

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

**January - June 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.*



## FPCC POLICE

# 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.

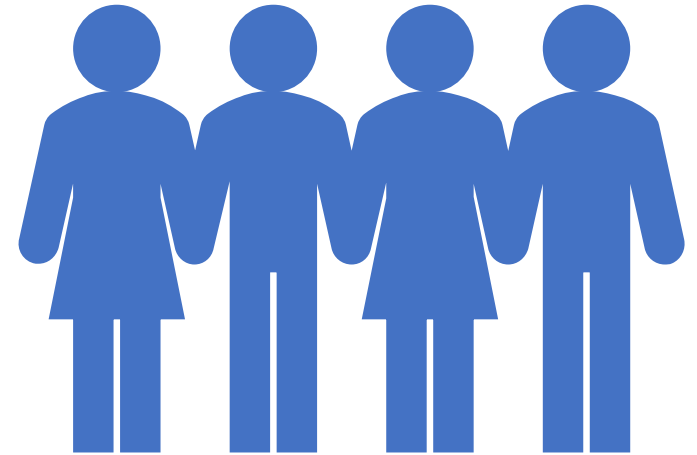
I will never act officiously or permit bias or personal gain to influence my decisions. I will strive to protect the vulnerable from harm. If this fails, I will seek to identify and apprehend offenders, professionally and appropriately holding them to account. I will not solicit or accept any gifts,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



# Cook County Sheriff's Office Treatment Response Team

*Reducing barriers to substance use and mental health treatment in Cook County, Illinois.*

The Treatment Response Team (TRT) was formed in June 2019 to bridge the gap in services for those seeking treatment for overdoses.

The TRT assists individuals and their loved ones with accessing substance use as well as mental health treatment in Cook County.

Licensed Clinicians work closely with the individual in or considering recovery and their support system to ensure they have access to quality medical care and treatment. Clinicians are available to individuals and their loved ones for ongoing support.

The TRT provides individual and family support sessions, transportation to treatment, Naloxone training, Naloxone and referrals for:

- Medicated assisted treatment
- Detox
- Inpatient and outpatient substance use treatment
- Sober living
- Psychiatric medication
- Inpatient and outpatient mental health services



# Officer Wellness: Peer Support Program

Active Members: 9

## Key Support Services Provided:

- **Mental Health Support:** Confidential counseling and stress relief resources for officers.
- **Physical Wellness:** Programs to improve physical fitness, prevent injury, and promote overall health.
- **Peer Support:** Trained 9 active members offering a listening ear and guidance to fellow officers.
- **Training and Resources:** Development program for volunteers, ensuring they're prepared to provide essential support.
- **Goal:**  
To create a supportive environment where officers feel physically and mentally equipped to serve, while building a stronger community within the department.



# 2025 Officer Hiring Plan

May 2025

- Processing candidates from 2024 eligibility list and from that list 7 candidates have entered the Cook County Sheriffs Police Academy in May 2025. Two PLOs started employment February 28.

May 2025

Sep. 2025

10 possible candidates will be entering the Cook County Sheriffs Police Academy  
14 Prior Law Enforcement candidates preparing to start.



# 2025 Supervisor and Civilian Hiring Plan

Promote/Hire	Promote/Hire Sergeants- 1 promoted from within, started with FPCC as an intern.
Hire	Hire 3 Deputy Commanders- 2 in process
Promote/Hire	Hired 1 Commander- 1 promoted from within after 11 years of service.
Hire	Fill 1 vacant Administrative Assistant's positions and one Assistant Operations Manager position- 2 Administrative Assistants have been hired and 1 Assistant Operations Manager is pending.



# Live Healthy Event Daley Plaza

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## AWARDS CEREMONY & PROMOTIONS AT THATCHER WOODS 6/4/25

- Award of Valor
- Life Saving





# AWARD CEREMONY & PROMOTIONS AT THATCHER WOODS 6/4/25

- Department Commendation
- Honorable Mention



# AWARD CEREMONY & PROMOTIONS AT THATCHER WOODS 6/4/25

- Sergeant Promotion
- Police Officer Hires
- Civilian Promotion and New Hires



# Dunkin Donuts Cop on a Roof for Special Olympics



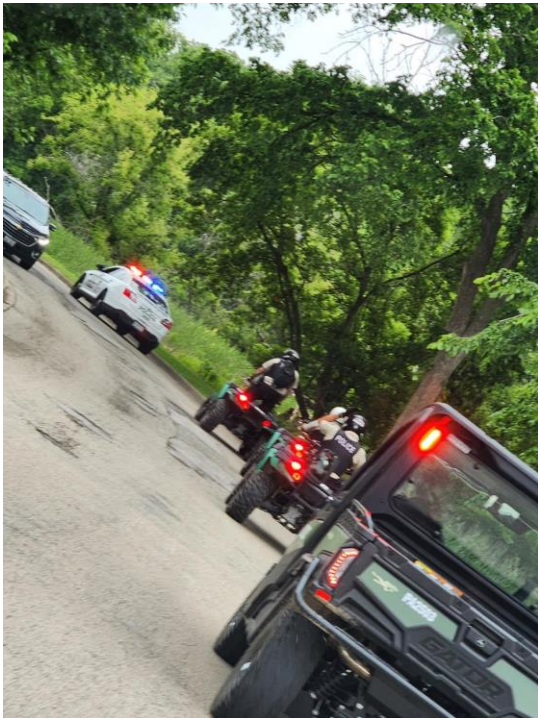
# National Bicycle Safety Initiative





# Greater Chicago Jewish Festival 6/8/25

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# Wounded Warrior Soldier Ride 6/13/25

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# New Vehicles and ATVs

- 6 new vehicles assigned to Sergeants.
- 6 new command staff vehicles received and assigned.
- 2 new UTVs and one ATV.
- 8 new vehicles being outfitted at Federal Signal.



# AXON Body Worn Cameras and Tasers

- 100 new body worn cameras received and have been issued.
- 4 Virtual Reality modules and training tablets have been received.
- Virtual Reality instructor training completed in May.
- 100 T10 Tasers have been received.
- Taser instructor training completed in May.
- Policy updating and review is a continuous process.



# Radios and MDTs Purchased

Through Motorola we executed our grant from DEMRS to assist in purchasing 100 new radios.



Through Panasonic we purchased 13 new MDTs.



All radios have been received and issued.





# Skydio Drones

[Skydio X10](#) | [Skydio](#)

- Selection process for 8 drone operators completed.
- New policy issued.
- 3 drones purchased.
- Training is being conducted for 8 operators to obtain their Part 107 FAA licensing.
- Drone implementation has been tentatively scheduled for June 30.
- Public privacy protection training is included.





# Internal Career Development



- 1 Command staff member completed Northwestern University School of Police Staff and Command, and 1 Sergeant is scheduled to attend in September.
- Newly promoted Sergeant to attend Northwestern Supervisor training in July.
- Bicycle certification training completed April 24-27 for 9 Officers.
- ATV training conducted for 2 officers in May.
- Officers have been completing their mandated ILETSB training.



# Officer Bicycle Training

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## Mid Year Highlights

Working with purchasing and IT 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)



Working with IT to implement Pace Scheduler

Automated Scheduling System

Streamline Overtime Process



# RECRUITMENT TEAM

- The team has attended multiple job fairs and FPCC events to conduct recruitment efforts.
- 7 new recruits are starting the Cook County Sheriff's Police Academy in May.
- The Recruitment team has grown with 3 new members.





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## SHARED PRINCIPLES

9. We support diversity in our 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.



# Department Demographics

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# 2024 Department Staff Totals

	PRESENT	BUDGETED	DEFICIT	
CHIEF	1	1	0	
DEPUTY CHIEFS	2	3	1	
OFFICERS	72	91	19	
SERGEANTS	12	18	6	
DEPUTY COMMANDERS	2	5	3	
COMMANDERS	3	3	0	
CIVILIANS	9	12	3	
EPU	5	6	1	
TOTAL	106	139	33	





THANK YOU