

Strategic Initiatives for the Department of Law Enforcement

FIRST QUARTER 2023



FPCC POLICE

MISSION STATEMENT

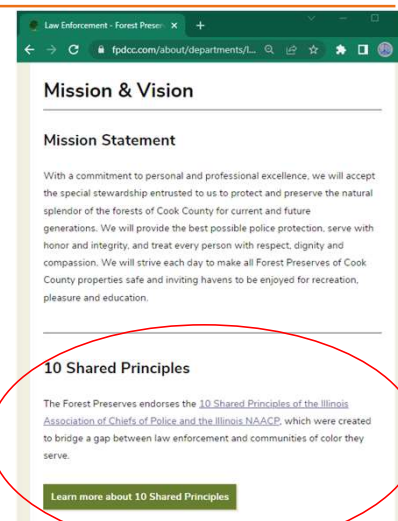
With a commitment to personal and professional excellence, we will accept the special stewardship entrusted to us to protect and preserve the natural splendor of the forests of Cook County for current and future generations. We will provide the best possible police protection, serve with honor and integrity, 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.

8 Completed Initiatives

- ✓ **1. Develop an overall strategic plan.**
- ✓ **7. Review the employment plan** provisions related to recruitment, hiring and promotion of police.
- ✓ **8. Review the process for promoting deputy commanders and commanders.**
- ✓ **14. Create cross-department partnerships.**
- ✓ **18. Establish timelines for each stage of the internal investigations.**
- ✓ **19. Strengthen the Internal Affairs processes.**
- ✓ **20. Address the delays in internal affairs complaint dispositions.**
- ✓ **21. Post policies regarding how to make a complaint.**

10 Initiatives that will always be on-going

- 2. Prioritize the review and adoption of a new policy manual.**
- 4. Adopt and embrace, internally and externally, the principles of procedural justice.**
- 16. Improve the use of technology** for inventory, ticketing, records, etc.

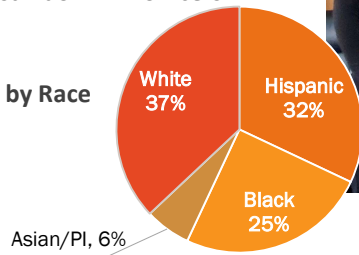


3. Develop a **recruitment strategy** that leverages partnerships and relationships to broaden the applicant pool.

- 20 persons were hired (4 declined)
- 5 new recruits at Sheriff's Academy
- 11 Probationary Officers in field training
- 88% Male and 12% Female
- We are still down 24 officers



New Hires by Race



6. **Meet with permit holders** before the picnic season to discuss rules and keys to hosting a safe event. Debrief after the season on what went well and what could be improved.

ON-GOING

Law Enforcement regularly meets with the Permits Department and permit holders for large-scale events to discuss details and rules. The Law Enforcement Department creates Operational Plans and debriefings are held after large-scale events.





9. Institute a **career development and mentoring program** to provide employees with improved skillsets so they can be more successful in their careers and on promotional assessments.

ON-GOING

Department leadership has encouraged Officers and Sergeants to take additional leadership roles. These personnel have answered the call and stepped up to these roles as follows:

- Supervisor of Investigations
- Supervisor of Chief's Detail
- Coordinator of Chief's Detail
- Law Enforcement Mental Health Liaison
- Law Enforcement Dog Park Liaison
- Trail Watch Volunteer Liaison
- Policy Team
- PD REDI Committee
- Recruitment Team



11. Provide **opportunities for first-line supervisors and officers to take on greater leadership responsibilities**, such as creating and managing Police Department programs.

ON-GOING

Sergeants and Officers were recruited to update the Department's strategic plan, participate in policy updates, and lead various initiatives. Monthly meetings with Sergeants and Command staff have been initiated, as well as meetings with collective bargaining representatives. Sergeants were also invited to participate in hiring panels for new officers.

12. Conduct a **training needs assessment** to identify and prioritize training needs.

13. **Develop a training strategy** that links training priorities to the strategic plan and performance management process.

ON-GOING

Recently, several sworn and civilian department members attended National Alliance for Mental Illness (NAMI) training.

Cook County DEMRS provides free training. 33 members were certified in CPR and Naloxone use. This training meets the standards required by the mandatory training under the SAFE-T act.



15. **Increase social media presence** to enhance department's image, create greater connection with visitors, and provide the public and potential recruits with a greater understanding of officers' roles.

ON-GOING

We have developed and maintained a great working relationship with the Communications Department of the Forest Preserves of Cook County and are working to increase our social media presence.



3 Initiatives are underway

5. Make policies available for public review and post on website info about stops, summons, arrests, and crime.

- We are working with web manager to link our updated policies on the Police landing page of our website.

10. Provide candidates feedback after a promotional process is completed. Explain in what areas they excelled and how they can improve their performance during future promotional processes.

- Plans for future promotions include providing study groups and study materials.
- We are working with HR to plan a Sergeant Promotional Exam in 2023.

17. Provide training or rotating assignments to the Investigations Division for all first-line supervisors to enhance their complaint investigation abilities and skills.



THANK YOU
