

Strategic Initiatives for the Department of Law Enforcement

June 2026



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.



FPCC POLICE

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 offenders, 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.

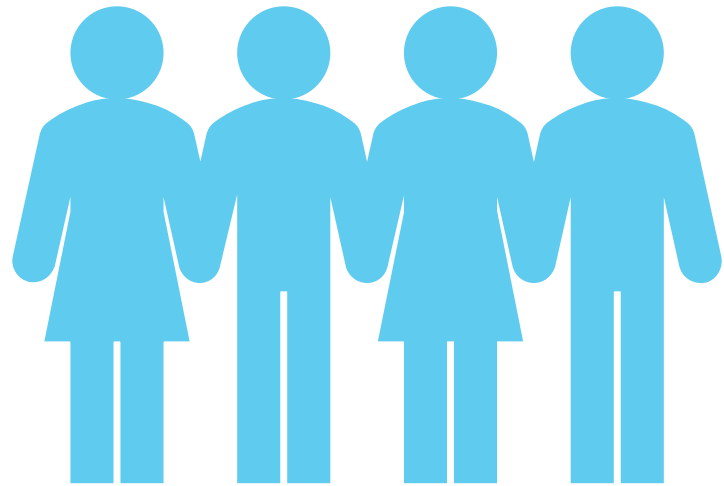
I recognize my shield of office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will not engage in or condone acts of corruption, take advantage of circumstances for personal gain, or accept gratuities, and I promise to 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.

POLICE CODE OF ETHICS

NAACP & IACP 10 Shared Principles

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.



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

RECRUITMENT OUTREACH & ENGAGEMENT

- ▶ Conducted **15 recruitment events** across Cook County
- ▶ Expanded outreach to **youth and non-traditional candidates**
- ▶ Strong presence at **colleges, community events, and regional job fairs**
- ▶ Recruitment team expanded and actively engaged in regional initiatives



RECRUITMENT PIPELINE & HIRING

- ▶ Ongoing Police Officer recruitment process (applications, testing, backgrounds)
- ▶ Sergeant promotional process completed (written exam, assessment center, interviews)
- ▶ Coordination with testing, background, polygraph, and psychological vendors
- ▶ Focus on efficient processing and candidate readiness



CAREER EXPOSURE & OUTREACH

- ▶ Participated in youth and career exposure events across all regions
- ▶ Focus on early engagement and awareness of law enforcement careers
- ▶ Outreach to non-traditional and conservation-related candidates
- ▶ Continued partnerships with schools and community organizations



Training & Operational Readiness

- 10+ training sessions across patrol and specialized functions
- Core areas: Use of Force, De-escalation, High-Risk Vehicle Stops
- Water Rescue training conducted (multiple sessions)
- Expanded in-house training capacity and readiness



Specialized Training & Certifications



- ▶ Conservation Officer Training by IDNR
- ▶ ATV Operations Training in partnership with IDNR
- ▶ IPMBA Bicycle Certification (32-hour training)
- ▶ IPLEA Spring Training (specialized enforcement topics)
- ▶ Continued investment in **specialized operational capabilities**

Community Engagement & Impact



- Bicycle Safety Initiative conducted at I & M Canal
- Community outreach events across multiple regions
- Engagement with youth, families, and park visitors
- Focus on **education, safety, and visibility**

Professional Development

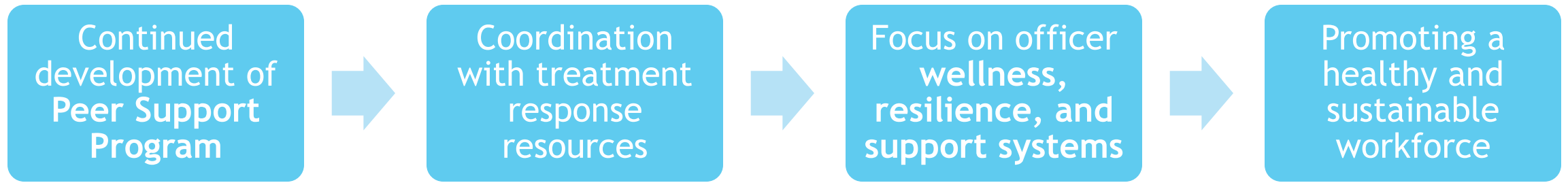


- ▶ Command staff participation in executive leadership programs
- ▶ Continued enrollment in **Northwestern University Police Staff & Command** - one Sergeant and one Commander.
- ▶ Officers progressing through **ILETSB Instructor Certification**
- ▶ Strengthening internal leadership and training capacity
- ▶ Promotion of one Sergeant to Deputy Commander
- ▶ Promotion of one Officer to Detective

Fleet, Equipment & Technology

- ▶ Deployment of new police vehicles replacing aging fleet
- ▶ Expansion of **ATV program capabilities**
- ▶ Continued implementation of **Mark43 RMS**
- ▶ Enhancing technology and tools to support field operations
- ▶ **PACE scheduling software**





Peer Support & Wellness

Public Safety Initiatives

Bicycle Safety Month (May) initiatives



Expansion of Bicycle Trail Safety and E-bike enforcement



Focus seasonal patrols in high-traffic areas

Department Updates

- ▶ Continued progress toward **RMS implementation (Mark43)**
- ▶ Ongoing recruitment efforts and staffing initiatives
- ▶ Deployment of new vehicles and equipment
- ▶ Focus on modernization, efficiency, and operational readiness
- ▶ Internal training expansion



Department Demographics

DEPARTMENT	MALE	FEMALE	WHITE MALE	WHITE FEMALE	AFRICAN AMERICAN MALE	AFRICAN AMERICAN FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN P.I MALE	ASIAN P.I FEMALE	TOTALS
COMMAND	7	3	5	1	1	2	1				10
SECURITY SPECIALISTS	4	1				3		1	1		5
SERGEANTS	8	2	3	2	2		2		1		10
OFFICERS	62	14	22	5	24	3	14	5	2	1	76
CIVILIANS	2	6	1	1	1	4		1			8
TOTALS	83	26	31	9	31	9	18	7	3	1	109

Department Staff Totals

	PRESENT	BUDGETED	DEFICIT
CHIEFS	2	4	2
OFFICERS	76	91	15
SERGEANTS	10	18	8
DEPUTY COMMANDERS	5	5	0
COMMANDERS	3	3	0
CIVILIANS	8	12	4
EPU	5	6	1
TOTAL	109	139	30



THANK YOU