

# COMMAND

The Official Publication of the Illinois Association of Chiefs of Police

## POLICE SOCIAL WORKERS

How more than 50 Illinois agencies utilize social service professionals



Eileen Molloy Langdon



**RISING STRONG AFTER TWO MAJOR DISRUPTIONS:  
COVID-19 AND ANTIPOLICE CIVIL UNREST**

**A SOLUTION FOR 20 YEARS:  
"FIGHT CRIME, INVEST IN KIDS"**



Sgt. Aaron Landers





**Leopardo**

WE ARE WHAT WE  
REPEATEDLY DO.  
EXCELLENCE,  
THEN, IS NOT  
AN ACT, BUT  
A HABIT.





# COMMAND

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



Volume 30 Issue 3 • November 2020

[www.ilchiefs.org](http://www.ilchiefs.org)

Welcome to the ILACP's November 2020 COMMAND magazine.

## ILACP BOARD OF OFFICERS

### PRESIDENT

**James R. Black**, Chief of Police, Crystal Lake

### 1ST VICE PRESIDENT

**Mitchell R. Davis III**, Chief of Police Hazel Crest

### 2ND VICE PRESIDENT

**Lou Jogmen**, Chief of Police, Highland Park

### 3RD VICE PRESIDENT

**Laura King**, Chief of Police, McHenry County Conservation District

### PAST PRESIDENT

**Steven Stelter**, Chief of Police, Indian Head Park

### VICE PRESIDENT AT-LARGE – REGION 1

**Dan Ryan**, Chief of Police, Leland Grove

### VICE PRESIDENT AT-LARGE – REGION 2

**Dean Stiegemeier**, Chief of Police, Maple Park

### VICE PRESIDENT AT-LARGE – REGION 3

**William Kushner**, Chief of Police, Des Plaines

## PARLIAMENTARIAN

### Russell B. Laine

Chief of Police Retired

## ILACP STAFF

### EXECUTIVE DIRECTOR

**Ed Wojcicki**

### COMMUNICATIONS AND

### MEMBER RELATIONS

**Sherrie Phipps**

### ASSISTANT BUSINESS MANAGER

**Carmen Kent**

### PROJECT DIRECTOR

**Krista Kolis**

### ASSISTANT TO EXEC. DIRECTOR

**Karen Fagg**

### LOBBYIST

**John Millner**

### ILEAP COORDINATOR

**Jeff Hamer**



★ ★ ★  
**On the Cover:** More than 50 Illinois police departments have a police social worker or mental health professional on staff. Learn how these departments utilize these professionals in a package of articles on pages 12-18. There is an Illinois Association of Police Social Services, and Eileen Molloy Langdon of the Carol Stream Police Department is its president and writes about this on page 12. Sergeant Aaron Landers of the University of Illinois Police Department has a master's degree in social work and leads a new police social worker program in his department.

Photo Credit: Steve Larson, Front Porch NE Denver



From the President: Association Update .....	3
CourtSmart: An ILACP Partner .....	4
From Ed: Rising from two crises in 2020.....	5
Take the guesswork out of psychological screening.....	6
For a new model, look to private college police department.....	9
SPECIAL FOCUS on police social workers .....	12-18
Langdon: The evolution of police social workers.....	12
Ret. Chief Tanksley was a social worker before a cop.....	15
Elgin PD creates innovative co-responder team .....	18
A 20-year review: Fight Crime, Invest in Kids .....	19
Legislative Update .....	21
8 Legislative Priorities of ILACP .....	23
List of new members.....	24
Photos from summer and fall.....	26

The COMMAND magazine is published by the Illinois Association of Chiefs of Police, 426 S. Fifth Street, Springfield, IL 62701. The magazine has been jointly produced and created by the staff of ILACP and Seaglass Design. The entire contents of the magazine are subject to copyright protection and cannot be reproduced in any manner whatsoever without the express written consent of the Illinois Association of Chiefs of Police. All submissions for articles and ad placements are subject to acceptance and editing of ILACP. Copyright ©2020. All rights reserved.



# ILACP EXECUTIVE BOARD

## 2020-2021 BOARD OF OFFICERS

*See list on the previous page.*

**The Board of Officers is part of the Executive Board.**

## ACTIVE PAST PRESIDENTS

Steven Stelter (Indian Head Park)  
James R. Kruger, Jr. (Oak Brook)  
Steven Casstevens (Buffalo Grove)  
Frank Kaminski (Park Ridge)  
Fred W. Hayes (Elwood)  
Robert Porter (Huntley)  
David Weigand (Crestwood)

## APPOINTED EXECUTIVE BOARD MEMBERS

### SERVE UNTIL APRIL 2021

Steve Bein (Fisher)  
John Bucci (Algonquin)  
Steve Evans (Collinsville)  
Nick Gailius (Madison)  
Tim Larem (Berkeley)  
Michael Lay (Villa Park)  
Chris Mannino (Park Forest)  
Steve Vaccaro (Mokena)  
Shane Woody (Belvidere)

### SERVE UNTIL APRIL 2022

Kurt Bluder (LaGrange)  
Shannon Gillette (Downers Grove)  
Jeff Grubbs (Carbondale)  
Brendan Heffner (U.S. Marshal, Central Illinois)  
Jay Keeven (Edwardsville)  
Scott Mettill (Chillicothe)  
Eric Van Hook (O'Fallon)  
Tom Weitzel (Riverside)  
David Wermes (Wauconda)  
Kristen Ziman (Aurora)

## SERGEANT-AT-ARMS

Robert Copley (Quincy)

## RETIRED PAST PRESIDENTS

Patrick O'Connor (Moraine Valley Community College)  
Brian Fengel (Bartonville)  
Russell Laine (Algonquin)  
Raymond Rose (Mundelein)  
Gary Schira (Batavia)  
Eric C. Smith (Sherman)  
Lawrence Burnson (Homewood)  
R.T. Finney (Champaign)  
I. Joe Pena (Channahon)  
Robert D. Jones (Gurnee)  
F. Thomas Braglia (Elmwood Park)  
David Bradford (Glen Carbon)  
Douglas Hayse (Minooka)  
Charles Gruber (Elgin)  
Don Slazinik (O'Fallon)  
Darrell Sanders (Frankfort)  
John Millner (Elmhurst)  
James Roche (St. Charles)  
Roger Richards (Fairview Heights)  
George Graves (Downers Grove)  
Robert Bonneville (Prospect Heights)  
Charles McDonald (SIU-Edwardsville)  
Michael Haeger (Wheeling)  
M.E. "Duke" Gorris (Orland Park)  
*[List shows Agency at time of retirement; excludes Deceased Past Presidents]*

## LAW ENFORCEMENT TORCH RUN DIRECTOR

Steven Stelter (Indian Head Park)

## HONORARY EXECUTIVE BOARD MEMBERS

Director Brendan Kelly (Illinois State Police)  
Superintendent David Brown (Chicago Police Department)

## COMMITTEES AND CHAIRS (SUBCOMMITTEES)

### COMMUNICATIONS & TECHNOLOGY

Craig Allen (Illinois State Police, Ret.), co-chair  
Harry Masse (Metropolis), co-chair

### CONSTITUTION, BYLAWS & RESOLUTIONS

Phil Smith (Montgomery)

### DIVERSITY

Christopher Fletcher (Calumet City)  
Kristen Ziman (Aurora), co-chair

## EDUCATION AND PROGRAMS

Ray Cordell (South Barrington, Ret.)

## ETHICS

Russell Laine (Algonquin, Ret.)  
Gary Schira (Batavia, Ret.)

## FINANCIAL & STRATEGIC PLANNING

John Furcon (Consultant), co-chair  
David Bradford (Northwestern University Center for Public Safety), co-chair

## FUNERAL ASSISTANCE TEAM

John Konopek (Plainfield)

## LEGAL

Donald Zoufal (attorney)

## LEGISLATIVE & POLITICAL ACTION (PAC)

Chief Marc Maton (Lemont)

## MEMBERSHIP

Chief Thomas Coppotelli (Caseyville)

## EDUCATION & PROGRAMS

DC Ray Cordell (South Barrington, Ret.)

## NOMINATING COMMITTEE

Chief Steven Stelter (Indian Head Park)

## OFFICER WELLNESS COMMITTEE

Dr. Robert Marsh (West Frankfort), co-chair

## POLICE MEMORIAL

Lt. Dan Watton (Rockford)

## PROFESSIONAL RECOGNITION

Chief Patrick Rollins (Sugar Grove)

## PR/CONTENT STRATEGY

DC Andy Johnson (Hanover Park)

## SMALL AGENCY

Steve Bein (Fisher)

## TRAFFIC SAFETY

Ron Davis (Metra RR Police)

## PAST PRESIDENTS

Chief Gary Schira (Batavia, Ret.), Chief Ray Rose (Mundelein, Ret.), and Chief Charles McDonald (SIU-Edwardsville, Ret.)

## POLICE AND CITIZEN AWARDS

Chief Mike Gillette (Round Lake)

## PUBLIC & PRIVATE POLICE LIAISON

Paul Ohm, CPP (P4 Security Solutions)



## 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



# PRESIDENT'S MESSAGE

BY CHIEF JAMES R. BLACK

## ASSOCIATION UPDATE



Chief James R. Black

As we move into winter, I thought it would be appropriate to update the membership on what the ILACP has been doing over the last several months. To say that we have been busy would be an understatement. As of the writing of this article, it was still unknown whether there would be a Veto Session in Springfield either in November or December. As a result of the unknown, we are planning for the worst case scenario in anticipation of a Veto Session and the next Spring Legislative Session. It is also possible that the General

Assembly will meet the first week of January 2021 in what would be a "lame duck" session. The Board of Officers and the Legislative Committee have been very active in preparing a response to the governor's press release discussing criminal justice reform.

I would like to first update everyone on the police "licensing" discussion. Since July we have been participating in discussions with the Illinois Attorney General regarding a potential licensing process. Included in these discussions are ILETSB, the Illinois Sheriffs' Association, and various State's Attorneys from around the state. Topics have included:

- The process for licensing
- Conduct that would qualify for a licensing review
- How licensing will work
- Officer professional conduct database

Discussion surrounding these topics have been "conceptual" so far, and Illinois Attorney General Kwame Raoul has been open to our input. Currently, we are opposed to licensing. However, we are open to strengthening the current statutory language on police certification/decertification by adding additional criminal violations to statute and making it easier to terminate officers for egregious misconduct and preventing them from going to other agencies. It is my opinion that these meetings have been productive, and Attorney General Raoul has been receptive to our ideas as we are waiting to see what a draft final product would look like concerning certification/decertification of police officers.

We have also been participating in Senate Criminal Law and Senate Special Committee on Public Safety hearings hosted by Committee Chair Senator Elgie Sims. We have been asked to provide testimony

on use of force, bail reform, mental health response, body camera usage and qualified immunity. I am particularly grateful to two chiefs who testified for us for the first time – Elgin Chief Ana Lalley on the topic of body worn cameras and Forest Park Chief Christopher Mannino on the topic of police social workers. Also, Chiefs Marc Maton, James R. Kruger, Jr., and Mitchell R. Davis III have joined me virtually on many of these Zoom meetings. They are providing a lot of valuable information to educate the legislators. While it seems positive that we have been invited to provide information at these committee hearings, I am cautious because it has been evident, in my opinion, that the members of the General Assembly participating in this process have a clear agenda. It has been obvious to me that they are either misinformed or lack a clear understanding of what we do as a profession and how we are trained, or possibly a combination of both.

We have been working very closely as a Law Enforcement Coalition with the Illinois Sheriffs' Association, the Illinois FOP State Lodge, Chicago FOP Lodge 7, and the Illinois FOP Labor Council. This coalition is strong and united as we prepare for an uphill battle regarding police reform over the next several months. This coalition has met every other week for the last several months to discuss anticipated legislative issues we may face. As soon as bills are filed and our Legislative Committee has an opportunity to review this legislation, it is my intent to host legislative Zoom meetings around the state to keep all informed. Rest assured, we stay united and focused in opposing any legislation that would remove qualified immunity, jeopardizes officer safety, or the safety of the residents we serve.

Finally, there have been several agencies that have inquired about officer wellness and starting officer wellness programs. I have directed our Officer Wellness Committee to provide suggestions and resources to our membership pertaining to starting officer wellness programs along with other wellness initiatives. These suggestions will be brought to our Executive Board at a later meeting for discussion. It is my intent to have these approved resources posted on our website for use by our members.

Although our Annual Conference and Expo had to be canceled this year – the Expo being canceled twice -- I am honored to serve as your president in this COVID-induced craziest of years. I assure you we are finding effective ways to communicate our concerns and our messages to those who need to hear them. ■

*James R. Black*



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



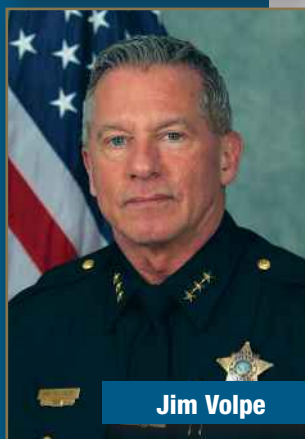
Dale Anderson



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](mailto:daa2000@aol.com) or call him at 815-861-0320. The website for CourtSmart is [www.leotraining.com](http://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*



# RISING STRONG, ONE CONVERSATION AT A TIME

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police



I've been searching for the perfect, unassailable response to Twin Crises of 2020 – Covid-19 and the new wave of antipolice vitriol. Alas, I don't have it, but I can tell you how our association has been rising strong all year long. Week in and week out, **we continue to build trust one conversation at a time**. That's the statement I've been making to many groups, especially black leaders, in the past two years. It applies to everything we do.

It's ILACP President **James R. Black** and a few others trekking to Springfield multiple times to meet privately with our Law Enforcement Coalition in Springfield and engaging in very candid conversations with our coalition partners with the Illinois Sheriffs' Association, FOP Labor Council, and FOP Lodge 7.

It's promoting and participating in about twenty statewide law enforcement forums hosted by the **Illinois State Police** as we learned together how to deal with coronavirus in our departments and on the street.

It's learning and then explaining how three Illinois police departments – Springfield, Aurora, and Park Ridge -- took the proactive step of **asking community members** to help them review their use of force policies. This is community engagement and community policing combined.

It's listening to public calls for **social workers** to become first responders to "nonviolent" scenes, and following up by surveying dozens of Illinois police departments that actually have police social workers or mental health professionals on staff, and then explaining to an Illinois Senate committee how it really works. Hint: You cannot tell in advance when a 911 call is 100 percent "nonviolent."

It's about following up further by learning how the Rockford PD and Urbana PD are launching **pilot "co-responder" programs**, and then sharing that information with our members.

It's promoting an Annual History Conference symposium with **five of our black chiefs** participating virtually at the Abraham Lincoln Presidential Library and Museum in Springfield to talk about race relations and policing.

It's about retired ILACP Past President **Charles Gruber**, a national expert, educating an Illinois Senate committee and the governor's office, separately, about use of force standards and possible changes that would benefit both law enforcement and our communities. And Chiefs **Ana Lalley** and **Christopher Mannino** testifying on different days on the topics of body cameras and social workers, respectively.

It's President Black (again) talking with Attorney General Kwame Raoul about our desire to **strengthen the decertification process** so that we can more easily get rid of bad cops and prevent them from job hopping.

It's Springfield Chief **Kenny Winslow** being asked to talk to a large group of legislators in Springfield about a variety of "police reform" ideas. He was there by himself; he had asked if another chief or I could join him, and he

was told no – but not in a bad way. Those legislators did not want a big show. They sincerely wanted to know about Winslow's downstate experiences and how they might match up to various reforms being considered.

It's my own daytime trips to **Macomb, Peoria, and East St. Louis**, for local signings of the **Ten Shared Principles**, with prominent black leaders present at each one – building trust one conversation at a time. And going to **Waterloo** to present a Medal of Valor to a sergeant who pulled two people out of a plane that crashed.

And on a more comedic note, it's me creating 3-minute videos called "**Ed's 3 Things**" to give you the latest news. We send email blasts about each of these videos, and from there you can click and instantly watch them on your phone or computer.

It's about our own Chief **Steven Casstevens** from Buffalo Grove finishing his year as president of the Illinois Association of Chiefs of Police after standing tall for law enforcement nationwide after the death of George Floyd and all that followed.

It's ILACP Education Committee Chair **Ray Cordell** working with the ILETSB Executive Institute at Western Illinois University to build a robust eLearning Training platform for our members, and Ray recruiting first-rate instructors to provide the online training.

It's lining up the presentations of our **Rising Shields** awards to Lt. **Laurie Gerdes** in Gillespie and Sgt. **Ryan Bivins** in Dixon, and thanking our vice presidents at-large, Chief **Dan Ryan** and Chief **Dean Stiegemeier**, for traveling to those towns to bestow the good wishes of the Illinois Chiefs.

It's about not complaining about our association **forgoing more than \$100,000 in revenue** this year due to the cancellation of the Annual Conference in April and then the Midwest Expo twice, once in August and then again in November, all due to the pandemic.

Meanwhile, it's knowing that history swings on a pendulum and that this year, the pendulum is jerking around violently, totally out of control. It will find its rhythm again, and we have to be ready. History teaches us that, too. Meanwhile, it seems futile to release survey data that still indicates that most people are pleased with their local police departments, and that everybody, including minorities, desire more police visibility, more police protection. That's why we quietly keep building trust one conversation at a time. It's why our PR Committee Chair, DC **Andy Johnson**, is posting positive news on social media and attracting tens of thousands of views and engagements.

In years of great crises like this one, we know that people will eventually remember how badly they need the police, and they will be grateful again. So during this time of "meanwhile" that I just mentioned, thank you for honoring the badge, fulfilling the call to service that still resonates within you. ■

*Ed Wojcicki*



# Psychological Pre-Employment Screening: Guesswork vs Science

By Dr. Alan Friedman



Dr. Alan Friedman

Let me pose the following questions: Have you ever lost sleep worrying about a hire that you thought should never have been made? How important is it to you to know that your psychological screening for new officers is doing the job you expect of it? Have you ever examined your hiring system's criteria for selecting the best and forgetting the rest?

As we know, screening processes for selecting law enforcement officers have always been important. However, understandably, they have most recently come under increased scrutiny. While many factors contribute to officer misconduct, selection failures are a vital component in adding to the negative repercussions associated with safety compromises to fellow officers and citizens, negligent hiring claims, and reputational damage to police agencies and municipalities.

Over time, there has evolved an increased understanding on the part of more scientifically minded psychologists for using an evidence-based approach to selecting officer candidates versus relying solely upon educated "guesswork" or professional judgment as to who appears well-suited for the challenging work of a police officer. While many federal regulations govern hiring practices in the United States, Federal Rule of Evidence 72 requires that any expert testimony involving measurement must have known accuracy and error rates for those measurements. Lacking that, such testimony can be ruled as inadmissible "junk science" and thrown out of court under a successful Daubert challenge.

The International Association of Chiefs of Police (IACP) addressed the topic of proper hiring by ratifying guidelines in 2014 for use by public safety agencies, agency executives, and the psychologists involved in the decision making. The pre-employment psychological evaluation is designed to determine if a public safety applicant is "free from any emotional/mental condition that might adversely affect the performance of safety-based duties and responsibilities and be capable of withstanding the psychological demands inherent in the prospective position" (Section 3, ratified IACP Guidelines (2014)).

The Americans with Disability Act (1990) requires that an assessment of any potential emotional/mental condition be deferred until after

a conditional offer is extended (i.e., post-offer). The psychological examination, therefore, should occur only after the conditional offer is extended. The IACP Guidelines recommend these evaluations be conducted only by a licensed doctoral level psychologist with expertise in both clinical assessment and the evaluation of normal traits and abilities relevant to personnel selection.

The IACP Guidelines identify a minimum of four necessary components for a competent evaluation. These are:

- Background Check/History
- Clinical Interview
- Broad Based Test of Psychological Functioning that Measures Emotional Dysfunctions
- Well-Validated Psychological Test Specifically for Use in Police Personnel Selection that Correlates with On-The-Job Police Performance

When all four of these vectors align to say "**HIRE**," it is a relatively easy decision. But when there is a lack of convergence among these factors, it raises the question of the most critical determinants of a decision to hire or reject a candidate. Without a quantifiable protocol based upon solid metrics, the psychologist issuing the report is essentially relying solely upon clinical intuition and professional judgment.

There is a better way: to rely upon an evidence-based decision-making model grounded in measurements that are replicable across time, across raters, and across candidates. An evidential database, also free of adverse impact, is essential to accurate future predictions of misconduct by police officers, as well as to conform to the Equal Employment Opportunity Commission (EEOC) criteria to avoid workplace discrimination.

However, without follow-up data to track the actions of officers on the job over time, simply having a huge database of "norms" on the psychological entry test variables is significantly less valuable. While norms on personality tests are very important, more crucial are the performance metrics related to actual on-the-job behaviors that drive the predictive accuracy and, hence, the efficacy of a selection system. In essence, predictive validity is the essential condition for an effective selection protocol.

While there is no one profile of a "good" police officer, there are profiles associated with specific types of officer misbehavior, and these are the





characteristics most essential to assess for risk management purposes. The measures most critical to evidence-based assessment programs are the ones that are collected on the actual behavior of newly hired officers.

The most predictive system for accurately identifying a police candidate with potential liabilities is based upon an actuarial or statistical model, just as insurance companies use a risk forecasting model in predicting those at risk for heart attacks, various medical diseases, and car crashes. This actuarial methodology is also popular in correctional settings where assessments are relied upon to estimate the probability of future criminal offending, which in effect dictates decisions, such as parole recommendations, treatment programs, or supervision requirements. This approach, as it applies to police personnel selection, is based upon algorithms and uses strict objective evidence-based formulas to combine the information from psychological tests, interviews, and background factors to predict future outcomes, typically weighting the predictors in a manner that maximizes accuracy. This approach differs from decisions that rely solely upon professional judgment that ignores consistent decisional rules (e.g. cutoff scores) and can allow clinician biases to contaminate predictions. Overall, in the professional behavioral science literature, there is a strong consensus favoring the actuarial over the clinician-based judgment approach across a variety of contexts as reviews and meta-analyses continuously demonstrate their superior predictive validity. Clearly, the actuary is of greater assistance to the clinician than the clinician is to the actuary. As many as fifty years ago, Dr. Paul Meehl, a preeminent psychologist and pioneer in this area of measurement, stated that it was difficult to come up with so much as one single research study in which the clinicians' predictions were better than the statistical table or formula; in most studies, the clinician is significantly worse. The data in the social science literature are unequivocal in the support of an actuarial approach.

The utility of personnel selection for police officers is enhanced by using a contextualized assessment, meaning that test items have job-relevant frames of reference to the actual work of police officers. Attitudes toward law enforcement are critical to assess and include in a predictive report. Without such a measure, simply including a test of psychopathology misses the opportunity to make a precise estimate of various specific liability risks. The development of the MATRIX-Psychological Uniform Law Enforcement Selection Evaluation (M-PULSE) Inventory, authored by police psychologists Dr. Robert Davis and Dr. Cary Rostow, incorporated job-relevant items into a 455-item personality questionnaire that measures a candidate's attitudes, values, beliefs, and behaviors related to law enforcement and its culture. The purpose of the M-PULSE Inventory, as stated by its authors, is that by reducing the chances of hiring officers who demonstrated misconduct, police agencies can reduce associated monetary and reputational liabilities and may also maximize performance and efficiency in their public safety mission. The tool was developed using law enforcement officers, with a large normative sample from 235 law

### 3 Illinois chiefs praise the Matrix approach

When told about Dr. Friedman's upcoming article in *Command* magazine, three Illinois chiefs who use the Matrix system had these comments:

The Waukegan Police Department has been using the Matrix system as administered by Dr. Alan Friedman for over ten years. In that time, we have found great validity in the test relative to performance. As well, it has added a component to our hiring process that has identified specific training needs in candidates that at one time may have disqualified them when the real nature of the issue merely was not identified. The system has provided a better [result] than mere "pass/fail" that in some cases is not quantifiable and vague.

★ *Chief Wayne Walles, Waukegan PD*

We are impressed with the accuracy of its predictions in identifying potentially high-risk candidates who appear unsuitable for law enforcement. The psychological tests and structured interview demonstrate the documented empirical evidence supporting their use in conformity to the IACP's Guidelines for Preemployment Psychological Evaluations. Dr. Friedman's regular follow-up on each candidate's report reinforces the findings and answers any questions we might have regarding training recommendations for candidates suitable for employment, and also identifies potential categories of liability risk a candidate may bring to the profession.

★ *Chief Robert W. Marshall, Naperville PD*

The detailed report identifies potential liability areas such as excessive force, off-duty misconduct, unprofessional conduct, sexually and racially offensive conduct, interpersonal difficulties, chemical dependency, potential for reprimand/suspension/resignation/termination, and lawsuit potential. The report includes training recommendations for Field Training Program to align recruit and training officer with a focus on success.

★ *Chief Chuck Walsh, Elk Grove Village PD*



Continued from page 7

enforcement agencies across the USA. Later, 3,348 police officers were added to the database to generate robust data for actuarial analyses, predicting on-the-job liabilities such as excessive force, misuse of a vehicle, motor vehicle accidents, chemical dependency, unprofessional conduct, lawsuit potential, reprimand and suspension potential, racially and sexually offensive conduct, criminal conduct, and procedural and conduct mistakes.

The items on the M-PULSE Inventory are also grouped into additional sets of scales.

- I. Validity scales designed to measure an uncooperative attitude toward the testing. Impression management is crucial to assess to determine the validity of the test results.
- II. Empirical scales developed through factor analysis reflecting negative self-issues, negative perceptions related to law enforcement, unethical behavior, and unpredictability, each divided into subscales.
- III. POST scales: These scales are aligned with the measures identified by the California Commission on Peace Officer Standards and Training. These scales measure Instability-Stress Intolerance, Rigidity, and Poor Decision-Making and Judgment. Although originally developed for use in California, the POST dimensions are widely recognized as relevant to law enforcement, with most scales showing strong relationships with job performance across police departments.

These fundamental features helped the M-PULSE Inventory gain support from professionals in the law enforcement industry, as recently cited in the *Journal of Police and Criminal Psychology* (2020). When combined in an actuarial paradigm with a structured background interview and a test of psychopathology, such as the Minnesota Multiphasic Personality Inventory-2 (MMPI-2), there has been a proven efficacy in identifying candidates at risk for future liabilities.

#### **Factors to Consider Regarding Selection Systems for New and Lateral Hires:**

The key ingredients for a legally defensible and solid scientific evidence-based approach to the selection of police officers includes the following:

1. Per the IACP (2014) Examiner Qualifications, use well-qualified and experienced doctoral level psychologists well-versed in the police science and testing literature for administering a hiring protocol.
2. Only use well-validated test instruments that correlate significantly with actual on-the-job police performance.
3. Gather follow-up performance data from selected candidates in order to enhance future predictions for new hires.
4. Ensure that the pre-hire clinical interview by a psychologist includes follow-up collateral interviews with treaters to rule out unqualified candidates with emotional instability or risk factors not disclosed

by the applicant. The psychologist must obtain appropriate release waiver forms allowing the treater and psychologist to consult with one another.

5. The psychologist must avoid illegal inquiries about a candidate's family history of medical/mental health problems to avoid violating the Genetic Information Nondiscrimination Act (GINA, 2008) designed to protect individuals against employment discrimination on the basis of genetic information.
6. The psychologist's selection system must be able to demonstrate that there is no adverse impact across race, gender, and ethnicity for identifying suitable candidates.
7. A selection system is most useful if it goes beyond a simple hire or don't hire recommendation. The inclusion of training recommendations for certain candidates can be of high value for field training officers and helps to avoid eliminating candidates with the potential to become good officers.
8. Per the IACP Preemployment Psychological Guidelines, it is desirable for the examiner to communicate with the designated hiring agency staff prior to making a final suitability determination in order to compare and reconcile information obtained from the applicant. Before a final hiring decision is made, significant discrepancies between information obtained in the psychological evaluation and other stages of the hiring process should be reviewed thoroughly.
9. The psychologist evaluation system should be able to demonstrate its efficacy should there ever be a legal challenge about its scientific validity and methodology. Therefore, an accuracy chart for its "hit" and "error" rates, for identifying the areas of risk liability it claims to predict, must be producible. Such statistics cannot be computed unless the assessment protocol yields an outcome quantifiable as a firm, binary, HIRE/DON'T HIRE outcome.

Under the current circumstances of public and legal scrutiny, it is incumbent upon law enforcement agencies to review their hiring systems for police officers and conduct a vulnerability audit of these evaluation protocols to ensure the agency is meeting the highest standards required when making hiring decisions. ■

**Dr. Alan F. Friedman is a Ph.D. licensed clinical psychologist in full-time private practice in Chicago, with a primary focus on evaluating law enforcement candidates using the MATRIX methodology. He is also a faculty member in the Feinberg School of Medicine at Northwestern University and the senior author of four textbooks on psychological testing. His email address is [draf48@aol.com](mailto:draf48@aol.com).**





# For a New Policing Model Look to Small Private Campus Police Departments

By Michael Zegadlo, Chief of Police  
Lewis University, Romeoville, Illinois



The conversation about police reform focuses, understandably, on large urban municipal departments. Policing models developed in these environments evolved in a context of a high frequency of violent crime and are built with a focus on mitigating violence and “fighting” crime.

Campus public safety and law enforcement evolved in a different environment, one in which the primary mission was not crime fighting but rather personal and academic development. This evolution in a different habitat has led to the development of policing models and approaches to public safety that are in many ways drastically different from urban municipal policing. This alternate reality of policing just may provide insights for police reformers on what new models of policing may look like.

Small private campus police departments typically operate with limited resources, both in terms of staffing and operating budgets. It forces these departments to look at unique staffing models, interdepartmental collaboration, and resource sharing. It requires officers to be cross-trained to fulfill multiple roles, some of which may have nothing to do with traditional policing. These unique circumstances, played out in the campus environment in which police are meant to be part of the developmental journey of their students, result in a different policing product that may now be more relevant to the wider industry.

## Intervention Versus Enforcement

In campus policing, encountering a student whose behavior violates policy, local ordinance or state statute is approached as an opportunity for personal development. The officer’s focus is less on developing probable cause of a criminal violation to make an arrest and more on understanding what might be behind the immediate behavior and what intervention might most effectively put this student back on path toward academic and personal success. This primary mission directive is always subordinate to public safety. If the behavior is a threat to public safety, officers may then flip their focus to mitigating the public safety threat, but the vast majority of our contacts with community members are not serious public safety threats.

This behavioral intervention approach allows for a more diverse set of options for the officer, beyond “arrest or don’t arrest.” Officers are

trained to understand the broad array of services and support systems available to the community and to evaluate and select options that will facilitate positive changes in the student’s behavior. Perhaps a referral to the counseling center for a student struggling with substance abuse or depression would be the best path. The officers are trained to recognize when these referrals are appropriate and then provided simple pathways to access the resources. It’s not unusual for an officer to talk with a student and say, “How about I walk with you over to the counseling

**Cops must embrace wearing many hats and that means developing competence in areas not traditionally associated with policing.**



Continued from page 9

center and we see if Jill's in her office. She's really great at helping with this kind of stuff." In lieu of a criminal charge the officer can opt to send a violation into the student conduct process which focuses on an educational / developmental intervention.

Traffic stops are a useful tool to enhance public safety and, believe it or not, improve community relations. On statewide speed enforcement days or distracted driving weeks, campus officers make lots of stops and write almost no tickets. Instead, a friendly conversation with the driver occurs and an information card about the dangers of speeding or being distracted by your cell phone is distributed.

Officers are not pressured to or rewarded for making arrests or writing tickets, like in many municipal departments. This quantitative transactional approach to performance evaluation sets up the wrong attitude toward community interactions. If our focus is education and personal development why would we encourage high numbers for citations and arrests? It makes performance evaluation more challenging for supervisors, because you can't just run a report for every officer and count the hash marks, but that's not how we should be evaluating the effectiveness of our policing in the first place.

### Wear More Hats

Municipal cops often complain that "I'm not a counselor or a social worker or an animal control officer..." In campus policing we've learned to embrace wearing many hats. On many campuses the police are the only department that operates 24/7/365, so when employees who are remoting in to their desktop computers during quarantine need a reboot, they call the police to go to the office and power up their PC. When a resident student's toilet is overflowing at 3:00 am, they call the police to contact the on-call plumber. Municipal policing could never extend itself to those levels to assist their community, but, if policing is to survive, it must be willing to adapt. Cops must embrace wearing many hats and that means developing competence in areas not traditionally associated with policing.

Small campus departments don't typically have investigation divisions, traffic units, or intelligence offices. Every patrol cop needs to be trained to some extent in all those areas. A first responder should be prepared to interact with mentally ill community members in crisis, the victim of sexual assault, or a kid who's never consumed alcohol before who just finished his third Red Bull and vodka. All cops should be able to de-escalate a community member who's scared, angry, embarrassed, confused or mentally ill.

The phrase, "That's not my job" needs to be met with some scrutiny. Some of it really isn't our jobs, but we've got to be a bit more open

mind and look at a situation from the "how can I help" angle instead of "It's not my job."

### Hybrid Staffing Models

I would love to have 20 patrol officers, six sergeants, and a team of telecommunicators but there's no budget for that, so we have a staffing structure which combines sworn and non-sworn personnel with overlapping fields of responsibility that work side by side as first responders. Civilian safety officers assist police officers in the field with service and enforcement calls, but are also cross-trained as dispatchers. Cops can be tasked to unlock an office, jump start a car, or investigate a power outage. Depending on the particular call for service a campus safety officer, a police officer or both may be dispatched. The police staff are cross-trained with residence life staff and the police communications center has the ability to dispatch personnel from either department, so a loud party complaint might get a resident assistant (RA) and police officer. Depending on the circumstances, the RA may take lead while the police officer is there for support.



Municipal departments might consider similar models with personnel trained and equipped for different types of calls. PSAPs could have pre-loaded dispatch protocols for various situations. In the same way a traffic crash with injuries automatically triggers police and EMS to be dispatched, a suicidal subject call could trigger police, ambulance and a social worker.

Asking police personnel to accept responsibilities not traditionally in the purview of law enforcement, means selecting staff willing to resist the urge to say, "that's not my job." Candidates deserve to know up front what your department's values and expectations are. The recruitment and hiring process becomes important to meeting this objective. Candidates





should know if your department isn't about "runnin' and gunnin'" and is more focused on community support. They need to be tested in the interview process to evaluate if they're ready to approach policing differently, if they have cultural competence, if they see community members as collaborators in achieving public safety or adversaries.

### Robust Immersive Community Education

The first contact with campus police for students, employees and parents comes during student or employee orientation as part of the department's community education program. Community education serves as an effective channel to transmit messages about public safety, but is also our initial conduit to begin the relationship and trust building process. The relationship between the community and the police cannot be taken for granted. Trust, respect and compliance should not be assumed. They should be earned through a process of getting to know each other. Tap into your department's best personalities and put them in front of the



public: in presentations, on social media, in community activities in which one might not expect to see police. Cops attend community programs with no other agenda than to be present in a positive environment. Cops teach classes, not just on self-defense or internet safety, but on study skills and academic survival. We use programs like ALICE and RAD to meet and get to know our community members where they can see us at our best. It's very rare for a community member's first police contact to be in an enforcement interaction or emergency call for service.

This doesn't require cops to dance, make goofy videos or embarrass themselves to earn Facebook likes. Your cops should be themselves, share their expertise, demonstrate their skills to the community in a way that is genuine and credible. They don't have to be goofy, but they must be willing to expose their humanity.

### Tactical Training and Capabilities Must NOT Be Ignored

We are not attempting to create a façade that crime, violence and

evil don't exist. We're just shifting the focus toward the positive to the extent possible. Officers need to be trained and equipped for the bad stuff. Proficiency in police use for force is essential. Highly trained, well-practiced use of force practitioners use force less often and more efficiently. Thoroughly understanding constitutionality, statutory authority and department policy combined high proficiency in tactics, techniques and weapon systems makes your officers and communities safer. Communities with less violence should train more because low frequency of use of force occurrence translates in to less repetitions and could mean less competence. Your officers must be ready to meet tactical threats. They must resist complacency and the "it can't happen here" mindset.

Train them and equip them. Patrol rifles, plate carriers, ballistic helmets should all be part of the inventory. And when the community outcries about militarization, educate them. Police militarization is about culture and mindset, not equipment. Carrying a patrol rifle doesn't define a militarized department. Behaving like an occupying army does. Treating community members like the enemy does. Spend some of your reservoir of trust to help your community understand this and accept the need for preparedness.

My point is not re-make every municipal police department in the image of campus public safety. I'm not so naïve as to think what works on a bucolic suburban campus can be directly implemented at 69th and Ashland, but I think there are relevant comparables that have been field tested on campuses which may be applicable in an urban municipal environment. We have variables in our equation that are different from many urban municipalities: low crime, low density, a population (both employees and students) that the institution has selected to be a part of the community. So, understandably, we've evolved into a different type of public safety infrastructure. Nonetheless, we've got a model that is effective is maintaining public safety, responding to criminal incidents and critical emergencies, and working collaboratively, positively and communally with our community in an environment of trust and mutual respect. It's not perfect, but it may offer at least some conceptual prompts as we look to new ideas, frameworks and approaches. ■



**Michael Zegadlo has been chief of police at Lewis University since 2019, after serving for eight years there as deputy chief, when he helped to launch the university police department.**



# For the Good of the Order:

## The Evolution of Police-Social Service Programs in Illinois

By Eileen Molloy Langdon, LCSW  
President, Association of Police Social Services

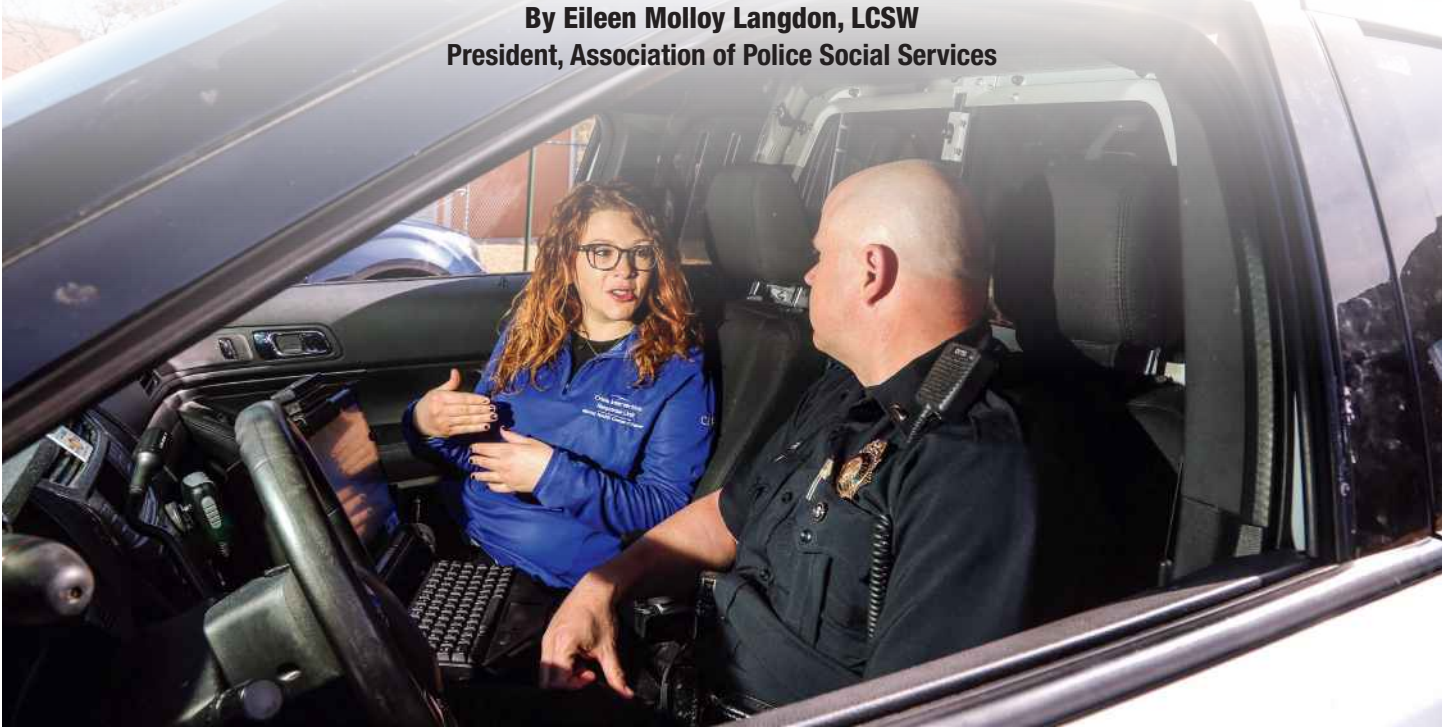


Photo Credit: Steve Larson, Front Porch NE Denver



Eileen Molloy Langdon

Live long enough and you will feel the echoes of history in the challenges and tragedies of today. Like our experience of 2020 so far, the late 1960s and early 1970s were a time of tremendous change, conflict, and challenge for Americans. As the complex demands placed on police officers outpaced their training and available community resources in

the late 1960s, Dr. Harvey Treger of the University of Illinois at Chicago (UIC) proposed what was a radical idea at the time: embed professional social workers and graduate level interns in police departments to provide a collaborative response to socially driven police contacts.

Dr. Treger developed his idea into a three-year action-research project placing professional social workers and University of Illinois-Chicago graduate social work students in two middle-class community police departments in the spring of 1970. He documented his results in his

1975 book, *The Police Social Work Team*. Funded by the **Illinois Law Enforcement Commission** and the communities of Wheaton and Niles, Dr. Treger's experiment became known as the **Police-Social Service Project**. While the **Police-Social Service Project** had 10 objectives, the first three are at the heart of some of today's debates about the best response to nonviolent 9-1-1 calls and are listed below:

1. Developing a new model of service and protection to communities by providing juvenile and adult offenders with the immediate opportunity to obtain professional social services at the point of arrest and before prosecution
2. Immediately assessing the social service needs of residents coming into contact with police officers
3. Providing emergency and continuing professional social services to vulnerable residents at the time of their first contact with police officers.

Before the end of Dr. Treger's project in 1973, the positive impact of the police-social work partnerships on the host communities was broadly recognized by police and city administrators alike. This led to the cities





of Wheaton and Niles independently funding their police social service units when the project concluded. Following the leadership of Wheaton and Niles, four other suburban police departments collaborated with Dr. Treger, Chief Arthur L. Applegate (Wheaton), and Chief Clarence Emrickson (Niles) to establish their own police social service units in 1973: Winnetka, Park Ridge, Carol Stream, and Glen Ellyn. From that flash point in the mid-1970s, the widespread appeal of this “in-house” police-social service partnership has led to the development of several police social service units throughout Illinois and the nation.

The birth of a new specialization in the field of social work gave rise to a need for consultation and collaboration. As a result, a group of 18 police social workers and graduate Social Work student interns formed the **Association of Police Social Workers** in July of 1975. As more law enforcement agencies hired social service professionals, additional mental health professions were represented in the **Association of Police Social Workers**, leading to a decision to change the association’s name to accurately reflect the professional affiliations of its members. Now known as the **Association of Police Social Services (APSS)**, 58 **APSS** members currently serve 47 police departments in the Chicagoland area, and four **APSS** members serve three police departments in two additional states (Texas and Kentucky).

As social service professionals serving within law enforcement agencies today, **APSS** members have a unique vantage point to experience the impact of the COVID-19 pandemic and the concurrent civil unrest on our residents, on our law enforcement partners, and on ourselves as professionals and private citizens. As police social service professionals, we respond to our residents’ social, emotional, and justice needs regarding their social isolation, their losses of their typical systems of

support, and their experiences of racism. We respond to community agencies’ requests for support to promote antiracism. We respond to the hurt, fear and anger of our residents during the aftermath of police involved deaths in other communities and states. With heavy hearts and the clarity afforded to those in front row seats, we bear witness to our police partners’ honorable performance of their professional duties as they receive verbal attacks and physical threats for the recent actions of police in other places and during other times in our shared American history.

If Dr. Treger were alive today, I imagine he would be experiencing a profound sense of déjà vu. He might also feel a mixture of disappointment and hope—disappointed that his vision of police social work has become a controversial response to the national systemic and chronic public health issues we are still facing, and hopeful that his ideas are gaining ground, one community at a time.

Now more than ever, the **APSS** provides the grounding sense of community its members need to continue providing quality, immediate social services to our residents, collaboration with our police partners, and consultation opportunities to our community stakeholders. For more information about the **APSS**, police social service program models, or to request a copy of the **APSS** position paper on the intersection of social services and law enforcement, please contact me at [emolloy@carolstream.org](mailto:emolloy@carolstream.org). ■

***Eileen Molloy Langdon is a social worker in the Carol Stream Police Department, and she is president of the Association of Police Social Services, which formerly was the Illinois Association of Police Social Workers.***



# Police Social Workers in Illinois: A positive force in society

By Sherrie Phipps



Sgt. Aaron Landers

Sergeant Aaron Landers, with the University of Illinois at Urbana-Champaign Police Department, recalled a time when he and his partners had run across an individual who was on the autism spectrum. It was an incident on university property that called for crisis intervention officers.

“There was certainly potential for it to be an ugly situation, but they did good by diffusing it immediately,” said Sgt. Landers. “I went out and

talked to the parent or the caregiver of that individual, but initially there was a block with me and the individual, because I was an officer.”

He felt that it was important to go the extra mile to engage with the caregiver by providing resources to prevent potentially violent interactions in the future.

Landers has the added advantage of holding a master’s degree in social work, with a concentration in mental health. As a member of the crisis intervention training team for Illinois Landers says his degree and experience in social work gives him the advantage when it comes to leading and teaching because he has experience being out in the field that others do not.

“Traditionally, as police officers, we kind of close the door after the call. That’s the end of our involvement, [and we think] this problem is now solved and then we move on to the next problem we may run in to. But with that wrap around system, instead of it just being ‘all right have a nice day’, get in the squad car, write on a piece of paper and be done, we as social workers help with the long-term goals of not having to interact with the same individual over and over again.”

Landers met virtually with ILACP staff to discuss how he advances the use of social work in public safety. He is also the Bomb Squad Commander and holds a position on the crisis intervention cadre at the university. Sergeant Landers teaches crisis intervention training around the state and has recently accepted the role as the lead organizer for

a newly developed police social worker program created by his police department.

The blending of social work expertise with law enforcement training at the U of I PD is one example of an emerging trend in Illinois. Staff at the Illinois Association of Chiefs of Police recently conducted a survey that asked members and chiefs if they have special teams that deploy social workers or mental health professional during crisis calls. In the survey, we found that nearly 50 Illinois departments have social service professionals on staff. What we found is that the titles of these workers may vary, but they all respond to similar crisis calls. Some departments refer to these professionals as police social workers, victim advocate, mental health professional, police counselor, clinical counselor, civilian community engagement coordinator, or similar title.

## What is a police social worker or social service professional?

In Illinois, some departments employ social service professionals who provide counseling and crisis response support for community members who are referred by police officers. In some of those cases, they respond to situations relating to domestic violence, mental health, substance abuse, child abuse, juvenile delinquency or elder abuse.

Unlike regular beat officers, social service professionals provide crisis intervention techniques and have the ability to interview child victims, provide mediation services, and give referrals for treatment and resources within the community.

## Here’s how Naperville Police Department does it

Jill Bridges with Naperville PD writes: “Our Social Worker/Police Counselor provides 24-hour crisis intervention assistance to the Police Department in handling critical incidents and/or traumatic events. [The counselor] provides direct services to citizens in need as referred by police officers including assessments and evaluations, short-term counseling and/or referral to appropriate agencies when necessary. The police social worker also acts as a liaison with various resources and community groups within local, county and state organizations. “He or she is also our victim advocate who provides follow-up services to victims and families of domestic violence, battery, sexual assault, robbery, etc. Often times he or she will assist with court appearances when necessary.”





### Whereas, some departments utilize an entire social worker unit

On September 21, Aurora Police Chief Kristen Ziman, Elgin Chief Ana Lalley and Hazel Crest Chief Mitchell Davis III all spoke as a panelist with the DuPage NAACP in a virtual discussion about reimagining public safety.

During that discussion, Chief Ziman gave us a total look at how her department dispatches its social service professionals.

“I will tell you we are a dealing with a great deal of mental health calls, but you have to remember that you have mental health calls that are synonymous with violence. I think sometimes people think that when someone is having a mental health crisis that it’s just a matter of ‘stay back leave them alone and de-escalate’. That is precisely what we try to do in every single one of those situations, but often times those calls come in because they are being violent. So, when we are responding we take that into consideration and because of that we have a crisis intervention team.



“We have two social workers in the SASS (Screening, Assessments and Support Services) Program and they’re all charged with follow ups and riding with officers. So not only do we have every single police officer in my department trained in CIT, but we also have CIT specialists who respond or follow up on these calls who also work with our social workers. This is what we call our hybrid.

“The social workers are out there identifying what social agencies we can use to combat and solve these problems so we’re not responding as much. In a lot of these calls that are not necessarily violent, we rely heavily on our social workers to de-escalate the situation.”

Chief Ziman notes that every police officer who responds to these calls doesn’t know if they’ll be dealing with someone with a mental illness and expresses the importance of having social workers on the team.

## Behind the badge, a social worker: Tanksley uses social work education in empathetic police work

By Sherrie Phipps



Chief Rick Tanksley

Before he was a police officer, Rick Tanksley was a licensed social worker. “I am a social worker at heart and I think I was a social worker in police clothing,” said the retired Police Chief from Oak Park Police Department.

After retiring in 2016, Tanksley is now the Director of Public Safety at Occidental College in Los Angeles, California.

Chief Tanksley graciously participated in an ILACP virtual interview series on the topic of police social workers in Illinois police departments.

“I have a master’s degree in social work from Jane Addams School of Social Work at UIC,” Tanksley said. “While I was getting my masters and for several years thereafter, I worked in a community mental health center in Chicago as a psychiatric social worker. At the time a job announcement came up for a police officer position [and since] policing was something I was always interested in, I applied and thought that my skills that I learned in social work could easily transition into police work.”

Tanksley noted that his background in social work equipped him with many tools that he often used during police calls to help keep residents of the Oak Park community safe.

“Many individuals who join the police department have never been in a crisis situation. But when I was a psychiatric social worker, I had to deal with crisis walk-ins, visit families in their homes and more. Social work provided me with the understanding of human motivation and taught me a respect of the human condition.”

*Continued on page 16*







The Park Forest Police Department's Community Engagement Coordinator leads comprehensive violence prevention programming for youth arrested in the Village of Park Forest who are eligible for police diversion programming as well as their caregivers in partnership with The Urban Youth Trauma Center (UYTC) and Aunt Martha's Health and Wellness (AMHW) with the goal of preventing future police involvement and violence perpetration.

Park Forest Chief Christopher Mannino testified about this program October 20 before the Illinois Senate Committee on Public Safety. He said his program is able to keep some juveniles out of the criminal justice system altogether, and it also reduces recidivism.

### **Why don't more Illinois departments have social service professionals?**

Funding may be the simplest answer for most police chiefs. Hazel Crest Police Chief and ILACP 1st VP Mitchell Davis III said although it is in his best interest like many other departments to have specialized units, he doesn't have the financial capacity to do so.

"Chief Ziman and Chief Lalley have amazing things going on in their departments, and I brag on them both all the time," said Chief Davis during the virtual discussion with the DuPage NAACP. "But they are the exception and not the rule. Most departments are like Hazel Crest. We don't have the manpower or the finances to have a social worker assigned to every officer."

He says most departments in marginalized communities do not have the opportunity to acquire such services. He said the industry and tax base is crucial when it comes to funding these departments, and most departments do what they can with what they have. He said these obstacles present challenges to most departments, not because they don't want to provide additional resources but because they simply cannot.

### **Something to prevent**

Sergeant Landers said some departments run into the issue of putting unqualified people into social work positions. He said some individuals have never worked in the field but are given the role when a lot of this is new for many departments. He expressed that it takes a lot to learn about case management as it pertains to social work and crisis intervention, and it's important to ensure individuals are hired with a specific background in social work. That way it gives departments an advantage when dealing with certain calls and helps when providing resources and contacts to the community.

### **Here's what to look for when hiring a police social work candidate.**

As a reference from the ILACP Social work survey here are a few qualifying characteristics many chiefs listed when asked "how can one become a police social worker for your department?"

- Need a master's degree in Social Work and or Psychology or Counseling
- Experience working with victims and police at some capacity
- LCSW (Licensed Clinical Social Worker) Licensure or similar license in a related field
- Specialized training
- A minimum of at least three years of experience in the field to include familiarity with crisis intervention techniques and knowledge of Illinois Statutes related to Domestic Violence, Child Abuse, Juvenile Law, Mental Health and Confidentiality Code. ■





## Elgin PD creates co-responder team after reviewing response to violence in London and Scotland

Chief Ana Lalley of the Elgin Police Department modeled a social worker unit after members of her department visited London, Scotland and New York. During a virtual discussion with the DuPage NAACP this fall, she described what they did:

*In 2019 members of our command staff traveled to London, Scotland and New York to the NYPD to look at what they call their emergency services unit, and we went to London and Scotland to look at how they deal with violent encounters; because obviously the culture is very different there. Most of their police officers don't carry handguns; however, some do. Through those trips, we implemented something here called our Emergency Services Detail, which is comprised of our SWAT team and 24 officers. Part of what that team does is an emergency service detail where they implement certain techniques and tactics that were learned from our trips. These officers are inserted in potentially violent encounters, and they use de-escalation techniques and tactics. But we're also using that verbal part through crisis intervention, and I can tell you we definitely see the difference.*

*Every officer here is first trained in crisis intervention. In 2019 we started our Collaborative Crisis Services Unit, which is a co-response model. We pair two full-time police officers along with three part-time mental health professionals, and that group goes out in the field together. If we have a suicidal or mental health related incident, that incident is handled through intervention or crisis intervention. We also send out a mental health professional to do the follow-up so they can focus a lot on a long-term solution so we're not going to these calls over and over again.*

*However, they are paired with police officers because a lot of times these calls are violent in nature and you can't just interject by putting in a social worker or mental health professional.*

*On top of our three part-time mental health workers and co-response team, we also have three full-time social workers. They focus more on victim services, advocacy and also intervention as it relates to crisis. I can say that a year and a half ago calls probably would've ended very differently, but the goal here has always been for everyone to go home safe.*

Chief Lalley continued by recalling a time when the extension of social work treatment and services helped an Elgin resident immensely. She said her department had responded to a military veteran's home on multiple occasions. She described the individual as a barricaded and armed subject. She said her team being specialized in social work techniques was crucial in the success of resolving the issue.

On the following day after the incident, her team met with the individual and that person's doctors to put a plan in place for the future. Chief Lalley said her department hasn't responded to any more calls at the individual's home since then. She credited the social work wraparound services. ■





# ILACP and Fight Crime: A Twenty-Year Partnership

*Promoting Preschool, Child Care, Home Visiting, and More*

By Tim Carpenter, State Director of Fight Crime: Invest in Kids



From left, Lee County Sheriff John Simonton, Lake County State's Attorney Mike Nerheim, former Union County State's Attorney Tyler Edmonds, Christian County Sheriff Bruce Kettelkamp, Governor J.B. Pritzker, Kendall County State's Attorney Eric Weis, former Bartonville Chief and ILACP President Brian Fengel, Elwood Chief Fred Hayes, Livingston County State's Attorney Randy Yedinak, and Hazel Crest Chief Mitchell Davis, on Lobby Day in Springfield in the spring of 2019, to discuss Fight Crime: Invest in Kids.

Illinois law enforcement leaders have a long history of supporting prevention initiatives that reduce crime and violence. For two decades, the Illinois Association of Chiefs of Police (ILACP) have forged a strong partnership with my organization, Fight Crime: Invest in Kids, to boost research-based programs that help get children off to a strong start in life, and are proven to reduce crime and violence in our communities. Together, our organizations have worked in Springfield to secure bipartisan backing for such programs: preschool, child care, afterschool, home visiting programs for parents of infants and toddlers, and locally based alternatives to detention for young people who have had involvement with the criminal justice system.

For readers not familiar with us, Fight Crime: Invest in Kids is a national anti-crime organization with a membership of more than 5,000 law enforcement leaders — including more than 200 Illinois police chiefs. Members of Fight Crime serve as resources for the Association, briefing the ILACP Legislative Committee on crime prevention priorities and partnering on lobbying and advocacy efforts.

Recent developments have made our organizations' shared commitment to prevention more crucial than ever.

### **George Floyd and Black Lives Matter**

With the killing of George Floyd and the subsequent national outcry, chiefs around the state have spoken out, committing to principles of equity and

empowerment. As Fight Crime's National Leadership Council, which includes IACP Past President Steven Casstevens, wrote in a recent statement: "We can't simply arrest our way out of large, societal problems. Our members have long championed the kinds of programs for children and families that not only address the root causes of crime—helping to stop crime before it happens—but which also serve to ease the inequities that threaten our social fabric and undermine our nation's fundamental, aspirational principles."

The prevention strategies that Fight Crime and ILACP have championed, when taken as a whole, boost academic achievement and health outcomes for participants, and reduce their likelihood of subsequent involvement with the criminal justice system. Studies show that these programs have their greatest beneficial effects for children who have faced the disadvantages of poverty, trauma, and exposure to community violence. Investments in these programs, therefore, help even the playing field for the youngest and most vulnerable among us.

### **The Novel Coronavirus**

The pandemic has further heightened the need for these investments. All of Fight Crime prevention programs have been challenged — even transformed — by the health crisis. For some parents, home visiting programs — now operating in virtual mode — serve as a lifeline to a



From left, Naperville Chief of Police Robert Marshall, Lee County Sheriff John Simonton, former Union County State's Attorney Tyler Edmonds, Christian County Sheriff Bruce Kettelkamp, House Republican Leader Jim Durkin, former Bartonville Chief and ILACP President Brian Fengel, Elwood Chief Fred Hayes, Kendall County State's Attorney Eric Weis, Lake County State's Attorney Mike Nerheim, Livingston County State's Attorney Randy Yedinak, and Hazel Crest Chief Mitchell Davis, on Lobby Day in Springfield in the spring of 2019, to discuss Fight Crime: Invest in Kids.

More than 200 Illinois police chiefs are members of Fight Crime: Invest in Kids. They serve as advocates and sometimes lobby state officials about issues that keep children out of the criminal justice system. It's a win-win solution to some of our biggest social challenges.



host of necessary services. Child care facilities — indispensable for our law enforcement and other essential workers — face employee shortages, uncertain funding, and new health standards that raise their operating costs. Preschool and afterschool providers have had to create new systems and approaches to reach their students remotely, with imperfect results. And even when programs are able to open safely, there is growing concern that the shut-down has contributed to significant learning loss for many children.

While prevention programs will need enhanced resources, the State of Illinois will likely face constrained revenues due to the emergency. The law enforcement leaders of Fight Crime have argued for assistance to states and localities on the federal level, and will continue to make the case for maintaining these key investments in the state budget. In a time of crisis, we cannot abandon programs that enhance our safety and that save us money in the long-term.

### Illinois Early Education Funding Commission

Another circumstance relevant to our combined efforts is the recent appointment of the Illinois Commission on Equitable Early Childhood Education and Care Funding — a group tasked by the governor to make recommendations for reforms and improvements in the funding and oversight of Illinois' early childhood system. Our current system is unwieldy, inefficient, and chronically underfinanced compared to Illinois' surrounding states. The commission is slated to release the recommendations and a plan for implementation before the end of the year. Working to make these plans a reality will be an endeavor worthy of the continued partnership of the ILACP and Fight Crime: Invest in Kids.

Our work together — in light of the commission's work, the global pandemic, and national movements for equality — can ensure the ongoing strength of

strategies that promote equity, improve lives, and reduce crime and violence in our towns and cities. Our third decade of partnership may be beginning in crisis, but it can surely end in a safer, more secure Illinois.

Are you a police chief who is not yet a member of Fight Crime: Invest in Kids? We would love to have you join us. Membership is free, and requires only a very limited commitment of time. Please email [disaacson@fightcrime.org](mailto:disaacson@fightcrime.org) for more information and a membership form. ■



House Republican Leader Jim Durkin (R-Western Springs), right, meets with Hazel Crest Chief Mitchell R. Davis III and former ILACP President Brian Fengel on Lobby Day in Springfield in the spring of 2019.





# Legislative Update

## How ILLINOIS CHIEFS respond to Pritzker's 7 Principles to Change the Criminal Justice System

By Ed Wojcicki

Governor JB Pritzker issued a statement on October 7, 2020, proposing “seven guiding principles that will be foundational in the administration's plans to take action, in partnership with the General Assembly, to reform and modernize the state's criminal justice system.”

“After reviewing the list, the Illinois Chiefs had concerns about several of the items and the language he used,” said ILACP Executive Director. So the Illinois Chiefs issued a statement in response. Listed here first are the governor's seven principles for what he calls “an equitable criminal justice system”:

1. End the use of the cash bail system and limit pretrial detention to only those who are a threat to public safety.
2. Modernize sentencing laws on theft and drug offenses and use a public health approach to address mental health and addiction.
3. Reduce excessive lengths of stay in prison by providing pathways for people to earn opportunities for rehabilitation.
4. Prioritize rehabilitation and reduce the risk of recidivism by increasing access to housing and healthcare for returning residents.
5. Increase police accountability and transparency for police officers and police departments.
6. Update and strengthen statewide standards for use of force by police officers. This includes requiring police officers to apply first aid after using force, prohibiting no-knock search warrants, requiring the use of de-escalation techniques, and requiring officers to intervene and report when excessive force is used by another officer.

7. Improve interactions with police by decriminalizing minor non-violent offenses, improving police response to crowd control, and increasing language and disability access.

“Those seven principles include some ideas that we can support, some ideas that we have already implemented, but other ideas that we do not support, such as extreme reforms to the monetary bail system and attempts that go too far to reduce the definition of some felonies,” Wojcicki said.

**Here is the response from the Illinois Chiefs, issued the next day:**

- **Reforms:** The Illinois Chiefs support reforms that would improve the criminal justice system for all Illinoisans and have been in discussions with legislators on several reform topics.
- **Victims' rights:** The concerns of victims of crimes are not taken into consideration in many of these reform proposals. The Illinois Chiefs intend to be an outspoken advocate for crime victims – victims of abuse and neglect, violence, sexual assault, property crimes, and so on.
- **Mental health:** We support additional resources for mental health services and other community services that might provide an alternative to arrest, but these resources should not be used to reduce law enforcement funding.
- **Illinois already a leader in reforms:** The governor's principles ignore or forget all of the great work routinely done by law enforcement, attorneys, state's attorneys, victims' advocates, and judges. The Pritzker Administration repeatedly ignores opportunities to recognize the service



and commitment to safe communities that is carried out daily by law enforcement every day in every Illinois county. If it did, it would recognize that “reform” is already happening and that Illinois has been a leader in police reforms in the past five years, notably in the landmark Police Improvement and Community Relations Act of 2015. That law outlawed chokeholds and requires training every three years on such important topics as cultural competency, procedural justice, and more.

- **Evidence-based solutions:** There are multiple facets to each of the governor’s seven principles. Each is complicated and should be comprehensively evaluated. Changes need to be data-driven and informed by best practices. Policy changes also must recognize that every community is different and that a change that some might view as necessary in Chicago might have an adverse effect in other Illinois communities and make them less safe.
- **Stay at the table:** On several of the issues in the governor’s seven principles, the Illinois Chiefs and others have been in productive conversations all summer with the legislature and the Illinois Attorney General. We respectfully ask that these conversations continue “at the table” before formal legislative proposals emerge. We are open to reforms and believe we have a lot to contribute.
- One of those issues is **use of force**. The Illinois Chiefs have been talking to legislators about a standardized policy, and we believe these discussions should continue. A national consensus policy on use of force has been adopted by many organizations and would provide a sound starting point, though not everything in that policy would apply to Illinois.

- **School Resource Officers:** Many school districts in the state are adding SROs and believe in their value. Any decision on maintaining them and funding them should remain at the local level.
- **Don’t demand what’s already happening:** Some of the language in the governor’s statement feels inflammatory to law enforcement and does not contribute to collaborative solutions. For example, a proposal in the governor’s document “requiring police officers to apply first aid after using force” ignores the fact that this is already common practice, required by many departments’ policies.
- **Strong Law Enforcement Coalition:** To develop unified proposals on police reforms, the Illinois Chiefs are working closely with a Law Enforcement Coalition that includes the Illinois Sheriffs’ Association, Fraternal Order of Police, Fraternal Order of Police Labor Council, and FOP Lodge 7. Our president, Chief James R. Black, and our Legislative Committee leaders meet regularly with the coalition.

#### Four pillars of the Black Caucus

The governor’s announcement built on a foundation laid by the Illinois Black Caucus in a major statement on September 1, 2020, led by Senator Kimberly Lightford, D-Maywood. The caucus announced a framework for reforms based on four pillars:

- Criminal justice reform, violence reduction and police accountability
- Education and workforce development
- Economic access, equity and opportunity
- Health care and human services





# ILACP's 8 Priorities

By Ed Wojcicki



Zoom calls have become common occurrences this fall to address legislative issues. In this one on October 26, 2020, led by Attorney General Kwame Raoul, among the participants were ILACP President James R. Black (Crystal Lake PD), Vice President Mitchell R. Davis III (Hazel Crest PD), and Past President James R. Kruger (Oak Brook PD).

The spring legislative session of the Illinois General Assembly came to a crashing halt due to the COVID-19 pandemic. Other than pass a budget, the legislature postponed just about everything else until this fall or next spring.

Meanwhile, after the George Floyd death on May 25 and the civil unrest that followed this summer, the Illinois Chiefs observed closely as Congress, President Trump, the Illinois Black Caucus, Governor Pritzker, the Illinois Senate, and Attorney General Kwame Raoul all came out with police reform ideas.

We received calls regularly from ILACP members asking if we had seen some “crazy legislation” popping up in Springfield. Yes, we did, and we followed all of it, led by Legislative Committee Chair Marc Maton, chief in Lemont, and ILACP President James R. Black, chief in Crystal Lake.

We think it's important to listen to everybody and to engage in all the conversations. As President Black says in his article on page 3, we have been effective in getting the attention of Black Caucus leaders and the attorney general. They are listening, and we hope that whatever passes is more reasonable than what would have passed without our input.

We participated in several Zoom conversations led by AG Raoul on the subject of police decertification. Bottom line: we all want to find better processes for getting rid of bad cops and preventing them from hopping from one agency to the next.

We also participated in five subject matter hearings called by the Senate Special Committee on Public Safety and the Senate Criminal Law Committee. We were active participants and helped present testimony on use of force, body cameras, qualified immunity, and police social workers. Our lobbyist, John Millner, has been very active in the dialogue, too.

**Here is our list of priorities for this fall, developed by our Board of Officers and Legislative Committee:**

1. No softening of qualified immunity.
2. Develop standardized use of force policy – national consensus and state model. Include duty to intervene and de-escalation.
3. Accountability by strengthening the decertification process and the hiring and disciplinary processes to make it easier to fire bad cops and prevent them from working elsewhere. Also, support statewide and national police misconduct/decertification databases. Make ILETSB the Illinois agency that manages the Illinois database and reports to a national database.
4. Support greater use of body cameras with legislative changes in Illinois; support national standards on body cameras.
5. Make it mandatory to participate in FBI National Use of Force Collection Database
6. Continue to support district-funded School Resource Officers while balancing disciplinary role of schools with benefits of police guidance and protection
7. Push our Ten Shared Principles as a guide and playbook for all departments
8. Promote Federal Use of Force Certification that would make LE agencies eligible for federal funds.









## WELCOME NEW 2020 ILACP MEMBERS

*(Added since publication of Command June 2020 Vol 30, Issue 2)*

### ACTIVE MEMBERS

**First Name**  
 John Naydenoff  
 Glenn Neal  
 Chris Nichols  
 Thomas Perry  
 Darren Persha  
 David Prus  
 Richard Robertson  
 Joseph Romano  
 John Rouse  
 James Sassetti  
 Steve Schaible  
 Roy Selvik  
 Donald Shamblyn  
 Dennis Shelton  
 Eric Shumate  
 Darryl Stroud  
 Timothy Sullivan  
 Jeffrey Swan  
 Rob Sweeney  
 Stanley Tencza  
 Diana Tharp  
 Ryan Turner  
 Dale Volle  
 Luke VonDerHeide  
 Matthew Walsh  
 Bryan Watkins  
 Meredith Wayman  
 Gregory Weishaupt  
 Roy Wells  
 Glenn White  
 Todd Williams  
 Richard Wright  
 Richard Wyman  
 Thomas Yehl  
 Alan Young  
 Nicholas Zakula  
 Jeremiah Zigterman

**Title**  
 Chief of Police  
 Chief of Farmer  
 Chief of Police  
 Chief of Police  
 Sergeant  
 Deputy Chief of Police  
 Commander  
 Bureau Chief  
 Chief of Homer  
 Chief of Police  
 Chief of Police  
 Deputy Chief  
 Chief of Police  
 Chief of Illinois  
 Chief of Police  
 Chief of Police  
 Chief of Police  
 Chief of Police  
 Chief Public Safety Manager  
 Commander  
 Commander  
 Chief of Police  
 Chief of Police  
 Chief of Police  
 Chief of of  
 Chief of Police  
 Chief of Police  
 Chief of Police  
 District Commander  
 Deputy Chief  
 Chief of Police  
 Commander  
 Deputy Chief  
 Chief of Police  
 Bureau Chief  
 Commander

**Department**  
 Wayne Police Department  
 City of Farmer City  
 Bethany Police Department  
 Mt. Auburn Police Dept.  
 Tinley Park Police Department  
 Round Lake Police Department  
 Aurora Polcie Department  
 Niles Police Department  
 Homer Police Department  
 Stickney Police Department  
 Lena Police Department  
 Addison Police Department  
 Avon Police Department  
 Southern Illinois Airport  
 Thomasboro Police Department  
 Chicago Heights Park District Police Department  
 Thayer Police Department  
 Metropolitan Airport Authority Police  
 Bartlett Police Department  
 Tinley Park Police Department  
 Norris City Police Department  
 Mount Carmel Police Department  
 Worden Police Department  
 Pekin Park District Police Department  
 Tinley Park Police Department  
 City of Anna  
 Palmyra Police Dept  
 Hardin Police Department  
 Robbins Police Department  
 Chicago Police Department  
 Vernon Hills Police Department  
 Rushville Police Department  
 Crestwood Police Department  
 Rock Valley College Poilce Department  
 Baldwin Police Department  
 Niles Police Department  
 Plainfield Police Department

### ASSOCIATE MEMBERS

Thomas Coffield  
 Josh Dice  
 John Enrici  
 Alan Friedman  
 Jonathan Lewin  
 Todd Ramljak  
 Ricardo Sanchez  
 Joe Schweihs  
 Kevin Scully  
 Richard Waszak  
 Bob Whitt

Criminal Justice Instructor  
 General Manager  
 President/Founder  
 Clinical/Forensic Psychologist  
 Senior Policy Advisor  
 Criminal Justice Instructor  
 CEO  
 Director  
 Deputy Special Agent in Charge  
 Police Consultant  
 Community Engagement

Elgin Community College  
 Security Alarm Corporation  
 Medical Dimensio Group  
 "Alan F. Friedman, Ph.D. Inc"  
 First Responder Network Authority  
 Elgin Community College  
 "Full Armor Protection Group, LLC"  
 "North East Multi-Regional Training, Inc."  
 Drug Enforcement Administration  
 Morton College  
 City of Elgin

### SUSTAINING MEMBER

Kristen Jaworek

Marketing Manager

Frederick Quinn Corporation



On July 28, 2020, Collinsville Chief Stephen Evans led the way as his city council and police department signed on to the Ten Shared Principles.



Macomb Chief Curt Barker signed the Ten Shared Principles in an outdoor ceremony at the Macomb City Hall on July 20, 2020. This was a special event in that Barker also arranged for the other law enforcement agencies in McDonough County to sign the Principles the same day -- Bushnell Police Department, Colchester Police Department, the Office of Public Safety at Western Illinois University, the McDonough County Sheriff's Office, and District 14 of the Illinois State Police.



Waterloo PD Sgt. Trin Daws, center, displays his Medal of Valor from ILACP on September 21, 2020, in the Waterloo City Hall. From left are Waterloo Mayor Tom Smith (a retired state trooper), ILACP Executive Director Ed Wojcicki, Daws, Waterloo Chief Jeff Prorise, and retired chief James A. Trantham. Daws, received the Medal of Valor for his heroic actions in saving the lives of three people after a small single-engine plane crashed less than a hundred yards from his house.





Urbana Chief Bryant Seraphin signs the Ten Shared Principles after a workshop outside the Vineyard Church on September 17, 2020. ILACP Executive Director Ed Wojcicki and the NAACP’s Robert Moore facilitated the roundtable discussions. In one photo, Chief Bryant Seraphin signs the poster, which is now on public display at the City Hall. In the other photo, Seraphin poses with Minnie Pearson, left, president of the Champaign County NAACP branch, and Urbana Mayor Diane Marlin. The mayor was instrumental in requesting the World Café-style workshop, which was attended by ten Urbana sworn officers.



Des Plaines Chief and ILACP Vice President Bill Kushner presented the ILACP Medal of Valor in October to Officer Jimmy Armstrong for his extraordinary efforts on November 19, 2019, when an armed robbery was committed at the Bank of America branch located in the Des Plaines area.



Illinois State Police District 8 in Peoria signed the Ten Shared Principles on Wednesday, October 30, 2020, at the Peoria NAACP Branch Office. The commander of District 8, Captain Chad Peterson, poses with ILACP Executive Director Ed Wojcicki and Peoria NAACP President Marvin Hightower, a local pastor, before the signing. Peterson talked about the partnership he hopes to develop with the NAACP.





## IPRF is the Leader in Workers' Compensation Coverage

*Since our inception in 1985, the Illinois Public Risk Fund has invited public entities and government agencies to examine our outstanding record for cost-effective workers' compensation coverage. Today, over 700 risk managers rely on IPRF for:*

- 24/7/365 Claim Reporting
- In-house Nurse Case Management
- Aggressive subrogation program which will include members out of pocket expenses.
- Loss Control training and support that includes an extensive library of online training courses, simulator training and sample safety guides.
- IPRF members can select their own defense counsel subject to IPRF's litigation management process and approval.
- Dedicated Claims Team
- Prescription Drug Programs







Proud Sponsors of ILACP



EXCELLENCE IN BUILDING

New Construction • Expansion  
Modernization



Frederick Quinn Corporation | [www.fquinncorp.com](http://www.fquinncorp.com)

Frederick Quinn Corporation  
103 S. Church Street  
Addison, IL 60101  
630.628.8500



# EMPLOYER SUPPORT OF THE GUARD AND RESERVE STATEMENT OF SUPPORT PROGRAM



The Statement of Support Program is the cornerstone of ESGR's effort to gain and maintain employer support for the National 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 make the following commitments to their employees:

- We fully recognize, honor and comply with 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, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis and in war.



## STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



America, Inc.

We recognize the Guard and Reserve are essential to the strength of our nation and the well-being of our communities.  
In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.  
If these noble warriors are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Our managers and supervisors will have 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 hire Guardsmen, Reservists and Veterans.
- We will continually recognize and support our country's service members and

Signed:

*Donald T. Klein*  
Regional Chief, ESGR

Date:



To join the employers who have signed Statements of Support, please visit [www.ESGR.mil/SoS](http://www.ESGR.mil/SoS) or email our Illinois Employer Outreach Directors:  
Northern Illinois - Scott Klein at [scottiraklein@gmail.com](mailto:scottiraklein@gmail.com)  
or Central to Southern Illinois - Christie Silvey at [csilvey.esgr@gmail.com](mailto:csilvey.esgr@gmail.com)





Illinois Association of Chiefs of Police  
426 S. Fifth Street  
Springfield, IL 62701



**SAVE THE DATES:**

*(Let's be optimistic!)*

**ILACP Annual Conference**

**April 28–30, 2021**

**Tinley Park Convention Center**

**Midwest Expo**

**August 17–18, 2021**

**Also at the Tinley Park Convention Center**