POLICE SOCIAL WORKERS
How more than 50 Illinois agencies utilize social service professionals

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

A SOLUTION FOR 20 YEARS:
“FIGHT CRIME, INVEST IN KIDS”
Welcome to the ILACP’s November 2020 COMMAND magazine.

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

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See list on the previous page.
The Board of Officers is part of the Executive Board.

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Illinois Association of Chiefs of Police Mission Statement

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

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

Vision and Innovative Change
Knowledge and Information
Legislation
Dissemination
Ethics and Integrity
Media Relations
Professional Standards
Community Partnerships

Illinois Association of Chiefs of Police Logo

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CHIEFS OF POLICE WW

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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.

Chief James R. Black
ILACP has a partnership with CourtSmart, a firm consisting primarily of attorneys committed to helping officers understand the legal rules on the street and in court. CourtSmart’s motto is that officers don’t have to know the law as well as attorneys; officers have to know it better -- as officers must act and react at a moment’s notice. Attorneys, meanwhile, can research the law for months, or even years, and later second-guess officers with judges and juries. This partnership puts ILACP’s endorsement on CourtSmart’s training and encourages police departments throughout the state to consider what CourtSmart offers. The agreement was reached by the ILACP Board of Officers and Dale Anderson, an attorney who works with CourtSmart and has provided training in Illinois for many years. The other three CourtSmart attorneys besides Anderson are Anthony A. Polse, Steven J. Scheller, and retired Chief Jim Volpe. The price per officer is only $60 per year if his/her department’s chief, sheriff, or similar chief executive is a member of ILACP. For other departments, the price is $100 per officer.

What CourtSmart Can Do For A Police Department

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

1. Legal source books that are updated every year and available both in hard copy and e-book, which officers can use for educational and research purposes;

2. Monthly recent case updates that help officers keep up with the changes in the law, particularly constitutional law;

3. Quizzes on the monthly updates and possibly satisfying the state mandates, with the results of the quizzes available to supervisors selected by the department. If your officers answer seven out of ten questions correctly, they may be eligible to be certified for the legislative mandates, if your local Mobile Training Unit approves. ILACP is working on these relationships with the MTUs. “I must be transparent in saying that most MTUs have not yet certified this training to satisfy the mandates,” ILACP Executive Director Ed Wojcicki said. “But we are reaching out to the MTUS, and we will be encouraging our members to contact their MTU directors to ask that this training be certified.”

4. Questions answered by e-mail for officers as CourtSmart’s time allows.

How to Sign Up

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

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

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

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

RISING STRONG, ONE CONVERSATION AT A TIME

By Ed Wojcicki
Executive Director, Illinois Association of Chiefs of Police
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 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**
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.
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
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 phase, “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 minded 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.
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 in 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.
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.

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.
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.

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

“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 uses social work education in empathetic police work

By Sherrie Phipps

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

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.”

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The key to social work.

Social work is an academic discipline and practice based-profession that concerns itself with individuals, families, groups and communities in an effort to enhance social functioning and overall wellbeing.

In general, social workers help people assess and solve problems in their lives.

What we’ve found from our ILACP survey is that most departments find that having an onsite or on call social worker enhances the overall collaborative outreach of a department to the community.

Taking a deeper look.

We’ve learned that this role is multifaceted and most workers are on call 24 hours of every day. Many indicated that one of the most common situations to which they are called involve domestic disputes or domestic violence.

The goal of the social service professional is to provide immediate intervention. Social service professionals provide victims with coping skills and educate them with tools for healing so victims do not feel alone. Sometimes they assist in providing emergency assistance such as orders of protection or temporary housing.

Another key role is to respond to rape victims and assist officers in de-escalating a potentially dangerous situation and assist with calls related to mental health and substance abuse.

Another critical role for individuals in this position is working with at-risk youth. At the Park Forest Police Department, the Community Engagement Coordinator screens, tracks, and refers all juveniles taken into any form of custody. The Adverse Childhood Critical Events and Safety Screener (ACCESS) is a tool used to gather ACEs information (basic needs and living situation, physical abuse, neglect, sexual abuse, domestic violence, interpersonal violence, risk of self-harm, and overall safety) and streamlines the connection of youth to needed services. The screener provides clear directives for each item endorsed (e.g., connecting with child protection services, youth shelters, stabilization and evaluation services, mental health and case management services referrals, emergency psychiatric assessment or medical hospitalization, school notification if the youth discloses being threatened by a peer or someone in the community, and meal support).

In addition to learning human development and behavior, Tanksley added that he learned the importance of networking while having access to a variety of community resources. He said that network, combined with his skillset, set him apart from the other officers who joined the force at the same time he did.

“As a social worker, I worked along with many professionals such as Medicaid providers, psychiatrists, doctors and school officials. Social work taught me excellent interviewing skills, report writing skills, and it also taught me the importance of follow-up.”

However, Tanksley revealed that he learned very quickly that there is an unfortunate pressure put on officers when responding to calls. He described it this way: Police officers are often times told to answer calls, deal with the problem, get the problem de-escalated and then move on to the next call. Instead, he suggested that officers spend more time working with people. He said listening to people is a huge benefit to problem solving. This skill allows people the opportunity to tell their story, which helps officers get to the root of an issue, which ultimately gets people the help they need. While he was police chief of Oak Park, he noted that he was most proud of allowing his officers extra time to spend during calls.

“A thing I learned is that families of individuals with mental illness are very reluctant to call the police, because they don’t know what kind of response they’re going to get. During a state of crisis, they want an officer to come, show humanity and empathy. So when an officer goes in, spends time with a family, treats the individual with dignity and respect, reaches out to other professionals, that lets a family know that we care about their family member, which will then make them more willing to call us in the future.”

Tanksley closed with this. He said officers need to provide a consistent response when dealing with crisis. He said a good response will leave the community feeling they can trust the police. He said trust is what gives officers their authority, not the gun or the badge. In the future, he would like to see more officers perform with a social work mentality. And he defines that as this: “You are me, there for the grace of God goes me. I’m in a position of power and I can use that power to help you.”
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.

-
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.
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 ILACP 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...
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 underfunded 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 for more information and a membership form.
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
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.
### ACTIVE MEMBERS

**First Name** | **Title** | **Department**
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Donald Barber | Chief of Police | Bradley Police Department
Steven Bareis | Chief of Sheriff's | Perry County Sheriff's office
Ron Bateman | Chief of Police | Windsor Police Department
Robert Bell | Special Agent in Charge | U.S. Drug Enforcement Administration
James Bettis | Chief of Police | Waverly Police Department
Rich Brodick | Chief of Police | East Peoria Police Department
Steven Brown | Chief of Police | Centreille Police Department
Jerry Burkett | Chief of Police | Xenia Police Department
Fred Cass | Assistant Police Chief | Stockton Police Department
James Chapman | Chief of Police | Mazon Police Department
Jospeh Cicci | Chief of Police | Waterman Police Department
Keith Colclasure | Chief of Police | Fairfield Police Department
Christopher Conrad | Chief of Police | Highland Police Department
Steven Cook | Chief of Police | Sycamore Police Department
Gerard Corrigan | Chief of Police | Calumet Park Police Department
Kevin Cox | Chief of Police | Walnut Police Department
Jerry Dalton | Chief of Police | Holiday Hills Police Department
Kelley Darre | Chief of Police | Glenville Heights Police Department
Tracy Dickens | Chief of Police | Bull Valley Police Department
David Dorris | Chief of Police | Herrin Police Department
Eric Echevarria | Chief of Police | Elgin Police Department
Todd Ehlers | Chief of Police | Evansville Police Department
Rollie Elder | Chief of Police | Erie Police Department
Michael Fisk | Chief of Police | Lyndon Police Department
Brandon Flanigan | Chief of Police | Hartford Police Department
Bruce Franks | Chief of Police | Prophetstown Police Department
Sean Gilhooley | Deputy Chief | Addison Police Department
Jeff Goodwin | Chief of Police | Kansas Police Department
Todd Gordon | Chief of Police | Marseilles Police Department
Rusty Graham | Chief of Police | Dunfermline Police Dept.
Anthony Greco | Chief of Police | Melrose Park Police Department
Nathan Guest | Chief of Police | Farmer City Police Department
Robert Harmon | Chief of Police | Franklin Grove Police Dept.
Adam Henderson | Chief of Police | Casey Police Department
Cary Henken | Chief of Police | Pekole Police Dept.
Benjamin Jackson | Chief of Police | Raymond Police Department
Hoffman Jacob | Chief of Police | Lenzburg Police Department
Christopher Keinholfer | Chief of Police | Rossville Police Department
Paul Klimek | Chief of Police | Countryside Police Department
Joseph Klotz | Deputy Chief | Hodgkins Police Department
Chad Lamb | Chief of Police | Village of Blue Mound PD
Richard Landi | Deputy Chief | Rock Island Police Department
Todd Law | Deputy Chief | Canadian Pacific Railroad
James Lawley | Commander | Riverton Police Department
Paris Lewbel | Chief of Police | Aurora Police Department
Jerry Littlefield | Chief of Police | Delavan Police Department
Matthew Magill | Chief of Police | Lanark Police Department
Dale Marlo | Chief of Police | San Jose Police Department
Brian McReynolds | Chief of Police | Moweaqua Police Department
Shawn Melville | Chief of Police | Oregon Police Department
Dennis Minton | Chief of Police | North Pekin Police Department
Scott Montgomery | Chief of Police | Manito Police Department
Brandon Myers | Assistant Police Chief | CN Railway Police Service
Matt Myrick | Interim Chief of Police | University of Illinois Police Department / Urbana-Champaign
WELCOME NEW 2020 ILACP MEMBERS
(Added since publication of Command June 2020 Vol 30, Issue 2)

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<thead>
<tr>
<th>ACTIVE MEMBERS</th>
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<th>Department</th>
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<tbody>
<tr>
<td>John Naydenoff</td>
<td>Chief of Police</td>
<td>Wayne Police Department</td>
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<td>Glenn Neal</td>
<td>Chief of Farmer</td>
<td>City of Farmer City</td>
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<td>Chris Nichols</td>
<td>Chief of Police</td>
<td>Bethany Police Department</td>
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<td>Thomas Perry</td>
<td>Chief of Police</td>
<td>Mt. Auburn Police Dept.</td>
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<tr>
<td>Darren Persha</td>
<td>Sergeant</td>
<td>Tinley Park Police Department</td>
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<td>David Prus</td>
<td>Deputy Chief of Police</td>
<td>Round Lake Police Department</td>
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<td>Richard Robertson</td>
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<td>Joseph Romano</td>
<td>Chief of Police</td>
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<td>John Rouse</td>
<td>Chief of Homer</td>
<td>Homer Police Department</td>
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<td>James Sassetti</td>
<td>Chief of Police</td>
<td>Stickney Police Department</td>
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<td>Steve Schaible</td>
<td>Chief of Police</td>
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<td>Roy Selvik</td>
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<td>Addison Police Department</td>
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<td>Donald Shamblin</td>
<td>Chief of Police</td>
<td>Avon Police Department</td>
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<td>Dennis Shelton</td>
<td>Chief of Illinois</td>
<td>Southern Illinois Airport</td>
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<td>Eric Shumate</td>
<td>Chief of Police</td>
<td>Thomasboro Police Department</td>
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<td>Darryl Stroud</td>
<td>Chief of Police</td>
<td>Chicago Heights Park District Police Department</td>
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<td>Timothy Sullivan</td>
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<td>Jeffrey Swan</td>
<td>Chief Public Safety Manager</td>
<td>Metropolitan Airport Authority Police</td>
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<tr>
<td>Rob Sweeney</td>
<td>Commander</td>
<td>Bartlett Police Department</td>
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<td>Stanley Tencza</td>
<td>Commander</td>
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<td>Diana Sharp</td>
<td>Chief of Police</td>
<td>Norris City Police Department</td>
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<td>Ryan Turner</td>
<td>Chief of Police</td>
<td>Mount Carmel Police Department</td>
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<td>Dale Volle</td>
<td>Chief of Police</td>
<td>Worden Police Department</td>
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<td>Luke VonDerHeide</td>
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<td>Pekin Park District Police Department</td>
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<td>Matthew Walsh</td>
<td>Chief of Police</td>
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<tr>
<td>Bryan Watkins</td>
<td>Chief of of</td>
<td>City of Anna</td>
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<td>Meredith Wayman</td>
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<td>Gregory Weishaupt</td>
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<td>Roy Wells</td>
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<td>Robbins Police Department</td>
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<td>Glenn White</td>
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<td>Todd Williams</td>
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<td>Richard Wright</td>
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<td>Thomas Yehl</td>
<td>District Commander</td>
<td>Rock Valley College Police Department</td>
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<td>Alan Young</td>
<td>Deputy Chief of Police</td>
<td>Baldwin Police Department</td>
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<td>Nicholas Zakula</td>
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<td>Jeremiah Zigerman</td>
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<td>Plainfield Police Department</td>
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<td></td>
<td>Commander</td>
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<th>ASSOCIATE MEMBERS</th>
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<tr>
<td>Thomas Coffield</td>
<td>Criminal Justice Instructor</td>
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<tr>
<td>Josh Dice</td>
<td>General Manager</td>
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<tr>
<td>John Enrici</td>
<td>President/Founder</td>
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<tr>
<td>Alan Friedman</td>
<td>Clinical/Forensic Psychologist</td>
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<tr>
<td>Jonathan Lewin</td>
<td>Senior Policy Advisor</td>
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<tr>
<td>Todd Ramiljak</td>
<td>Criminal Justice Instructor</td>
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<tr>
<td>Ricardo Sanchez</td>
<td>CEO</td>
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<td>Joe Schweins</td>
<td>Director</td>
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<tr>
<td>Kevin Scully</td>
<td>Deputy Special Agent in Charge</td>
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<td>Richard Waszak</td>
<td>Police Consultant</td>
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<td>Bob Whitt</td>
<td>Community Engagement</td>
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<tr>
<th>SUSTAINING MEMBER</th>
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<tbody>
<tr>
<td>Kristen Jaworek</td>
<td>Marketing Manager</td>
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<th>SUSTAINING MEMBER</th>
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<td>Frederick Quinn Corporation</td>
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On July 28, 2020, Collinsville Chief Stephen Evans led the away 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 Prosise, 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.
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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.

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