

# **Strategic Initiatives for the Department of Law Enforcement**

**July - December 2024**





# 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.

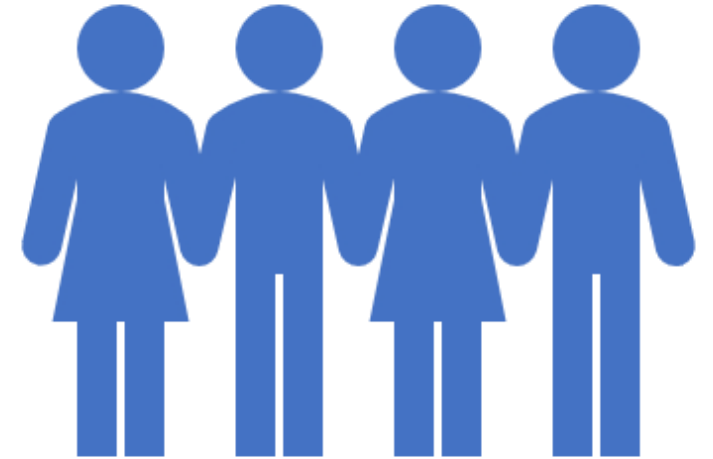
I will never act officiously or permit bias or personal gain to influence my decisions. I will strive to protect the vulnerable from harm. If this fails, I will seek to identify and apprehend offenders, professionally and appropriately holding them to account. I will not solicit or accept any gifts, 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.

## 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



# SHARED PRINCIPLES

**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.**





# WOUNDED WARRIORS RIDE





# TRUNK OR TREAT EGGERS GROVE







## INAUGURAL PROMOTIONAL CEREMONY AT THATCHER WOODS

- PROMOTED 4 NEW SERGEANTS





# 2025 Hiring Plan

- Processing candidates from 2024 eligibility list and from that list 8 possible candidates will be entering the Cook County Sheriffs Police Academy in May 2025
- A new posting for Police Officers is currently open from December 2, 2024 through February 2, 2025. Written exam will take place in March 2025.
  - September 01, 2025 10 possible candidates will be entering the Cook County Sheriffs Police Academy
- Promote/Hire Sergeant's
- Hire 1 Deputy Commander
- Fill vacant Administrative Assistant's positions

# End of Year Highlights

- Both our FOP Unions have 5-year contracts and will expire on December 31, 2025
- 4 new recruits graduated from the Police Academy 12/12/2024 and we also hired 3 officers with prior law enforcement experience
- On Target to receive new vehicles and ATV's
- Commander enrolled in Command and Staff Training
- Sergeant will be attending the Command and Staff Training in 2025
- Working with purchasing to obtain the most efficient Records Management System for the department
- Working with Department of Administrative Hearings on utilization of DACRA (e-citation and administrative adjudication management system)
- Entered into new agreements with Axon and Motorola
  - Under Axon we updated our body worn cameras and tasers and acquired drone
  - Under Motorola we executed our grant from DEMRS to assist in purchasing new radios





# 2024 Department Staff Totals

	PRESENT	BUDGETED	DEFICIT	
CHIEFS	2	3	1	
OFFICERS	65	92	27	
SERGEANTS	12	18	6	
DEPUTY COMMANDERS	4	5	1	
COMMANDERS	3	3	0	
CIVILIANS	9	12	3	
EPU	5	7	2	
TOTAL	100	140	40	





THANK YOU