Strategic Initiatives for the Department of Law Enforcement

July - December 2025



MISSION STATEMENT

With a commitment to personal and professional excellence, we will accept the special stewardship entrusted to us to protect and preserve the natural splendor of the forests of Cook County for current and future generations. We will provide the best possible police protection, serve with honor and integrity, and treat every person with respect, dignity and compassion. We will strive each day to make all Forest Preserves of Cook County properties safe and inviting havens to be enjoyed for recreation, pleasure and education.



POLICE CODE OF ETHICS

As a sworn officer, my fundamental duty is to serve the community by safeguarding lives and property against threats that could take advantage of or harm members of my community or otherwise impact peace and order. I will uphold the Constitution and honor the rights of all to life, liberty, equality, and justice. I will never employ unnecessary force. I will respect the privacy of people and communities that I serve, and I will fully obey the laws that I am sworn to enforce. I will live by example, remembering that my character and conduct, on-duty and off, directly

influence the legitimacy of the policing profession. I will exercise self-restraint and maintain courageous calm in the face of danger, scorn, and ridicule and be constantly mindful of the welfare of others as well as my own well-being.

I will never act officiously or permit bias or personal gain to influence my decisions. I will strive to protect the vulnerable from harm. If this fails, I will seek to identify and apprehend o enders, professionally and appropriately holding them to account. I will not solicit or accept any gifts, bribes, or anything of value from any person or entity that may create a perception of benefit or influence my performance as a public servant.

I recognize my shield of office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will not engage in or condone acts of corruption, take advantage of circumstances for personal gain, or accept gratuities, and I promise to intervene when met with any unjustifiable acts by members of my profession. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own professional performance and conduct and will take every reasonable opportunity to enhance and improve my level of knowledge and competence. I will constantly strive to achieve these principles, dedicating myself to my chosen profession... policing.



6 Goals of the Strategic Initiatives:

- Build trust and legitimacy with the community
- Develop clear and comprehensive policies
- Promote positive organizational change and better communication across ranks
- Ensure Officers have the technology, tools and equipment they need to do their jobs and to keep safe
- Provide training and opportunities for advancement to all personnel throughout their careers
- Develop strategies to recruit officers who can succeed and grow at the Forest Preserves

2025-2026 Hiring Plan

Advancing 2024 eligibility list candidates; up to 10 projected for Sheriff's Academy (Jan 2026).

Promoting/Hiring 6 Sergeants.

Hiring 2 Deputy Commanders.

Filling Administrative Assistant vacancies.

2026 supervisory and civilian hiring projections.

RECRUITMENT TEAM

- The team continues to attend job fairs and FPCC events to conduct recruitment efforts.
- The Recruitment team has grown to 7 active members.
- Community job fairs have been attended at St. Sabina in Auburn Gresham and Kennedy King College in Englewood.
- ► The 3E Expo job fair at the Tinley Park Convention Center was also attended.
- We have been invited to job fairs occurring in the next few months including the Southwest Job Fair in Tinley Park, in January 2026.



CAREER EXPOSURE & OUTREACH





- The team continues to attend recruiting events that are not traditional law enforcement job fairs.
- ► The focus has been to increase recruitment by seeking non-traditional candidates from other conservation related fields.
- ► This event was the Conservation program career day at Arie Crown.







Trunk or Treat - Eggers Grove

Training Highlights (Operational Readiness)

- ▶ Delivered a series of High-Risk Traffic Stop courses (40+ officers trained).
- ▶ Three Water Rescue classes held in September, certifying 21 officers.
- ▶ ATV Operations training completed for 2 officers in October.
- Seven operators completed FAA Part 107 licensing and Skydio Field Operator certification.
- Additional specialized training included Body-Worn Camera updates, Administrative Hearings training, and IDNR Conservation enforcement training.
- ▶ Over 40 staff attended internal training provided by the Cook County Department of Administrative Hearings (Administrative Law Judge Training).
- ➤ 32-hour IPMBA Police Bicyclist Training completed by 10 officers (October).
- ▶ ICE Training provided by the CCFP Legal Team (completed by all members of the Police Department).
- Proper Arrest Report Writing Training for Sergeants and Police Officers.
- Officer-Involved Shooting (OIS) Training for Supervisors and Command Staff.



Professional Development & Instructor Growth

- Command staff member completed the Northwestern Executive Management Program.
- One Sergeant attending the Northwestern School of Police Staff and Command.
- Eight officers advancing through the ILETSB Instructor Certification program to support internal training capacity.



End of Year Highlights

- Both our FOP Unions have 5-year contracts and will expire on December 31, 2025.
- ▶ 7 new recruits graduated from the Police Academy 8/4/2025 and we also hired 7 officers with prior law enforcement experience.
- On Target to receive new vehicles and ATV's.
- A Deputy Chief completed the Executive Management Program at the Northwestern University School of Public Safety.
- A Sergeant is attending the Command and Staff Training.
- Working on the implementation of the Records Management System for the department.
- Entered into new agreements with Axon for additional Tasers and BWCs
 - Under Axon we updated our contract for 25 additional body worn cameras and tasers.

Department Demographics

DEPARTMENT	MALE	FEMALE	CAUCASIAN MALE	CAUCASIAN FEMALE	AFRICAN AMERICAN MALE	AFRICAN AMERICAN FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/P.I. MALE	ASIAN/P.I. FEMALE	TOTALS
COMMAND	7	3	3	0	1	3	3	0	0	0	10
SECURITY SPECIALISTS	3	1	0	0	0	3	0	1	0	0	4
SERGEANTS	9	3	4	3	2	0	2	0	1	0	12
OFFICERS	64	15	26	5	22	3	14	6	2	1	79
CIVILIAN	2	6	1	1	1	4	0	1	0	0	8
	85	28	34	9	29	10	19	8	3	1	113

2024 Department Staff Totals

	PRESENT	BUDGETED	DEFICIT	
CHIEFS	4	4	0	
OFFICERS	79	91	12	
SERGEANTS	12	18	6	
DEPUTY COMMANDERS	3	5	2	
COMMANDERS	3	3	0	
CIVILIANS	8	12	4	
EPU	4	6	2	
TOTAL	113	139	26	12



THANK YOU