



Strategic Initiatives for the Department of Law Enforcement

THIRD QUARTER 2022

(1.1)

Develop an overall strategic plan for the Forest Preserves of Cook County Police Department that identifies its vision, mission, goals, strategic priorities and measurable objectives.

This was completed in 2021. We continue to follow this plan and implement the strategies while being mindful and guided by the 10 Shared Principles.

[2021 FPCC Police Strategic Plan _ FINAL.pdf](#)





(1.2)

Prioritize the review and adoption of a new policy manual.

A policy team made up of a Deputy Chief, Sergeant and Detective along with our Legal Department have been working on updating the policies. Accomplished utilizing the Lexipol template. 90 policies have been published since this project was undertaken. Existing policies are constantly being reviewed and updated based on best practices and legal decisions which is tracked through this program template.

(1.3)

Develop a comprehensive written recruitment strategy that leverages partnerships and relationships to broaden the Forest Preserves of Cook County Police Department applicant pool.

ON-GOING

- 2021: A recruitment team was created that is made up of all ranks, genders and races
- Changes were made to the Employment Plan by the Director of Compliance and the Director of Human Resources with input from the General Superintendent's Office and the Law Enforcement Department
- 8 new recruits are currently attending the Cook County Sheriff's Academy
- 5 prior law enforcement officers are in the field training process now
- The Racial Demographics of the new hires: 31% Hispanic, 31% Black, 31% White, 7% Asian/Pacific Islander





(1.4)

Adopt and embrace, internally and externally, the principles of procedural justice.

ON-GOING

Adopted Ten Shared Principles; incorporated principles into department's strategic plan and shared department-wide.

The principles are posted on the Forest Preserves of Cook County Website under the Department of Law Enforcement's main page under the heading of Mission and Vision along with a link for learning more about the Ten Shared Principles:

<https://fpdcc.com/about/departments/law-enforcement/>

The Second Shared Principle states: "All persons should be treated with dignity and respect." This has been demonstrated by our officers in their interactions with patrons of the preserves as reflected in the regular FPCC Event and Permit application customer service surveys. The results of these surveys show that public interaction with the Department of Law Enforcement consistently receives near perfect scores and positive comments such as:

"He was amazing, he checked on us and then made sure we were good and that was amazing to us."

-Dan Ryan Woods 04

"Officer Sanchez was professional, courteous and helpful."

-Burr Oak 03

(1.5)

Make all Department policies available for public review and regularly post on the Department's website information about stops, summons, arrests, reported crime and other law enforcement data aggregated by demographics.

UNDERWAY

A Web Manager just joined the Forest Preserves of Cook County, and we are currently working with them to link our updated policies on the Law Enforcement landing page of the FPCC website.



(1.6)

Schedule meetings with permit holders before the picnic season to discuss the Forest Preserves' rules and keys to hosting a safe and successful event. Hold meetings after the season to debrief 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 at the conclusion of large-scale events.

(1.7)

Assign a Law Enforcement Department members to review the Employment Plan with Human Resources to ensure that its provisions related to the recruitment, hiring and promotion of personnel meet the Forest Preserves of Cook County Police Department's needs.

Due to changes in the Employment Plan the number of prior law enforcement applicants was higher than years past.

The Employment Plan can be found at the link below and scrolling to the bottom of the page under the *“Jobs and Hiring”* section and clicking on Employment plan

<https://fpdcc.com/about/departments/human-resources/>



(1.8)

Review the criteria and assessment process for promoting Deputy Commanders and Commanders to determine why the Forest Preserves of Cook County Police Department has hired few internal candidates for these positions.

On-Going

We continuously review the job postings and requirements to make it relevant to today's work environment of the Forest Preserves of Cook County and will be updated.



(1.9)

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

ON-GOING

Department leadership has encouraged Police 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

Law Enforcement Mental Health Liaison

Law Enforcement Dog Park Liaison

Trail Watch Volunteer Liaison

Policy Team

PD REDI Committee

Recruitment Team





(1.10)

Provide transparent feedback for the candidates after a Forest Preserves of Cook County Police Department promotional process has been completed. Explain in what areas they excelled and how they can improve their performance during future promotional processes.

The strategic plan was updated and plans for future promotions include providing study groups and study materials to have a more successful promotional process.



(1.11)

Provide opportunities for first-line supervisors and officers to take on greater leadership responsibilities, such as creating and managing Forest Preserves of Cook County 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.

(1.12)

Conduct a training needs assessment to identify and prioritize the Forest Preserves of Cook County Police Department's training needs and implement a training strategy.

(1.13)

Develop a training strategy informed by the training needs assessment that clearly links training priorities to the Forest Preserves of Cook County Police Department's strategic plan and performance management process. The strategy should include in-service, external and supervisory training, as well as enrolling officers in train-the-trainer programs. Consider scheduling additional training during the slower times for the Forest Preserve.

ON-GOING

A Deputy Chief of Administration was recently hired to oversee training initiatives and has been assessing the training needs of the department. Training on the issuance of Tasers for all sworn personnel was delayed because we received the MEGGITT Training simulator (13 Sept – Oct 10). This is a firearms decision-making simulator and this training falls under the Use of Force scenario-based training. This ensures compliance with annual mandated training required by the Illinois Law Enforcement Training and Standards Board (ILETSB) under the SAFE-T act. Due to the mandatory requirements of annual training under the SAFE-T act and the limits on the number of personnel the Mobile Training Units allow to attend training; alternate forms of training are being researched to ensure the Department is not only in compliance, but that our staff is properly trained in current and best practices.

All sworn members will have recently completed an Officer Stress Management course and a Mental Health refresher course provided by the Illinois Law Enforcement Training and Standards Board which will also comply with the SAFE-T act.





(1.14)

Create and maintain cross-department partnerships within the District to ensure Forest Preserves of Cook County Police Department members feel they are part of a larger team.

ON-GOING

We continually work on building relationships with all the departments within the District.

Law Enforcement is partnering again with the Youth Outdoor Ambassador Program and continuing as partners with the Trail Watch Volunteer Program. This program now consists of 472 volunteers and has 2 Law Enforcement liaison members

Recently there was a quarterly meeting at Kickapoo Woods for a nature hike that had a very large turnout

(1.15)

Increase the Forest Preserves of Cook County Police Department's social media presence to enhance its image, create greater connection with Forest Preserves visitors and provide the public and potential recruits with a greater understanding of officers' roles.

80% COMPLETED

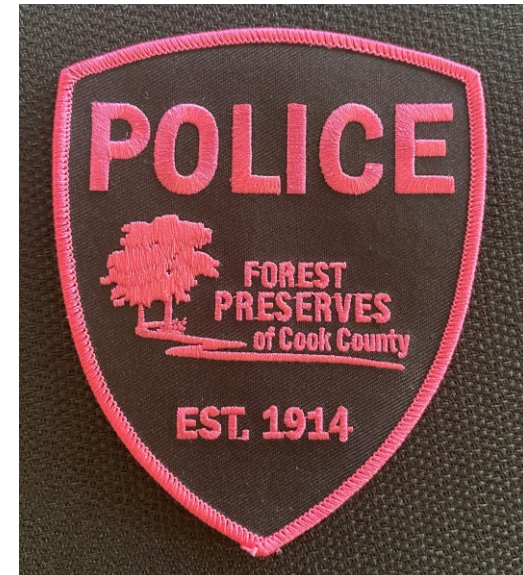
We have developed and maintained a great working relationship with the Communications Department of the Forest Preserves of Cook County and continue to be completely transparent.

FPCC event and public permit application customer service surveys show the Department of Law Enforcement receiving exceptionally high marks from visitors who interact with officers.



October is Breast Cancer Awareness month. 1 in 8 women will develop breast cancer in their lifetime, and although rarer, men can develop breast cancer also. To build pride within our department and camaraderie among the staff we created our uniform patches with pink stitching which is recognized as the international color for Breast Cancer Awareness.

This program was received with great enthusiasm and positive feedback from our officers who were more than willing to participate and show their support from October 1st to October 31st





(1.16)

Improve the FPPD's use of technology to enhance case reporting, citation issuance, case tracking, and record keeping to analyze trends and assist with accountability.

ON-GOING

Asset Tiger is being utilized for tracking department inventory and Quicket Systems is being utilized for tracking evidence.

39 Police vehicles had printers installed for citations and are currently having the software updated.

The Department is partnering with the Cook County Sheriffs' Department to implement a Records Management System.

2021 Internal Affairs:

32 Cases
29 Completed
3 Pending due to members on medical leave

2022 Internal Affairs:

34 Cases
15 Complete
19 Pending

(1.17)

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

(1.18)

Review and commit to establishing and maintaining timelines for completion of each stage of the internal investigations process to ensure the Department completes investigations in a timely fashion.

(1.19)

Review current policies and procedures and commit to strengthening Internal Affairs processes so investigations demonstrate the Forest Preserves of Cook County Police Department's commitment to improving internal procedural justice, thereby benefiting community engagement and trust.

(1.20)

Prioritize addressing the delays in providing internal affairs complaint dispositions





(1.21)

Transparently post Internal Affairs policies and methods regarding how individuals can make a complaint or compliment a Department employee.

COMPLETED

The link will take you to the Forest Preserves of Cook County website and contains a section about sending positive or negative feedback, filing a complaint and the investigation process

<https://fpdcc.com/about/departments/law-enforcement/>



THANK YOU
