

COMMAND

The Official Publication of the Illinois Association of Chiefs of Police



1994

2013

20th ANNIVERSARY

**THE ILLINOIS ASSOCIATION
OF CHIEFS OF POLICE GIVING
FOUNDATION**

**OFFICE OF SECRETARY OF
STATE REPORTS CHANGES
TO PARKING PROGRAM FOR
PERSONS WITH DISABILITIES**

**2013 MIDWEST SECURITY
& POLICE CONFERENCE/
EXPO HIGHLIGHTS**

**ILLINOIS TRAFFIC SAFETY
CHALLENGE 20TH
ANNIVERSARY**

**ENSURING FAIRNESS IN
DISCIPLINARY PROCEEDINGS**

**THE STRENGTH OF HUMILITY
IN LEADERSHIP**

**CAN INVESTIGATIVE
PSYCHOLOGIST ASSIST
THE POLICE**





Nominations Sought for Illinois Rising Shields of Law Enforcementsm Awards

Nominations Open January 2, 2014

The Illinois Association of Chiefs of Police (ILACP) is inviting police departments, universities, corporations, and state and federal agencies in Illinois to nominate future law enforcement executives for the 2014 Rising Shields of Law Enforcementsm Award.

Presented annually, the goal of the award is to encourage those entering law enforcement to continue to grow in the profession, and to understand and meet the needs of law enforcement's next generation. "By honoring rising leaders in all areas of law enforcement, we hope that citizens of Illinois will better understand the significant roles they play in keeping their communities safe," said Chief Robert Porter, ILACP president and chief of the Downers Grove Police Department.

ILACP is seeking nominations for officers and future law enforcement executives under the age of 45 who represent the most progressive law enforcement leaders in the state. Police chiefs and other law enforcement executives who work with outstanding young officers and future executives may nominate those they believe deserve this special recognition. "Our goal is to recognize and support young professionals and their organizations to continue to innovate and improve best practices that enhance public safety in all our communities," Porter explained.

Forty professionals will be recognized and eight top honorees will be selected from among nominees who work in local law enforcement agencies, federal and state agencies, businesses, and universities, as well as students.

Details about award qualifications and the nomination form are available on the ILACP website at ilchiefs.org and may be submitted beginning January 2, 2014. The deadline for nominations is February 28. The Rising Shields honorees will be announced April 1, 2014.

COMMAND

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426 S. Fifth Street, Springfield, IL 62701

Phone (217) 523-3765 — Toll-Free (877) 244-3345 — Fax (217) 523-8352



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Welcome to the ILACP's Fall 2013 COMMAND magazine.

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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!

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David Bradford (Northwestern University Center for Public Safety)
John Furcon (Transforming Talent & Organizations, Inc.)

- Human Resources/Personnel

EDUCATION & PROGRAMS

Ray Cordell (South Barrington)

- Summer Conference/Installation
- Expo

HOMETOWN SECURITY

Stephen Schmidt (Elk Grove)
Marc Maton (Illinois State Police)

- School and Workplace Violence

TRAFFIC SAFETY

Lou Jogmen (Park Ridge)

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Tim McCarthy (Orland Park)
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- Law
- Juvenile Justice

MEMBERSHIP

James Kruger (Oak Brook)

- Police & Citizen Awards
- Police Memorial
- Campus Law Enforcement
- Public & Private Police Liaison

COMMUNICATIONS & TECHNOLOGY

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CONSTITUTION, BY-LAWS & RESOLUTIONS

James Wales (Lake in the Hills)

ETHICS

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PROFESSIONAL RECOGNITION

Jeff Wold (Channahon)

- ILEAP
- Police Chief Certification
- Police Chief Mentoring

[Bulleted items denote sub-committees of the respective standing committees]





PRESIDENT, ILLINOIS ASSOCIATION OF CHIEFS OF POLICE



As we continue to grow the ILACP and improve services to our members, it's imperative that we enhance our efforts to engage and encourage active participation of all members. A key element of the ILACP Strategic Plan is diversity and inclusivity of our membership. One way to assist in accomplishing this initiative is making our committee structure relevant to the membership.

The ILACP Executive Board has recently approved the streamlining and restructuring of the Association's standing committees. We have reduced the number of standing committees from fourteen to ten, moved active ad hoc committees to subcommittees of a standing committee, and dissolved inactive committees.

The new standing committee structure includes the following committees:

- | | |
|--------------------------------------|-------------------------------|
| ☆ Finance & Strategic Planning | ☆ Education & Programs |
| ☆ Membership | ☆ Professional Recognition |
| ☆ Traffic Safety | ☆ Ethics |
| ☆ Legislative | ☆ Hometown Security |
| ☆ Constitution, Bylaws & Resolutions | ☆ Communications & Technology |

These changes to our committees are not merely cosmetic changes. These are significant changes that directly move our organization forward in accomplishing our goals. Each committee chair has been asked to meet with their committees and develop two to four strategic goals that the committees will prioritize in the next twelve months. These goals will be based on the ILACP Strategic Plan and enable the Association to remain focused and committed to achieving the mission and vision of the ILACP.

We need your help – be an active member of the ILACP. I ask that you step up and participate on one or more of our committees. We need your input, your wealth of knowledge and expertise, and your support in making a positive impact on the quality of life in our communities. Please go to the ILACP website and review the purpose statements and goals of each of the standing committees, then contact the committee chair, and volunteer to serve on a committee. Your time and efforts will pay dividend to you professionally, to the ILACP, and to the community you serve.

Yours truly,

Robert A. Porter, ILACP President
Chief of Police
Downers Grove Police Department



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of the ILACP by carrying an
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In addition to the ILACP VISA Platinum Credit Card, ISPFCU offers a complete line of share and loan products including Fixed Rate Mortgages, New and Used Auto Loans, Home Equity Loans, and free Checking Accounts just to name a few. Membership is open to all law enforcement employees that work in the State of Illinois and their family members.

Contact ISPFCU today at 800-255-0886 with any questions you may have or **visit us online at www.ispfcu.org** to apply for an ILACP VISA Platinum Credit Card or take advantage of any of the other great products and services available through an ISPFCU membership.

*For each billing period we use the first publication of the Wall Street Prime Rate published in The Wall Street Journal. APR for purchases is Wall Street Prime plus 3.90%. APR for cash advances and balance transfers is Wall Street Prime plus 6.90%. Rates quoted are for the ISPFCU VISA Platinum Elite without rewards. This card is for individuals with excellent credit. Individuals with less than excellent credit may be offered a different ISPFCU VISA at a higher rate. Visit www.ispfcu.org for complete terms and conditions.

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FROM THE ILACP HEADQUARTERS



Due to the insight of ILACP past presidents and the Board of Officers, the ILACP Giving Foundation is off the ground and running. After receiving our 501 (c)(3) Public Charity tax-exempt status in 2012, the ILACP Giving Foundation has begun to raise public awareness, outreach and local funding to community groups promoting public safety. The ILACP Giving Foundation is guided by the idea that as *the heart of law enforcement*, we should work to prevent violence in our homes, schools and communities alike. Our vision is that of collaboration between law enforcement, the people of Illinois, and corporate partners working together to enrich the lives of those who need our help the most.

The ILACP Giving Foundation is a broad-based community non-profit foundation. As a foundation, we raise public awareness and resources to support the needs of our most vulnerable population -- fostering public safety through community building, education and outreach. Through our endowments, fundraising, corporate sponsors and broad expertise, the ILACP Giving Foundation enriches the lives of those who might not otherwise be able to protect themselves. Our statewide goals aim to tackle critical issues in three special interest areas: child and school safety programs, domestic violence programs, and elderly safety programs.

- ☆ The safety of our children is our highest priority. Protecting the children in their communities and making our schools a safe haven cannot be compromised and the ILACP Giving Foundation will strive to give us the peace of mind that our children can learn, play, and grow in safe communities.
- ☆ Our domestic violence programs focus on educating the community on issues such as physical abuse, intimidation, harassment, witnessing abuse, use of force, and denying disabled individuals access to needed care.
- ☆ Our elderly safety programs look at what makes senior citizens a vulnerable group in society, including being targets of vicious robberies, malicious financial schemes, abuse from caregivers, and unintentional neglect.

We are now accepting donations to the ILACP Giving Foundation. Contributions to the ILACP Giving Foundation are tax-deductible to the extent permitted by law. The ILACP Giving Foundation's tax identification number is 45-0601313.

Please join us today to providing the most effective and far-reaching programs to protect the people who are most in need. For more information, please do not hesitate to call me at (217) 523-3765 or via e-mail at jkennedy@ilchiefs.org.

Sincerely,

John H. Kennedy

Executive Director, Illinois Association of Chiefs of Police

ILLINOIS ASSOCIATION OF CHIEFS OF POLICE GIVING FOUNDATION

“The Heart of Illinois Law Enforcement”



Preventing Violence In Our Homes, Schools & Communities

Established in 2012, the Illinois Association of Chiefs of Police Giving Foundation is guided by the idea that as the heart of law enforcement, we should work to prevent violence in our homes, schools and communities alike. Our vision is the collaboration of law enforcement, the people of Illinois and our corporate partners, working together to enrich the lives of those who need our help the most.

The Illinois Association of Chiefs of Police Giving Foundation is a broad-based community nonprofit foundation. As a foundation, we raise public awareness and resources to support the needs of our most vulnerable population—fostering public safety through community building, education, and outreach. Through our endowments, fundraising, corporate sponsors and broad expertise, we enrich the lives of those who might not otherwise be able to protect themselves.

Our work with law enforcement, the people of Illinois, and our corporate partners statewide aims to tackle critical issues in three special interest areas. These areas include our child and school safety program, domestic violence program, and elderly safety program.

The safety of our children is our highest priority. Protecting the children in their communities and making our schools a safe haven cannot be compromised. The ILACP Giving Foundation strives to give us the peace of mind that our children can learn, play, and grow in safe communities.

Our domestic violence program focuses on educating the community on issues dealing with physical abuse, harassment, witnessing abuse, using force, and denying a disabled individual access to needed care.

Our elderly safety program looks at what makes senior citizens a vulnerable group in society, including being targets of violent robberies, malicious financial schemes, abuse from caregivers, and unintentional neglect.

The Illinois Association of Chiefs of Police Giving Foundation reaches grantees throughout the state of Illinois. It is headquartered in Springfield, Illinois. ■

ILLINOIS ASSOCIATION OF CHIEFS OF POLICE GIVING FOUNDATION

**Donate today and help us make your community and all
communities in Illinois a safer place to live, work, and play.**

Questions? Contact John Kennedy at jkennedy@ilchiefs.org or 1-877-244-3345

You may donate today by completing and faxing the following to us:

DONATION AMOUNT:

___ \$500 ___ \$250 ___ \$100 ___ \$50 ___ \$25 Other \$ ___

Name: _____

Title: _____ ILACP Member No. (if applicable): _____

Phone: _____ Email: _____

Dept/Agency: _____

Street: _____ City: _____ Zip: _____

BILLING ADDRESS

Dept/Agency: _____

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The Illinois Association of Chiefs of Police Giving Foundation is a 501(c)(3) nonprofit organization.

Donations are deductible to the full extent of IRS regulations.





Illinois Association of Chiefs of Police

is proud to offer

POLICE CHIEF CERTIFICATION

GOAL: The primary goal of the ILACP Voluntary Police Chief Certification (VPCC) Program is to contribute substantially to enhance police chief professionalism in the State of Illinois. This certification and re-certification process will allow for continuous professional growth and educational development. The Program is open to chiefs, deputy chiefs, commanders and all executive command staff personnel. If an individual is not a chief upon attaining Certification, the title of Certified Eligible is awarded. This Program offers an opportunity for candidates to demonstrate a higher level of competence in their profession.

ELIGIBILITY: Requirements are categorized into three groupings.

- Professional Experience
- Education and Professional Development
- Community and Professional Membership Activities

THE PROCESS:

- Application Submission and Review
- Conviction History Check
- Certification Examination *
- Examination Scoring and Reporting
- Candidate Notification
- Structured Interview
 - Leadership
 - Community & Public Relations
 - Management Concepts
 - Management – Training
 - Ethics
 - Communication

**Practice exams are regularly offered and can be taken even before filing an application.*

It is important to realize that the goal has remained the same since its inception: we are not testing police chiefs so that we can find employment for them, but rather to allow them to strive to learn more and be more professional at what they do. Any law enforcement executive desirous of attaining the Police Chief Certification should contact the ILACP Executive Director for a confidential application and the guidelines of the process. Study guide may be requested later, after eligibility has been confirmed.

TO APPLY: Submit completed application along with payment to the
Illinois Association of Chiefs of Police
426 South Fifth Street, Springfield, IL 62701-1824

CONTACT DETAILS: Telephone 217/523-3765; Fax 217/523-8352; Toll Free 877/244-3345;
Email ilacp@ilchiefs.org; Website Forms Online at www.ilchiefs.org

ILACP

Certified Police Chief

CPC



CHANGES TO ILLINOIS' PARKING PROGRAM FOR PERSONS WITH DISABILITIES COMING SOON



By Jesse White
Illinois Secretary of State

Due to a new law enacted by the Illinois General Assembly, significant changes are coming to the Persons with Disabilities Parking Program and law enforcement will soon start seeing these new placards on the street.

The law changes will no longer allow a person with a disability parking placard/license plates to automatically qualify for free parking at meters in cities and municipalities. A more stringent disability criterion has been established for individuals to qualify for free parking.

Because of the law changes, Secretary of State Jesse White is now required to recertify all disability placard/plate holders in Illinois by the end of this year

and issue new placards that will be valid until 2018. Current placard/plate holders began receiving notices in the mail in April advising them to visit their doctor, get their disability recertified and send the paperwork to the Secretary of State's Office. The Secretary of State will send out the appropriate disabled parking placard.

Under the new legislation, there are now four (rather than three) types of placards:

- Meter Exempt/Permanent Disability— yellow/gray stripe
- Permanent Disability-blue
- Temporary Disability-red
- Organizational Groups-green

Under the new legislation, only the yellow/gray striped disability parking placards qualify for free parking at parking meters.

In addition, those individuals with disability parking plates will no longer be eligible for free parking at meters. These groups will also be recertified and issued a placard by the Secretary of State's Office. In order to qualify for free parking, a person with a disabled license plate will also have to display a yellow/gray striped parking placard in their vehicle.

Enforcement of the new program begins January 1, 2014.

The Secretary of State can provide two types of publications, which may be helpful:

- **Law Enforcement Guide** - brochure with pictures of new placards and the types of security features which will help law enforcement spot fraudulent placards.
- **Persons with Disability Brochures** - elaborates on the types of disabilities that qualify for the free parking placard.

If you or your law enforcement agency would like copies of either of these publications, visit the Secretary of State's website, www.cyberdriveillinois.com or call Mary Riseling at 217-524-1166. ■





LEGISLATIVE UPDATE

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



LEGISLATION AUTHORIZING OFFICER-WORN CAMERAS

Illinois law currently allows the use of in-car video cameras, but officer-worn cameras are not expressly authorized. Officer-worn cameras capture evidence from the officer's viewpoint, which helps protect officers from false claims, enhances public trust in law enforcement, improves civilian behavior, decreases frivolous litigation and makes communities safer at a lower cost than in-car dashboard video cameras or other video solutions.

We understand that legislation introduced earlier this year to authorize the use of officer-worn cameras in limited circumstances (House Bill 2446) did not advance during the Spring legislative session. We urge legislators to join us in continuing the discussions with their fellow legislators and the Governor's office, with the goal of enacting legislation authorizing the appropriate use of officer-worn cameras as soon as possible.

The Illinois Association of Chiefs of Police (ILACP), has adopted this issue (HB 2446) as one of our legislative initiatives for the Illinois 98th General Assembly.

98TH ILLINOIS GENERAL ASSEMBLY

ILLINOIS ASSOCIATION OF CHIEFS OF POLICE LEGISLATIVE INITIATIVES UPDATE

1) CONCEALED CARRY – FIREARMS, HB 997 (REP. PHELPS) – ILACP SUPPORTS

Re-referred to House Rules Committee Rule 19(a), 4/19/2013

**HB 183 Electronic Transfer Terminal (Rep. Phelps;
Sen. Forby) – ILACP Neutral**

Bill passed both Houses and sent to the Governor on 6/5/13. HB 183 now becomes the Concealed Carry Act (Firearms).

Senate Floor Amendments #5, #6 and #7.

HB183 PASSED – NOW PA 98-0063

2) EAVESDROPPING EXEMPTION FOR POLICE OFFICER WORN VIDEO/AUDIO CAMERA RECORDINGS, HB 2446 (REP. CHAD HAYS) – ILACP SUPPORTS

Under current Illinois law, in-car video recordings are exempted from the eavesdropping law under certain circumstances, but officer-worn cameras are not. HB 2446 allows 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.

3) VEHICLE CODE – CAR ELECTRONIC TRACKING, HB 1199 (REP. SOSNOWSKI; SEN. SYVERSON) – ILACP SUPPORTS

Passed both Houses 5/21/13.

Synopsis As Introduced: Amends the Illinois Vehicle Code. Provides that a person or entity may not use an electronic tracking device to determine the location or movement of a person. Exempts from the new provisions (1) situations where the registered owner, lessor, or lessee of a vehicle has consented to the use of the electronic tracking device; and (2) the lawful use of an electronic tracking device by a law enforcement agency. Provides that a violation of the new provisions is a Class A misdemeanor.

HB1199 PASSED – NOW PA 98-0381

4) 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.



5) AUTOMATED (RED LIGHT) TRAFFIC LAW ENFORCEMENT SYSTEM TO INCLUDE EXPANDING PROGRAM STATEWIDE

This bill supports the use of automated (Red Light) Traffic Law Enforcement systems by police for traffic safety.

6) PROPOSE LEGISLATION TO MAKE IT ILLEGAL FOR POLICE PERSONNEL TO SHARE POLICE INFORMATION THAT MAY JEOPARDIZE AN ACTIVE CRIMINAL CASE. THIS IS IN RESPONSE TO AN ILLINOIS SUPREME COURT DECISION STATING THAT NO SUCH LAW EXISTS AT THIS TIME.

7) 9-1-1 FUNDING

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

SB 1664 ILACP Support. PASSED. NOW PA 98-0045

8) FIGHT CRIME: INVEST IN KIDS ILLINOIS

FCIK Illinois is a bipartisan, nonprofit anti-crime organization led by several hundred Illinois law enforcement leaders. 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 education programs for preschoolers, after-school programs and prevention of child abuse, as well as programs that nip delinquency in the bud by getting troubled kids back on track.

We would like to acknowledge and thank the 150 of our members who signed a letter to the Governor and each of the legislative leaders endorsing our 2012 policy priorities. There's no doubt that the state remains a fiscal basketcase and we respect the difficult job of figuring out priorities and how to pay for them. Even so, preventing crime and helping kids to succeed remain essential to the future of our state and the law enforcement leaders of Fight Crime: Invest in Kids are uniquely qualified to speak on these issues. We will be continuing to do so for the remainder of the legislative session and beyond. For more on our policy priorities and research supporting them, please visit our website at <http://www.fightcrime.org/state/illinois/policy>. As always, please contact any of our staff at any time for more information. State Director Tim Carpenter can be reached at tcarpenter@fightcrime.org.

While the General Assembly certainly left a lot of important business unaddressed when they adjourned on May 31, they did manage to pass an FY 2014 budget that contained some positive elements on issues that we care about. That budget was the first in 5 years that did not cut the effective investments in kids that prevent crime. Thanks to the hard work of law enforcement leaders in all corners of the state, the General Assembly prioritized programs that we know have both a short-term and long-term impact on the safety of our communities.

The state preschool program, which is funded by the Early Childhood Block Grant in the Illinois State Board of Education budget, was held level for FY 14. This follows nearly \$80 million in cuts over the last 4 years. The FY 14 budget stops that trend. While there is still a lot of lost ground to make up

for, (with nearly 22,000 fewer kids in preschool since 2009) this is a victory to be celebrated. Law enforcement leaders have been very vocal about the need for protecting preschool funding during the state's fiscal crisis, and they were heeded this year. Child care assistance for working families in the Department of Human Services was given a \$7.5 million increase (which works out to about 1%).

Home visiting programs that prevent child abuse and neglect were also level-funded from last year. The state is still the recipient of a \$23 million federal grant to expand these programs and that grant requires Illinois to maintain its state funding in the Illinois Department of Human Services Budget.



The after-school program Teen REACH was given a small 7 percent increase. Funding is down significantly after many years of cuts and the program is no doubt a shadow of what it once was, but this small increase reaffirms a commitment to seeing funding for after school programs remain in the state budget.

Redeploy Illinois saw perhaps the most significant victory this year. Redeploy Illinois is a program that uses fiscal incentives to encourage counties to build local continuums of care and accountability for youth in the local juvenile justice system. The final approved budget saw the General Assembly implement one of Governor Quinn's few proposed funding increases, which speaks volumes about the incredible recidivism reduction and cost-savings results from this program. Redeploy Illinois saw its funding nearly doubled for FY 2014, which will allow dozens more counties to participate in this proven strategy.

Continues on page 12



Continued from page 11



9) 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.

**HB 1247 Electronic Communications (Rep. D'Amico; Sen. Mulroe) – ILACP Supports.
PASSED – NOW PA98-0506**

10) 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:
- Is at a rate of speed at least 21 miles per hour over the legal speed limit;
 - Causes bodily injury to any individual;
 - Causes damage in excess of \$300 to property; or
 - 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:
- committed a misdemeanor violation of the Criminal Code shall be guilty of a Class 4 felony
 - committed a Class 4 felony violation of the Criminal Code shall be guilty of a Class 3 felony
 - committed a Class 3 felony violation of the Criminal Code shall be guilty of a Class 2 felony
 - committed a Class 2 felony violation of the Criminal Code shall be guilty of a Class 1 felony
 - 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:
- is fleeing after having committed any felony violation of law; or
 - 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. ■



FOR LEGISLATIVE UPDATE SEPTEMBER 1, 2013

ILLINOIS ASSOCIATION OF CHIEFS OF POLICE

HB 1 Medical Cannabis – ILACP Opposed

Rep. Lang; Sen. Haine

Passed Both Houses; sent to Governor 6/5/13

PASSED – NOW PA 98-0122

SB 1872 Criminal Code – Prostitution

Sen. Mulroe; Rep. Zalewski – ILACP Opposed

Negotiated to Neutral

PASSED – NOW PA 98-0538

HB 131 Taser Use by Law Enforcement

Rep. M. Davis; Sen. Hutchinson – ILACP Opposed

Negotiated to Neutral

PASSED – NOW PA 98-0358

SB 1918 Cell Phone Surveillance

Sen. Bliss – ILACP Opposed

SB 1918 Re-referred to Senate Assignments

Committee 3/22/13

HB 3202 Vehicle Code-DUI Arrest/Audio/Video

Rep. Welch – ILACP Opposed

HB 3202 Re-referred to House Rules Committee 4/19/13

SB 1856 Money Laundering

Sen. Connelly – ILACP Supports

SB 1856 Re-referred to Senate Assignments

Committee 3/22/13

HB 1189 Sex Offender Registration Fee

SFA#1 Gun Safety and Responsibility Act

Rep. Zacewski; Sen. Raoul – ILACP Supports

PASSED – NOW PA 98-0508

HB 2893 Blue Alert System

Rep. Robert Martwick; Sen. John Mulroe – ILACP Supports

PASSED – NOW PA 98-0263

SB 1849 Blood Test Reimbursement

Sen. Connelly; Rep. Reboletti – ILACP Supports

PASSED – NOW PA 98-0292

SB 1853 Fingerprint Vendor – Exemptions

Sen. Bivins; Rep. Sacia – ILACP Supports

PASSED – NOW PA 98-0294

SB 1625 School Safety Drill – Incidents

Sen. Collins; Rep. Chapa La Via – ILACP Supports

PASSED – NOW PA 98-0048

OPPOSED LEGISLATION

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

- A) Medical Marijuana laws that go beyond the existing statute – HB 1; Trailer bill to be prepared.
PASSED, NOW PA 98-0122
- B) Any attempt to prohibit police officers from utilizing non lethal weapons such as “Tasers”
- C) Police Promotion Act
- D) Public Labor – Manning Levels
- E) Abolish Quotas
- F) Change from two license plates to one license plate
- G) Restriction of Automated Red Light Enforcement
- H) Eavesdropping on Police by Citizens
- I) Transfer of Training Board Funds
- J) Drivers Licenses for Illegal Immigrants (Aliens)

ILLICIT CIGARETTES

REAL CRIME. JOIN THE FIGHT.

Illicit cigarettes are a big problem that is getting bigger. Criminals make a lot of money by smuggling cigarettes across state lines. Criminals also sell fake cigarettes, which look genuine but aren't.

Law enforcement is the first line of defense against these crimes.



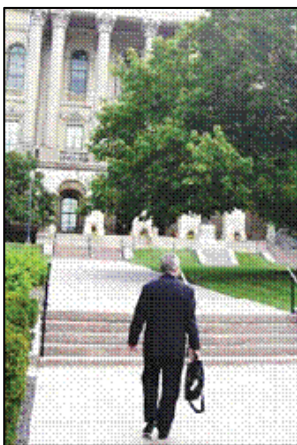
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As a member of the Illinois Association of Chiefs of Police, you will receive a Legislative ALERT Broadcast from Limey each week of the Legislative Session in your email inbox. The alerts include all the latest Illinois Law Enforcement legislative initiative information. Limey Nargelenas is the Lobbyist for the Illinois Association of Chiefs of Police (ILACP). Please support your ILACP PAC Committee and if you have any questions at all, don't hesitate to phone Executive Director John Kennedy at 217-523-3765.

YES, I am pleased to provide my support of the ILACP Legislative endeavors through my contribution to the ILACP PAC FUND (suggested donation \$50).

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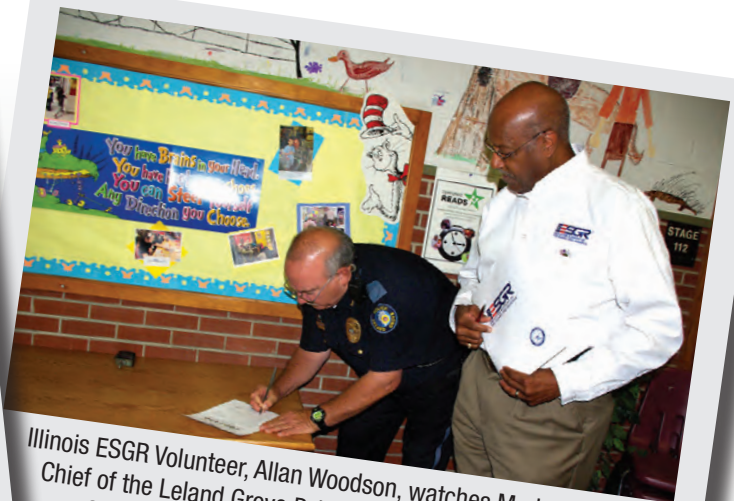
LELAND GROVE POLICE DEPARTMENT RECENTLY DEMONSTRATED ITS SUPPORT OF THE NATIONAL GUARD AND RESERVE

The Leland Grove Police Department recently demonstrated its support of the National Guard and Reserve, when Chief Mark Gleason signed a Statement of Support for the Guard and Reserve. The Statement of Support Program is the cornerstone of ESGR's effort to gain and maintain employer support for the Guard and Reserve. The intent of the program is to increase employer support by encouraging employers to act as advocates for employee participation in the military. Employers signing a statement of support pledge that: We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment

Rights Act (USERRA). We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve. We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, and Veterans. We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war. ■



Leland Grove Police Chief, Mark Gleason, and Mayor Rex Bangert, look on as Illinois ESGR Volunteer, Alan Woodson, reads the Statement of Support for the Guard and Reserve Gleason signed on behalf of the department.



Illinois ESGR Volunteer, Allan Woodson, watches Mark Gleason, Chief of the Leland Grove Police Department, sign an ESGR Statement of Support for the Guard and Reserve.



Leland Grove Police Chief, Mark Gleason, holds the Statement of Support for the Guard and Reserve he signed on behalf of the department. With Gleason are (from left) Leland Grove Police Officer and Illinois Army National Guard member, First Sgt. James Probst; Illinois ESGR Volunteer, Allan Woodson; and Leland Grove Mayor, Rex Bangert.

[illegible]

ILLINOIS ASSOCIATION OF CHIEFS OF POLICE

MSPEC 2013 Schedule of a Glance

Opening Registration Plaza
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.
 100 a.m. - 5:00 p.m.

SACP Executive Board - General Session Meeting
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.

Education Sessions
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.

Investigation Conferences
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.

Event Map
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.

13th National Academy Awards, & Executive Meeting, Convention
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.

Sponsors
 Location: Exhibit Hall, Booth #100
 Registration: August 21, 2013 8:00 a.m. - 5:00 p.m.

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ILLINOIS TRAFFIC SAFETY CHALLENGE

CELEBRATING ITS

20TH ANNIVERSARY IN 2013

For the past 20 years, law enforcement agencies in Illinois have been challenged to improve overall traffic safety in their jurisdictions through programs designed to recognize and reward problem identification, creativity, and effectiveness. Originally known as "Drive Safe," the program transitioned 12 years ago into what is now recognized nationwide as the Illinois Traffic Safety Challenge.

Since taking over management of the program in 2001, the Illinois Chiefs Traffic Committee, thanks to NHTSA grant funds administered through the IDOT-DTS and the very generous support of corporate and public entities, has given away 13 fully equipped police vehicles in addition to over \$1,000,000.00 in equipment and training to winning agencies.

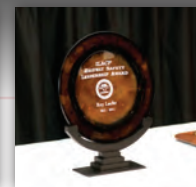
On Wednesday, August 21, 2013, the annual Illinois Traffic Safety Challenge (ITSC) Awards luncheon was held at the Holiday Inn Convention Center in Tinley



Park, Illinois, in conjunction with the Illinois Department of Transportation's "Click It or Ticket" campaign recognitions. Significant about this year's event was not only the change from a breakfast venue to a luncheon, and more importantly, reaching the milestone of the Twentieth Anniversary of the Traffic Safety Challenge, but this also marked the debut of the inaugural presentation of the Highway Safety Leader award, recognizing a lifetime of achievements in traffic safety. This year's winner was Roy Lucke of

the Northwestern University Center for Public Safety. Law enforcement personnel from across the state, representing municipal, county, state, university, park districts, and other departments attended to accept awards for their efforts in traffic related issues. Also attending were corporate representatives by whose efforts of equipment and financial support, etc. have continued to make this program such a successful one for Illinois law enforcement. As is customary each year, a drawing at the conclusion of the luncheon event from among the eligible First Place Winners in each category was conducted to determine winners of the Grand Prizes; these winners are Atwood Police





Department (1st Grand Prize, Ford Interceptor), Plainfield Police Department (2nd Grand Prize, Wells Cargo Traffic Safety Trailer), and Hinsdale Police Department (3rd Grand Prize, a \$3,500 scholarship to attend any course in the NUCPS catalog).

IMPORTANT INFORMATION REGARDING THE ILLINOIS TRAFFIC SAFETY CHALLENGE - PLEASE READ AND SHARE

As you may be aware, the IACP (International) Law Enforcement Challenge has undergone a dramatic change in the way that agencies apply as well as the criteria by which applications are judged. Because of this change, paper applications are no longer accepted at the national level; all entries must be submitted electronically. As a result, we can no longer automatically forward your Illinois applications to the NLEC as we have done in the past. If you plan to apply to the national program, you will have to become familiar with their guidelines. (See www.theiacp.org/NLEC or contact Sarah Horn at 703-836-6767 for further guidance, or to comment on the format change.)

However - After a considerable amount of discussion, it was decided that we will continue to accept and judge paper applications for the Illinois Challenge as we have for the past 12 years.

It is our opinion that this format allows you a better opportunity to showcase your programs, and allows the Illinois Challenge committee of judges to better evaluate your efforts.

Please feel free to contact your LEL or the ILTSC co-directors, Scott Kristiansen (847-456-2293) or Paul Rizzo (224-286-0102) with any concerns, questions, suggestions, etc.



Continues on page 21





The Police Station Expert



FGM Architects has specialized in the planning and design of law enforcement facilities since 1990. We have worked with 50 police departments from very small departments to sworn staffs of over 100. We understand the intricacies of police stations including officer safety, community policing, evidence handling, 911 communication centers, tactical training, firing ranges, lock ups and more. Visit our website to view our police portfolio. www.fgmarchitects.com

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Continued from page 19



2012-2013 ILLINOIS TRAFFIC SAFETY CHALLENGE WINNERS



| MUNICIPAL 1-10 SWORN | |
|---|---|
| 1 st – Byron Police | Sheriff 1-10 Sworn – No Entries |
| 2 nd – Pingree Grove Police | Sheriff 11-25 Sworn – No Entries |
| 3 rd – East Hazelcrest Police | Sheriff 26-50 Sworn – No Entries |
| | 1 st – Tazewell County Sheriff |
| MUNICIPAL 11-25 SWORN | |
| 1 st – Hinsdale Police | No Entries |
| 2 nd – Chatham Police | |
| 3 rd – Clarendon Hills Police | |
| MUNICIPAL 26 – 35 SWORN | |
| 1 st – Sterling Police | No Entries |
| 2 nd – No winner | |
| 3 rd – No winner | |
| MUNICIPAL 36-50 SWORN | |
| 1 st – St. Charles Police | No Entries |
| 2 nd – Woodstock Police | |
| 3 rd – No winner | |
| MUNICIPAL 51-65 SWORN | |
| 1 st – Carol Stream Police | 1 st – District 15 – Downers Grove |
| 2 nd – Wheeling Police | 2 nd – District Chicago |
| 3 rd – Park Ridge Police | 3 rd – District 5 - Lockport |
| MUNICIPAL 66-100 SWORN | |
| 1 st – Downers Grove Police | 1 st – Atwood Police |
| 2 nd – Quincy Police | |
| 3 rd – No Winner | |
| MUNICIPAL 101 – 250 SWORN | |
| 1 st – Arlington Heights Police | No Entries |
| 2 nd – Evanston Police | |
| 3 rd – Palatine Police | |
| MUNICIPAL 251 + SWORN | |
| No Entries | |
| MULTI-JURISDICTION AGENCIES | |
| No Entries | |
| Railroad Crossing Safety: Plainfield Police | 1 st – Plainfield Police |
| Commercial Vehicle: None | 2 nd – Buffalo Grove Police |
| Pedestrian/Bike Safety: Downers Grove Police | 3 rd – Naperville Police (Tie) |
| Impaired Driving: Carol Stream Police | 3 rd – Prairie Grove Police (Tie) |
| Speed Awareness: None | |
| Rookie of the Year: Atwood Police | |
| Teen Driving: Tazewell County | |
| ILACP Judges Award: Carol Stream Police Dept. | |
| OTHER POLICE – PARK DIST/S.O.S. ETC | |
| No winners | |
| CHAMPIONSHIP CLASS | |
| | 1 st – Plainfield Police |
| | 2 nd – Buffalo Grove Police |
| | 3 rd – Naperville Police (Tie) |
| | 3 rd – Prairie Grove Police (Tie) |
| LOOKING BEYOND THE SAFETY BELT WINNERS | |
| | State Police – Troopers Alan Knudson and Ricardo Zarate |
| | Municipal – No Winners |
| | |
| | Chicago Police – No Entries |
| | County Sheriff - No Entries |



ENSURING FAIRNESS IN DISCIPLINARY PROCEEDINGS

By Bridget Ingebrigtsen

Just as people perceive the court system as being unfair in its rulings, police officers often complain their departments do not always treat them fairly when it comes to administering discipline. They point to politics, flawed systems, slow processes, and perceptions of favoritism within their departments.

In light of this, some police departments are evaluating their disciplinary processes to eliminate vulnerabilities and provide a fair and equitable method for disciplining officers. For departments of all sizes, consistency can be accomplished by having clear, concise procedures in place, but as most law enforcement professionals agree, it also comes down to good management practices.

SENDING A CLEAR MESSAGE

Jay A. Keeven, director of police for the City of Edwardsville, said before considering the end result of discipline, it is important to first make sure that the complaint and investigative process are fair and consistent. Tools such as audio and video recording equipment are important in building strong cases and also help protect the rights of officers, he noted.

Keeven, who brings 27 years of law enforcement experience to his current position, is working with the city on reviewing the department's internal investigations and complaint procedures that apply to its 43 sworn officers. He explained that handling discipline could become difficult when the investigative process changes from case to case. He would like to see the procedure change so that all complaints, no matter how serious, are handled in the same manner, ensuring consistency and uniformity. Under the city's current procedures, misconduct allegations and complaints are handled differently.

Once a thorough and fair investigation has been conducted, he believes the chosen discipline should serve not only as punishment but also as a deterrent. "An effective discipline procedure is one that would provide corrective action and make a clear example to all that the behavior is not tolerated," Keeven said. "If it's effective, you also should not have any repeat offenses by that particular officer, and it should serve as an example to other officers."

EVEN-HANDEDNESS ACROSS THE STATE

Colonel Agnes Kindred-Johnson, who heads the Division of Internal Investigation for the Illinois State Police, said the department implemented a "Discipline Matrix" in 2007 as a way to provide consistency, stability and fairness in the administration of discipline throughout the agency.

"The Rules of Conduct were each given a numeric level of discipline which corresponds with the matrix," Kindred-Johnson said. "Each level of discipline in the matrix has been assigned a range of discipline from reprimand to termination. The matrix allows flexibility for mitigating and aggravating circumstances and prior discipline for similar offenses as



allowed by contract. By following the matrix, consistency is established and it helps remove personal emotion and favoritism from the process."

In a department with more than 1,800 sworn officers across the state, the matrix provides command with a structured guide to use when determining the appropriate amount of discipline for a particular infraction. "It bridges the gap geographically throughout the state so an officer who loses equipment in Chicago or Carbondale is treated in the same manner," Kindred-Johnson added.

Kindred-Johnson said she believes the matrix has helped alleviate perceptions of inequity. Establishing clear guidelines that do not take into consideration rank, seniority, popularity or affiliations provides officers with some assurance of fairness, she noted. Moreover, by focusing policies and procedures on the alleged misconduct and establishing a range of acceptable discipline, officers are left with a clear understanding of expectations and consequences.

BUT THAT'S NOT FAIR!

Keith Turney, a field representative for the Illinois FOP Labor Council, said one of the biggest concerns he hears from officers regarding the issue of discipline is fairness and consistency. Outside the City of Chicago, the Illinois Fraternal Order of Police Labor Council represents more law enforcement



professionals than any other union in Illinois with over 490 bargaining units. "I often hear that someone did the same thing but was treated differently," Turney said.

And while any such inequity is not a defense, it creates the perception of favoritism, which in turn causes a mistrust of command, said Tamara Cummings, general counsel for the Illinois FOP Labor Council. "It won't exonerate the officers, but it would raise questions and show that someone else is favored."

Much of the concern regarding fairness can be addressed through good management practices. When command establishes a good working relationship with the officers and sets clear expectations for officer behavior, an atmosphere of fairness generally follows. The adage of treating others how you would want to be treated can pay substantial dividends in the management style of command officers.

For unions, it is not an "us versus them" scenario. The goal is not to protect bad officers or help police officers escape punishment for their wrongdoings, but rather to protect the fairness and continuity of the disciplinary process, and keep departments in check, said Cummings. "Unions don't want bad police officers on the road either."

Depending on its policies and structure, many agencies have commissions in place that can serve as an unbiased point of review for disciplinary cases. They provide a third party perspective to the case by examining both sides – the department and officer.

For its more serious offenses, the State Police convenes a Disciplinary Review Board. This board consists of division heads who meet to hear an overview of the case, the sustained charges, and input from the officer's chain of command and the accused officer. The members of the Disciplinary Review Board then recommend a range of discipline to the Director. Cases involving recommended discipline in excess of a 30-day suspension ultimately are forwarded to the Illinois State Police Merit Board, which exists to "remove political influence and provide a fair and equitable merit process" in hiring, promoting and disciplining officers.

ENSURING A SPEEDY PROCESS

Turney said police chiefs and command officers should be sensitive to employees who are under investigation since it can be a stressful time for them. "Whether they are on a paid leave or an unpaid leave, the investigative process is very difficult and I think sometimes upper command forgets that," Turney said. "Some officers complain about the length of time that investigations take. Even if they can be provided with updates here and there, that helps."

The Illinois State Police adopted a settlement process to allow officers the opportunity to admit to allegations of misconduct for a reduced level of negotiated discipline. The process, known as the Misconduct Allegation Settlement Agreement (MASA), provides officers the opportunity to avoid a potentially lengthy investigation and negotiate their level of discipline. Used for less serious offenses, the MASA allows officers and command to complete the disciplinary process and put the issue to rest in an efficient and expedited manner.

Kindred added that the MASA is advantageous to both the officer and the department. For the officer, it offers quick resolution and a reduction of one level on the Discipline Matrix. For the department, it offers the avoidance of a lengthy investigation, better allocation of resources and the discipline cannot be appealed.

CREATING CLEAR EXPECTATIONS

In a profession charged with handing out consequences to the public on a daily basis, disciplining its own poses a challenge to both officers and agencies. While never an enjoyable task, conducting internal investigations and disciplining officers is a necessary component to maintaining the integrity of departments and law enforcement in general.

By establishing and communicating clear guidelines and expectations, departments can begin to erode the feelings of inequity and inconsistency in the ranks when it comes to the disciplinary process. Keeven said, "When command is unified in its approach to management – whether they are lax or strict – officers feel greater job satisfaction because they know what to expect." ■

Editor's Note: This article is the third of a five-part series in which we will address the five most significant labor/employment issues that departments face, as identified in our 2013 membership survey.

Bridget Ingebrigtsen
Write on Command
3532 Benbrook Drive
Springfield, IL 62711



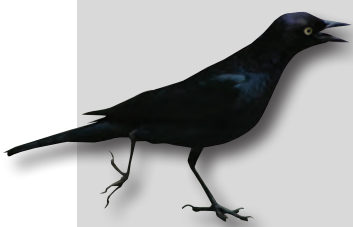
EATING CROW: LEADERSHIP HUMILITY

HUMILITY

PRIDE



By Chief Mark W. Field



*"Chief, you're going to have
to eat crow on this one."*

Remembering the very day, place and
person who uttered those words,
I faced an instant decision:
do I choose *humiliation* or *humility*?

I chose humility over pride. Not because I was trapped by my own stubborn spirit. Instead, choosing personal pride would end in anger, frustration, animosity, loss of respect and self-respect.

Sometimes, I become concerned when I hear my fellow law enforcement leaders extoll their accomplishments, with fear for them, that they too may someday eat crow. Admittedly, most humans are justifiably proud of what they accomplish in life. But pride tends toward what the Greek called *hubris*, extreme pride or arrogance; and *hubris* rockets you far beyond pride, to the outer reaches of dangerous distortions of reality.

Is there a balance between their pride and humility? Why? I've seen egotism and *hubris* destroy more than one great leader. There is a long line of once famous politicians, government officials, sports figures, and entertainers who, after repeatedly denying their involvement in illicit or illegal conduct, fell from public grace.

At the same time, some of these fellow leaders are often the same people who make me extremely uncomfortable hearing them make derogatory and denigrating statements about their employees or fellow police leaders. Especially, knowing those employees have picked up on underlying negative non-verbal cues before.

I ponder these leaders' self-view. If a leader has any self-consciousness about his or her own weaknesses and leadership skills, one finds very little hope and comfort for themselves and the listener in such dialogue.

This trait is often seen in toxic leaders. Because they perceive themselves as righteous, and better than others, they have no problem laying unbearable burdens on others. Their misuse of their leadership position often has its roots not only in bad leadership theory, but also in ugly human pride.

While popular on some level, pride-filled leaders can be arrogant, artificial, insensitive, judgmental, and closed to advice. It consists of an un-teachable spirit and usually makes leaders unapproachable.

Prideful leaders are not part of transforming law enforcement leadership and taking it to the next level, but, rather, they are a roadblock to it.

A WHOLE LOT OF PRIDE

I am worried that there is tremendous pride in law enforcement today – some good and some destructive. I certainly do not take issue with the kind of pride that comes with the nobility, self-sacrifice and bravery of policing.

But, both kinds can be found in our academies and management training classrooms.

There is a whole lot of destructive pride in an agency's command staff. It is one of the leading causes of relational conflict in an organization. It is why we get angry in meetings or defensive when someone disagrees with us or points out a wrong.

Destructive pride is why we are often better technical and policy gatekeepers than tender and humble spokespeople for law enforcement.

Pride sometimes constrains leaders from offering genuine apologies to those who have been wronged – both inside and outside of the agency.

This is demonstrated by a 2002 University of Michigan study which found that patients are less likely to sue when doctors apologize for errors. Litigation costs were reduced by 50% and new claims fell by 40%. Why don't law enforcement officials just apologize when they make mistakes? Many municipal lawyers advise against it, concerned that these admissions will be used against them in court.

Even the best make mistakes. Policing is an inherently complex undertaking; errors are inevitable. But, leaders can choose humility over pride by saying two difficult, but very meaningful words: "I'm sorry." Or, hear four frightening words, "See you in court."

Destructive pride makes us too self-assured and too confident. Sometimes, too quick to assess that we are okay. We quickly make heroes out of ourselves and others. Often, we take credit for what the public or subordinates created and produced.

I was recently told about a Florida police chief, when hired by a small beach town, was told his number one goal was to "keep the dog crap off the beach." After what he thought was a triumphant period of improving equipment, training, and morale, he was summoned to the Mayor's office and abruptly fired. When inquiring why, he was told, "because you didn't keep the dog crap off the beach."



Was it lack of humility that caused his downfall? He confessed that he was reticent to ask officers to engage in such menial enforcement duties. I wonder in retrospect if he wished he had armed himself with a ticket book and walked the beach himself.

Pride-filled leadership causes us to be too quick to speak and too slow to listen. We too often take as personal affronts what is not personal.

We want our officers to grow but we quit being students too soon. We don't nail reading a leadership book into our schedules.

We confidently assign to ourselves more staff work than we can do.

And, unfortunately, out of pride, we choose to live in more isolation than is psychologically and emotionally healthy.

SO, WHAT DOES HUMILITY HAVE TO DO WITH LEADERSHIP?

Generally, we think of humility as modesty; lacking pretence; not believing you are superior to others; freedom from pride and arrogance, but not aggressiveness; humbleness of mind; a modest estimate of one's self-worth.

Being humble is one of the most underrated of all leadership qualities. A hallmark of humility is a leader's treatment of others; treating everyone with respect regardless of position. "The sign of a gentleman is how he treats those who can be of absolutely no use to him."⁽¹⁾

Years ago, while attending a conference with my two young children, one of them pointed out then Chicago Police Department Superintendent Terry Hillard as "that guy we see on TV all the time."

After waiting patiently, I introduced both children. Hillard immediately dropped to his knees to their eye level and engaged them in conversation. My adult children reminisce about such a great leader being so humble, in spite of his position.

A recent *Forbes* article provides a well-reasoned case for the positive power of humility:

"We are frequently taught that leaders, especially aspiring leaders, should hide weaknesses and mistakes. This view is flawed. It is not only good to admit you are wrong when you are; but also it can also be a powerful tool for leaders – actually increasing legitimacy and, when practiced regularly, can help to build a culture that actually increases solidarity, innovation, openness to change and many other positive features of organizational life."⁽²⁾

In *Good to Great: Why Some Companies Make the Leap...and Others Don't*, Jim Collins refers to humility. Distinguishing these *great* companies was a "Level 5 leader" who directs their ego away from themselves to the larger goal of leading their company to greatness.⁽³⁾

Baggage handler, ticket taker, flight attendant, maintainer, are the many roles Herb Kelleher assumed during his long tenure as Southwest Airlines CEO as he built it into an army of 30,000 passionate, dedicated employees. His leadership humility was not lost on the company's employees who said things like, "*How many CEOs do you know who come into the cleaners' break room at 3 a.m. on a Sunday passing out doughnuts and putting on overalls to clean a plane?*"

Kelleher kept others around him humble too. When one vice president complained that customers, gate agents, pilots, and baggage handlers had more access to Kelleher than the vice president, Kelleher's response was, "*Let me explain this: they're more important than you are.*"

These leaders are a complex and paradoxical mix of intense professional will and extreme personal humility. They create incredible results but shun public praise, and are never boastful.

"Being humble is one of the most underrated of all leadership qualities..."

Humility can also be seen all around us in those people who get the job done without drawing attention to them.

An unequivocal example of the humblest of all leaders is embodied in most police officer's response to a heroic act of bravery, "*I was just doing my job.*"

The employee who works late purely motivated by a keen sense of duty is also humble. The assistant who stays late on a Friday night to finish a draft budget. An employee who quietly comes in to work on their own accord to help during a bad storm. Much like the philanthropist who gives an anonymous donation.

As a leader:

- ❖ Do you take an opportunity to claim credit for things that you aren't involved in?
- ❖ Do you like to be right and to prove what you know?
- ❖ Maybe you think your job role is more important than the next person or that you are smarter than they are?
- ❖ Are you capable of handling things on your own without help from others?
- ❖ Are you proud of your accomplishments or do you ever brag about things you do or can do?

If you answered "Yes" to any of these questions maybe you are not as humble as you think.

Fact: Leaders matter more to others by mattering less to themselves; which is a choice that leaders make.

The nuance is that humble people are not self-deprecating but rather accurate in how they regard and present themselves.

A humble person can be recognized by their character traits: generally calm, courteous, polite, subdued and modest in their behavior and attitudes.

A humble attitude is never pompous, proud or arrogant and a humble person does not attempt to belittle others or make themselves look good in comparison.

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Humble leaders are easily liked, very approachable, and easy to get along with.

Remember, humility is not something that comes naturally to most, especially in today's busy competitive society. Every day, people see others taking advantage of a situation, trying to get ahead or make themselves look good and it really does not do anything for them.

There are times when every leader is irritated by the very people they've been called to lead. You are not proud of all your thoughts. You would not want your employees to hear all of your words. You do things in private moments that you would not want to be seen publicly.

These things are true of me as well. And they testify to the fact that we who lead are desperately in need of practicing humility. We have not arrived. We are never out of the danger or the temptation of pride.

Leaders are not called upon to extoll our own reputations but to promote that of our people and the organization.

⁽¹⁾ Anonymous

⁽²⁾ Doug Guthrie, "Creative Leadership: Humility and Being Wrong." *Forbes*, June 1, 2012

⁽³⁾ James Collins, "Good to Great: Why Some Companies Make the Leap...and Others Don't," *Harper Business*, 2001.

Some ways that we can start are by:

THANKING OTHERS

Make sure you take every opportunity you have to thank others for what they do and what they help you with. People don't accomplish anything on their own and it always takes help from others. Thank them for this help. Being humble in other's eyes means you don't claim your own accomplishments, and instead, thank others for how they helped. Find someone each day and thank them for something.

REDIRECTING PRAISE

If you don't accept praise outright and instead, redirect it to others who helped you, trained you or even allowed you to do something, you pass on that praise to others without taking the credit directly. Accepting praise doesn't really make a person less humble, but down playing your significance or importance on something certainly makes you more humble. Knowing and sharing the fact that you were not the reason for some accomplishment goes a long ways in the eyes of others. If you deflect praise given you to those involved and truly believe the fact that you weren't that significant, you further develop a humble attitude in others.

NOT ALWAYS HAVING TO BE RIGHT

A humble person never tries to outdo someone else and make him/herself look better or smarter. This includes having to be right. When you try to prove you are right, or even when you say something simple like "I know," you are showing dominance over the other person. Instead of wanting to be right, even if you know something already, simply say, "Interesting, thanks for that." A humble person knows only one thing, that they are *not* always correct. If you have an idea to present or a solution to offer, don't try to convince others that it's the right solution. Say instead, "I have a suggestion, although I'm not sure it's the right thing to do, since I'm often wrong, which is to..."

IT WASN'T YOU WHO GOT YOU HERE

Leaders are not owners or masters: they serve their community, elected officials, and their people. Most leaders are constantly striving for success and they often feel very proud of themselves for getting to where they are. Humble people are not proud and know that they didn't get themselves here. They know that others helped them and encouraged them to get to where they are now. If you recognize this and always see how others help you out, you can be more humble by sharing that fact and not taking credit yourself.

DON'T BE FIRST

While not a bad thing, being first can come across as competitive, self-promoting, or devaluing to others. Give others a chance to be first. You may see that others have better or smarter ideas than you had. You're not the only one capable of the task or message, and you aren't necessarily needed as much as you would like to think that you are.

LISTENING MORE THAN YOU SPEAK

I never have heard or read, "Listen less and talk more." While humility can be painful, it really means listening to others, and, openly and not begrudgingly, accepting advice. It can be very powerful - if you use this you can learn many things about others and practice humility in how you respond. It gives you time to think and provides time for others to share their own opinions. Listening more can be very respectful to others, and you can learn a lot more by listening to others than you can by speaking.

NOT JUDGING OTHERS

Humans are fairly quick to point out pride in others. But, do we see it in ourselves?

Judgment is a dangerous thing. You cannot stay open-minded, empathetic, or appreciative of others if you are judging them or their ideas. Everyone is different and has diverse ideas. When you judge those, you are really showing that you have some superior significance or power to make a judgment call, which you certainly don't if you want to be a humble person.

To be more humble, practice leaving others to show themselves over time and to let their ideas play out without judgment. Make an effort not to express judgment and don't talk about others behind their backs. It's just another form of judgment and shows dominance, so don't judge others, and you will find yourself more humble. ■

Hail to the Humble.

Biography: Continuously striving to be more humble, Mark Field serves his wife Christine, four children, and women and men of the Wheaton Police Department.

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WELCOME OUR NEWEST 2013 ILACP MEMBERS

(Added since publication of Summer 2013 Command issue)

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Illinois State Police

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Richard Emerson, Lieutenant
Beecher Police Department

Bellwood

Jimenez Allen, Chief of Administration
Bellwood Police Department

Kevin Davis, Chief of Operations
Bellwood Police Department

Blue Island

Gregory Muntean, Captain
Blue Island Police Department

Bourbonnais

Don Harsy, Master Sergeant
Illinois State Police

Buffalo Grove

Jim Newton, Commander
Buffalo Grove Police Department

Roy Bethge, Sergeant
Buffalo Grove Police Department

Michael Szos, Commander
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Burr Ridge Police Department

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Cary Police Department

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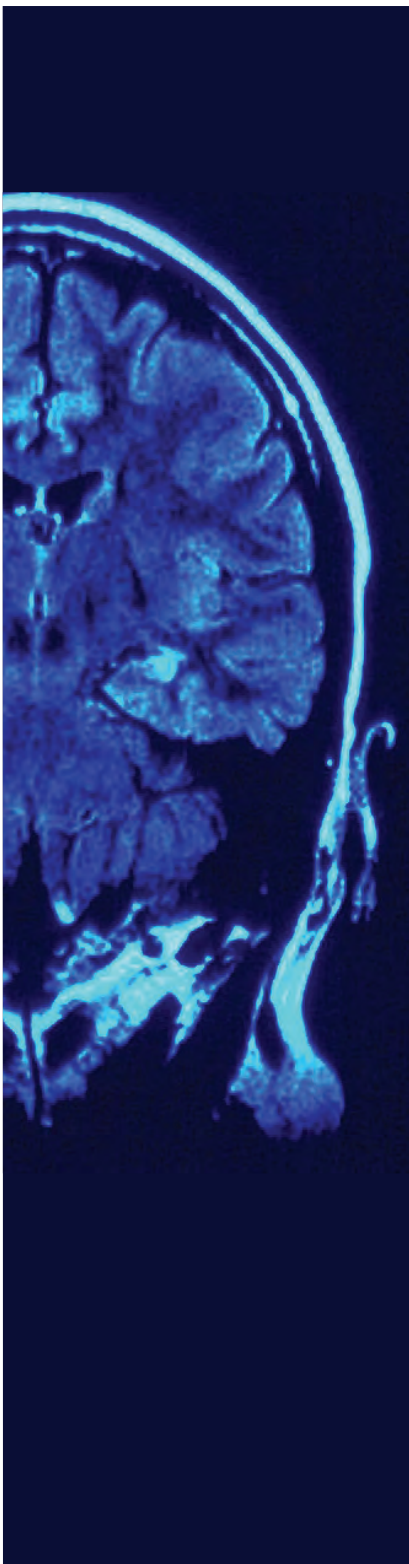
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HOW CAN AN INVESTIGATIVE PSYCHOLOGIST ASSIST THE POLICE WITHOUT ANNOYING THE HECK OUT OF THEM ?

By Dr. Marla Friedman, Licensed Psychologist



An Investigative Psychologist can assist the local police by establishing a prior relationship. During a crisis is not the best time to get acquainted. Nonemergency services can be provided on a regular, or as needed basis. Presentations on common personality disorders seen in offenders, victims and witnesses can clarify typical response styles, and give clues as to how to manage and focus interviews and interrogations based on these characteristics. Bringing a fresh perspective from either profession can add valuable insight during a stressful encounter. Essentially, detectives and Investigative Psychologists are always searching for the most salient features of a crime, separating the important details from the benign, with the intention of understanding and providing appropriate solutions within the legal system. While including an Investigative Psychologist, as a regular team member may at first seem strange, think of all the things we have in common. We are curious, suspicious and paranoid, detail oriented, obsessive and dogged. We persuade, confront and comfort. We set boundaries, get angry, address conflict and calm the waters. We alter our personas to match the needs of the situation and our sense of humor is decidedly twisted. At the end of the day, we are frequently annoyed, exhausted and sometimes satisfied. We love our jobs but are never sure if we will survive them.

Investigative Psychology is a term coined by British Psychologist David Canter to describe a field of research that focuses specifically on offender behavior. The goal is to understand criminality in a way that supports the investigative process by identifying the important aspects of offender activities and patterns. The ultimate aim is to combine the rich skills of police detectives and investigators with the psychologist's clinical knowledge of general human behavior and specific criminal conduct. This is a complimentary relationship between the two disciplines with both contributing their own unique perspectives. The best outcome would be successful resolution of current or cold cases in both the civil and criminal arena. Prosecution and defense issues can be clarified and enhanced by utilizing an Investigative Psychologist at all stages of the investigation.

"You two characters... seen any psychiatrists lately?" ... We've got two of them on staff. They're in and out of the jail, the courts, the interrogation rooms. They write reports fifteen pages long on why some punk of a juvenile held up a liquor store...we'll be doing Rorschach tests and word associations instead of chin-ups and target practice."

(Raymond Chandler, *The Long Good-bye*, 1953)

While Raymond Chandler characterized the field of Psychology with hostility and humor, it seems the union between the two professions is here to stay. Traditionally, psychologists have been seen as soft hearted and easily swayed by the compelling stories of the criminal. Explaining away the unconscionable behavior of offenders with excuses about abusive childhood experiences, broken families and poor role models instead of holding them responsible for their choices and decisions. Some of that is certainly true, but the role of the Investigative Psychologist is to neutrally gather data, supported by research, if available, and apply it in a manner that clarifies the case. This search for accurate information can be seen in a number of different techniques. A primary example would be the use of Statement Analysis by an Investigative Psychologist. This is a system that focuses on the use of language and how a perpetrator, victim or witness describes what has occurred within a specific time frame. A written or verbal statement, a 911 call or letter, as well as an email, or diary entry, are rich with psychological content and can reveal a person's defense and coping mechanisms, conscious and unconscious motivations, I.Q., neurological deficits and use of drugs or alcohol. Most importantly, a formal statement can be used to detect deception. Once a baseline of routine language use is established and a time frame locked in, any deviations from that baseline can be used to focus the investigation. While the practice is not an exact science, it continues to be refined and studied. Ultimately, it can narrow the scope of an ongoing inquiry, allowing the police work force to be assigned more efficiently. Deceptive complaints and false statements can and do cost an enormous amount of time and resources when departments are already straining to provide mandated services.

Investigative Psychologists are also trained in interview and interrogation methods with a view toward developing a psychological sketch of the person in question.

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Clinical psychologists spend most of their time one to one with patients gathering in depth information that is usually revealed to no one else in the patient's life. This gives us a wealth of human experience to pull from and make inferences and draw conclusions about how someone may have acted in the past as well as predicting future behavior. As an example, in a missing persons case a "personality profile in absentia" (Friedman, 2010) can be developed by intensive interviews with family members, friends and co-workers allowing reasonable predictions to be made about how likely it is for that person to have been the victim of foul play, a run away or walk away, in the case of an adult, or a suicide. A recent form has been developed which a patient voluntarily signs at the onset of psychotherapy called: "Release of Information-Special Circumstances" (Friedman, 2009). This gives permission for the psychologist to release information in the event of physical or mental incapacitation, missing person status or death. Confidentiality would usually close this avenue to law enforcement. The intention is to provide

investigative assistance to law enforcement to more quickly gather data that will help inform the direction of the investigation.

As psychologists, we act as "interpreters of psychological evidence" which is noncompetitive and wholly compatible with the aims of detectives and investigators in modern police settings. Finally, if the psychologist can provide practical contributions to an ongoing or cold case without imagining or professing to be the police, maybe we can work together toward a common goal without annoying those we admire and strive to assist. ■

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Marla Friedman, Psy.D., P.C. is a Licensed Psychologist with more than twenty-five years of experience providing clinical services to children, adolescents and adults. In addition, she has concurrently trained in Interview and Interrogation, Statement Analysis, Offender Profiling and Practical Homicide Investigation. She has delivered services to police and RWS Investigations, a private investigation firm.

Dr. Friedman is offering initial pro bono services to members of the Illinois Association of Chiefs of Police for selected cases of missing persons and current and cold case homicides. For consultation, contact her by phone at 630-510-3966 or Booklight@att.net

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I herewith present my application for membership in the Illinois Association of Chiefs of Police, promising if selected, to be governed by the Constitution and By-Laws of the Association. **Incomplete Applications will be RETURNED.**

Full Name: _____ First name (Nickname) for Nametags: _____
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 Title/Rank: _____ Date of Birth: _____ Private E-Mail: _____
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(area code) (area code) (area code)
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Are you a member of the International Association of Chiefs of Police? ☐ Yes ☐ No

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* New Member's Sponsor: _____
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***ALL NEW Applications for Active, Associate or Sustaining membership MUST be endorsed by an Active Member in good standing of this Association. Further, FINAL APPROVAL of membership shall be determined by the ILACP Membership Committee.**

NOTE: Applicants for Associate Membership shall, if so requested by the Membership Committee, provide documentation to indicate their qualifications for Membership by virtue of their training and experience in Police and other Law Enforcement activity, and other professional attainments in Police Science or Administration, or their legitimate special interest in Law Enforcement activity compatible with the goals of this Association.

By returning your completed application with payment, you agree to allow ILACP to send you communications via fax and/or email. Your information will not be used for the purposes of telemarketing or Internet Spam of any kind.

I AM APPLYING FOR THE FOLLOWING MEMBERSHIP TYPE: (Check applicable category below. For an explanation of membership types, consult Article III of the By-Laws on the website at www.ilchiefs.org.) ★ **Approx. 5% consumer price index increase for 2014 as approved by the ILACP Executive Board in 2010. Dues are renewable annually.**

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Excerpts from ILACP Constitution & By-Laws, ARTICLE III – CLASSES OF MEMBERSHIP

Section 1. ACTIVE MEMBERS

The following persons shall be eligible for active membership:

- a. Commissioners, Superintendents, Chiefs, Directors and Sheriffs having actual supervision of and receiving salaries from any legally constituted state, county, or municipal police department of any political subdivision or governmental jurisdiction of this state, having authority to adopt and enforce police regulations under the Constitution and the laws of the State of Illinois.
- b. Executive assistants, Executive heads, Assistant Chiefs, Deputy Chiefs, and Division, District or Bureau commanding officers, all of such persons having command authority, and including legal advisors who are employed full time by the same governmental unit, when their application is approved by the Chief Executive of the department. This approval by the Chief Executive of the department must be renewed annually.
- c. The executive head or commanding officer of federal law enforcement agencies stationed within this state; and division or bureau commanding officers of such department only when recommended for such membership by the commanding officer of such departments annually.
- d. The chief executive officers of railroad police systems that maintain offices within this State; chief executive officers of university police departments with statutory authority; and division or bureau commanding officers of such departments only when approved for such membership by the chief executive of these departments. This approval by the chief executive of these departments must be renewed annually.
- e. All applicants for active membership must be recommended by an active member in good standing.

Section 2. ASSOCIATE MEMBERS

- a. Any person not eligible for active membership, but qualified by training and experience in police or other law enforcement activity, or by other professional attainments in police science or administration, or persons who have a legitimate special interest in law enforcement activity compatible with the goals of the Illinois Association of Chiefs of Police shall be eligible for associate membership in this Association. Associate members shall have all the privileges of active membership except:
 1. Associate members shall not hold office;
- b. All applications for associate membership shall be recommended by an active member who possesses knowledge of the qualifications and the character of the applicant.

Section 3A. RETIRED MEMBERS

- a. Any person who has been honorably retired as an active member and who was an active member upon retirement, but who does not qualify in length of time of **membership** for life membership, may retain membership as a retired member.
- b. A retired member shall be required to pay dues as determined by the Executive Board, is eligible to vote, but may not hold elected office.
- c. A retired member, upon attaining the years necessary for life membership, may apply for life membership.

Dues

- The annual dues for all membership classifications are determined by the Executive Board and reviewed on an annual basis. Article III, Section 7.
- Current dues structure is posted on the ILACP website.
- Dues shall be payable to the Illinois Association of Chiefs of Police on January 1st of each calendar year. New members joining after **September 30th** of any calendar year shall pay the total dues amount for the current year and shall be credited membership for the following calendar year.

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(NOTE: For a review of all membership classifications, see Article III of the By-Laws)

Rev. September 2013

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 John Kennedy at 217-523-3765 or Toll Free 1-877-244-3345.

Illinois Association of Chiefs of Police

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