

STRATEGIC INITIATIVES FOR THE DEPARTMENT OF LAW ENFORCEMENT

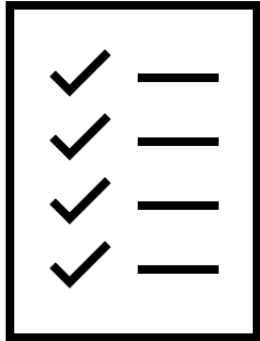
SECOND QUARTER 2023



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](#).
3. Develop a [recruitment strategy that](#) leverages partnerships to broaden the applicant pool.
4. Adopt and embrace, internally and externally, the [principals of procedural justice](#).
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 can be improved.
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.

10 Initiatives that will always be on-going

11. Provide **opportunities for first-line supervisors and officers to take on greater leadership responsibilities**, such as creating and managing Police Department programs.
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.
15. **Increase social media presence** to enhance department's image, connect with visitors and improve understanding of officers' roles.
16. **Improve the use of technology** for inventory, ticketing records, etc.

3 Initiatives are underway

- 5. **Make policies available for public review** and post on website info about stops, summons, arrests and crime.
- 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.
- 17. **Provide training** for all first-line supervisors to enhance their complaint investigation abilities and skills.



THANK YOU
