern Scholarships” to get the nomination form.

**The deadline for these awards
and scholarships is February 1, 2020.**