

*Plan for The Development of a Model Policy
for the Forest Preserves of Cook County*



January 2023 Progress Report

Rec #	Recommendation	Status
1.1	Develop an overall strategic plan for the FPPD that identifies its vision, mission, goals, strategic priorities and measurable objectives.	COMPLETED
1.2	Prioritize the review and adoption of a new policy manual.	ON-GOING. Policies are continuously being updated and under review to evolve with legislative mandates and best practices
1.3	Develop a comprehensive written recruitment strategy that leverages partnerships and relationships to broaden the FPPD applicant pool.	ON-GOING. 20 new persons were hired, 5 are currently at the Sheriff's Academy and 11 are in Field Training. A recruitment team was created and we are ordering equipment to attend recruitment events at Triton College and upcoming large events such as National Night Out, Trunk or Treat and the annual Pow-Wow.
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 update and shared department-wide.
1.5	Make all department policies available for public review and regularly post on the department's website information about stops, summonses, arrests, reported crime and other law enforcement data aggregated by demographics.	UNDERWAY; Plan on working with new web manager start with posting info about stops, arrests, etc. once the data is aggregated.

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Rec #	Recommendation	Status
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. LE regularly meets with Permits and permit holders for large-scale events and discusses details and rules. LE creates operations plans and debriefings at the end of the events.
1.7	Assign a deputy commander or other commander to review the employment plan with human resources to ensure that its provisions related to the recruitment, hiring and promotion of personnel meet the FPPD's needs.	COMPLETED
1.8	Review the criteria and assessment process for promoting deputy commanders and commanders to determine why the FPPD has hired few internal candidates for these positions.	COMPLETED. A Deputy Commander has been promoted to First Deputy Chief (December - 2021). Updated job descriptions have been submitted to Human Resources and Compliance for the positions of Commander and Deputy Commander. HR and Compliance have been contacted to start the process for a 2023 Sergeants Examination.
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; Several members have been encouraged to take on additional leadership roles. Supervisors of Investigations, Chief's detail have been assigned. LE Mental Health Liaison, LE Dog Park Liaison, Trail Watch Volunteer Liaison, Policy Team, PD REDI Committee and Recruitment team are additional roles that have been filled.
1.10	Provide transparent feedback for the candidates after an FPPD promotional process has been completed. Explain in what areas they excelled and how they can improve their performance during future promotional processes.	UNDERWAY; Once a new promotional exam is administered this will be undertaken.

January 2023 Progress Report



Rec #	Recommendation	Status
1.11	Provide opportunities for first-line supervisors and officers to take on greater leadership responsibilities, such as creating and managing FPPD programs.	ON-GOING; Sergeants and officers were recruited to update the department's strategic plan, participate in policy updates, and lead various initiatives. Quarterly meetings with sergeants and command staff have been initiated, as well as meetings with union reps.
1.12	Conduct a training needs assessment to identify and prioritize the FPPD's training needs and inform a training strategy.	ON-GOING; Department is tracking ILESTB trainings and pursuing other training opportunities. There are training mandates that have to be met regularly under the SAFE-T act
1.13	Develop a training strategy informed by the training needs assessment that clearly links training priorities to the FPPD'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; Officers and sergeants have received train-the-trainer certification in the use of Body-Worn-Cameras, and will be (2022) as Taser Instructors. 1-Officer will receive training (June-2022) as the next department representative/trainer for the FPCC Trail Watch Volunteer Program. Several in-service trainings have been completed and Taser training for the department has commenced as of January 2023
1.14	Create and maintain cross-department partnerships within the District to ensure FPPD members feel they are part of a larger team.	COMPLETED. Liaisons have been assigned to work on cross department issues such as homelessness, permits, fillable forms/records management. Partnering again with the Youth Outdoor Ambassador Program. Continuing as partners with the Trail Watch Volunteer Program.

January 2023 Progress Report



Rec #	Recommendation	Status
1.15	Increase the FPPD’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 FPPD officer’s roles.	ON-GOING; quarterly meetings are held with Communications
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 and the complaint investigations process.	ON-GOING; A range of technology upgrades have been made to manage inventory and evidence. Working on Countywide case management system. Ticket printers have been installed in police vehicles and are being connected to MDTs

January 2023 Progress Report



Rec #	Recommendation	Status
1.17	Provide training or rotating assignments to the Investigations Division for all first-line supervisors to enhance their complaint investigation abilities and skills.	UNDERWAY; two supervisors are currently working with investigations
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.	COMPLETED. Policy is updated. IAD Investigations and administrative process has been completely reassigned, and streamlined.
1.19	Review current policies and procedures and commit to strengthening Internal Affairs processes so investigations demonstrate the FPPD's commitment to improving internal procedural justice, thereby benefiting community engagement and trust.	COMPLETED. Policy completed and issued department-wide. Process has been reassigned and streamlined with much improved efficiency. Thus demonstrating the department's commitment to internal procedural justice.
1.20	Prioritize addressing the delays in providing internal affairs complaint dispositions.	COMPLETED. IAD investigations and administrative process have been reassigned and the process streamlined and improved significantly. Including regular and close oversight as to the progress of all cases.
1.21	Transparently post Internal Affairs' policies and methods regarding how a individuals can make a complaint or compliment a Department employee.	COMPLETED. This is posted on the FPCC website under Law Enfocement with a link.

Forest Preserves of Cook County Department of Law Enforcement ▪ Report on Progress ▪ June 2022

Rec #	Recommendation	Timeline			Lead Contact	Team Members	Status
		2021	2022-2023	2024-2025			
1.1	Develop an overall strategic plan for the FPPD that identifies its vision, mission, goals, strategic priorities and measurable objectives.		X		Figel	Brown, Casildo, Kennedy, Paszek, Geraghty	COMPLETED
1.2	Prioritize the review and adoption of a new policy manual.		X		Hasler	Partyka, Kawecki, Nieves, Sudduth,	60 % COMPLETED
1.3	Develop a comprehensive written recruitment strategy that leverages partnerships and relationships to broaden the FPPD applicant pool.		X		Hasler	Hasler, Spina, Ponder, Lewis, Nieves, Roberison, Khalil, Roman, Thomas, Fabin	ON-GOING. January-2022 Posting for all department members to join our first Policy Team. The Team consists of 10 members of all ranks and truly represents the diversity of the FPCC-PD. All received formal training via our Director of Compliance. Members participated in a virtual officer interview panel and on another occasion an in-person Job Fair held at Brookfield Zoo.
1.4	Adopt and embrace, internally and externally, the principles of procedural justice.		X		Odum	Rapacz, Hasler, Ponder	ON-GOING. Adopted Ten Shared Principles; incorporated principles into department's strategic plan update and shared department-wide
1.5	Make all department policies available for public review and regularly post on the department's website information about stops, summonses, arrests, reported crime and other law enforcement data aggregated by demographics.		X		Hasler	Marvel, Lothian	UNDERWAY; will start with posting info about stops, arrests, etc.

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Rec #	Recommendation	Timeline			Lead Contact	Team Members	Status
		2021	2022-2023	2024-2025			
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.		X		Ponder	Bishop	20% COMPLETED. Began meeting with Permit staff.
1.7	Assign a deputy commander or other commander to review the employment plan with human resources to ensure that its provisions related to the recruitment, hiring and promotion of personnel meet the FPPD's needs.		X		Odum	Gage, Huge	COMPLETED
1.8	Review the criteria and assessment process for promoting deputy commanders and commanders to determine why the FPPD has hired few internal candidates for these positions.		X		Odum	Odum	COMPLETED. A Deputy Commander has been promoted to First Deputy Chief (December - 2021). Planns for posting of a vacant Deputy Commander and recent Commander position will be completed in 2022.
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.		X		Ponder	Ponder	NOT STARTED
1.10	Provide transparent feedback for the candidates after an FPPD promotional process has been completed. Explain in what areas they excelled and how they can improve their performance during future promotional processes.		X		Odum	Hasler, Partyka	NOT STARTED <i>(The strategic plan calls for providing candidates support with exam prep. Need to make sure we are complying with hiring plan.) 2022- plans include posting for Sergeants position test and process.</i>

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Rec #	Recommendation	Timeline			Lead Contact	Team Members	Status
		2021	2022-2023	2024-2025			
1.11	Provide opportunities for first-line supervisors and officers to take on greater leadership responsibilities, such as creating and managing FPPD programs.		X		Odum	Command Staff	ON-GOING (<i>Sergeants and officers were recruited to update the department's strategic plan, participate in policy updates, and lead various initiatives. Quarterly meetings with sergeants and command staff have been initiated, as well as meetings with union reps.</i>)
1.12	Conduct a training needs assessment to identify and prioritize the FPPD's training needs and inform a training strategy.		X		Partyka, Rapacz	Partyka, Rapacz	50% COMPLETE. Department is tracking ILESTB trainings and pursuing other training opportunities.
1.13	Develop a training strategy informed by the training needs assessment that clearly links training priorities to the FPPD'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.		X		Partyka, Rapacz	Partyka, Hasler, Rapacz	ON-GOING. Officers and sergeants have received train-the-trainer certification in the use of Body-Worn-Cameras, and will be (2022) as Taser Instructors. 1-Officer will receive training (June-2022) as the next department representative/trainer for the FPCC Trail Watch Volunteer Program.
1.14	Create and maintain cross-department partnerships within the District to ensure FPPD members feel they are part of a larger team.		X		Odum	Hasler	COMPLETED. Liaisons have been assigned to work on cross department issues such as homelessness, permits, fillable forms/records management. Partnering again with the Youth Outdoor Ambassador Program. Continuing as partners with the Trail Watch Volunteer Program.

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Rec #	Recommendation	Timeline			Lead Contact	Team Members	Status
		2021	2022-2023	2024-2025			
1.15	Increase the FPPD'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 FPPD officer's roles.		X		Partyka	Vogel	80% COMPLETED
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 and the complaint investigations process.		X		Marvel	Harris	75% COMPLETED. A range of technology upgrades have been made to manage inventory and evidence. Working on Countywide case management system.

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Rec #	Recommendation	Timeline			Lead Contact	Team Members	Status
		2021	2022-2023	2024-2025			
1.17	Provide training or rotating assignments to the Investigations Division for all first-line supervisors to enhance their complaint investigation abilities and skills.			X	Hasler	Hasler, Kawecki	NOT STARTED
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.		X		Hasler	Partyka, Rapacz	COMPLETED. Policy is updated. IAD Investigations and administrative process has been completely reassigned, and streamlined.
1.19	Review current policies and procedures and commit to strengthening Internal Affairs processes so investigations demonstrate the FPPD's commitment to improving internal procedural justice, thereby benefiting community engagement and trust.		X		Hasler	Partyka, Rapacz	COMPLETED. Policy completed and issued department-wide. Process has been reassigned and streamlined with much improved efficiency. Thus demonstrating the department's commitment to internal procedural justice.
1.20	Prioritize addressing the delays in providing internal affairs complaint dispositions.		X		Hasler	Partyka, Rapacz	COMPLETED. IAD investigations and administrative process have been reassigned and the process streamlined and improved significantly. Including regular and close oversight as to the progress of all cases.
1.21	Transparently post Internal Affairs' policies and methods regarding how a individuals can make a complaint or compliment a Department employee.		X		Hasler	Partyka	ONGOING

OVERALL STATUS: Fifteen (86%) of 21 recommended actions are completed or underway.

Cook County Forest Preserves Police Department

Rec #	Recommendation	Timeline			Lead Contact	Team Members	Status	Projects
		2021	2022-2023	2024-2025				completed
1.1	Develop an overall strategic plan for the FPPD that identifies its vision, mission, goals, strategic priorities and measurable objectives.	X			Figel	Browne, Casildo, Kennedy, Paszek, Geraghty	COMPLETED	1
1.2	Prioritize the review and adoption of a new policy manual.	X			Hasler	Rapacz, Kawecki, Nieves, REDI Team, Sudduth	25% COMPLETED	
1.3	Develop a comprehensive written recruitment strategy that leverages partnerships and relationships to broaden the FPPD applicant pool.		X		TBD	TBD	NOT STARTED	
1.4	Adopt and embrace, internally and externally, the principles of procedural justice.	X			Odum	Rapacz, Hasler, Ponder	ON-GOING. Adopted Ten Shared Principles; incorporated principles into department's strategic plan update and shared	
1.5	Make all department policies available for public review and regularly post on the department's website information about stops, summonses, arrests, reported crime and other law enforcement data aggregated by demographics.	X			Hasler	Marvel, Lothian	UNDERWAY; will start with posting info about stops, arrests, etc.	

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.		X		Ponder	Bishop	20% COMPLETED. Began meeting with Permit staff.	
1.7	Assign a deputy commander or other commander to review the employment plan with human resources to ensure that its provisions related to the recruitment, hiring and promotion of personnel meet the FPPD's needs.	X			Odum	Gage, Huge	COMPLETED	1
1.8	Review the criteria and assessment process for promoting deputy commanders and commanders to determine why the FPPD has hired few internal candidates for these positions.		X		Odum	Rafferty	NOT STARTED	
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.		X		Ponder		NOT STARTED	
1.10	Provide transparent feedback for the candidates after an FPPD promotional process has been completed. Explain in what areas they excelled and how they can improve their performance during future promotional processes.	X			Odum	Rafferty	NOT STARTED <i>(The strategic plan calls for providing candidates support with exam prep. Need to make sure we are complying with hiring plan.)</i>	

1.11	Provide opportunities for first-line supervisors and officers to take on greater leadership responsibilities, such as creating and managing FPPD programs.	X			Odum	Command Staff	ON-GOING (<i>Sergeants and officers were recruited to update the department's strategic plan, participate in policy updates, and lead various initiatives. Quarterly meetings with sergeants and command staff have been initiated, as well as meetings with union reps.</i>)
1.12	Conduct a training needs assessment to identify and prioritize the FPPD's training needs and inform a training strategy.	X			Rapacz	Rafferty	50% COMPLETE. Department is tracking ILESTB trainings and pursuing other training opportunities.
1.13	Develop a training strategy informed by the training needs assessment that clearly links training priorities to the FPPD'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.	X			Rapacz	Rafferty	NOT STARTED
1.14	Create and maintain cross-department partnerships within the District to ensure FPPD members feel they are part of a larger team.	X			Odum		ON-GOING. Liaisons have been assigned to work on cross department issues such as homelessness, permits, fillable forms/records management.

1.15	Increase the FPPD'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 FPPD officer's roles.	X			Rapacz	Vogel	80% COMPLETED
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 and the complaint investigations process.	X			Marvel	Harris	75% COMPLETED. A range of technology upgrades have been made to manage inventory and evidence. Working on Countywide case management system.
1.17	Provide training or rotating assignments to the Investigations Division for all first-line supervisors to enhance their complaint investigation abilities and skills.			X	Rafferty		NOT STARTED
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.	X			Rapacz	Rafferty	75% COMPLETED. Policy is updated; still need to review with staff.
1.19	Review current policies and procedures and commit to strengthening Internal Affairs processes so investigations demonstrate the FPPD's commitment to improving internal procedural justice, thereby benefiting community engagement and trust.	X			Hasler	Rafferty, Rapacz	UNDERWAY. Currently focused on updating policies. Have not started work on rules and regulations.
1.20	Prioritize addressing the delays in providing internal affairs complaint dispositions.	X			Rapacz	Rafferty	ON-GOING. All cases are now up to date.

1.21	Transparently post Internal Affairs' policies and methods regarding how a individuals can make a complaint or compliment a Department employee.	X			Hasler	Rafferty, Rapacz, Lothian	COMPLETED	1
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<i>scheduled for 2021</i>		<i>All projects</i>		
<i>underway/ on-going</i>	<i>not started</i>	<i>completed</i>	<i>underway/ on-going</i>	<i>not started</i>
		1		
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11	2	3	12	6

11 of 21 are complete or underway. 15 of 21 are complete or underway.

88%		<i>This equals</i>	71%	
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