Strategic Initiatives for the Department of Law Enforcement

FOURTH QUARTER 2023

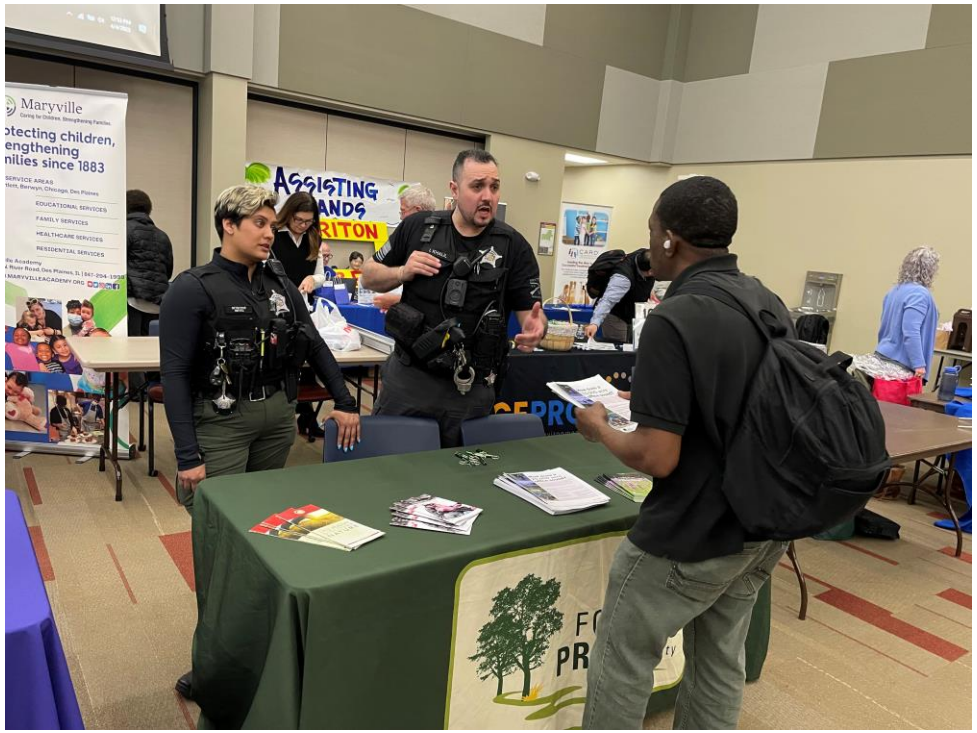
MISSION STATEMENT

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.

FPCC POLICE

SHARED PRINCIPLES

9. We support diversity in 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.



9 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.**

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

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 or compliment.**

12 Initiatives that will always be on-going

2. Prioritize the review and adoption of **a new policy manual**.

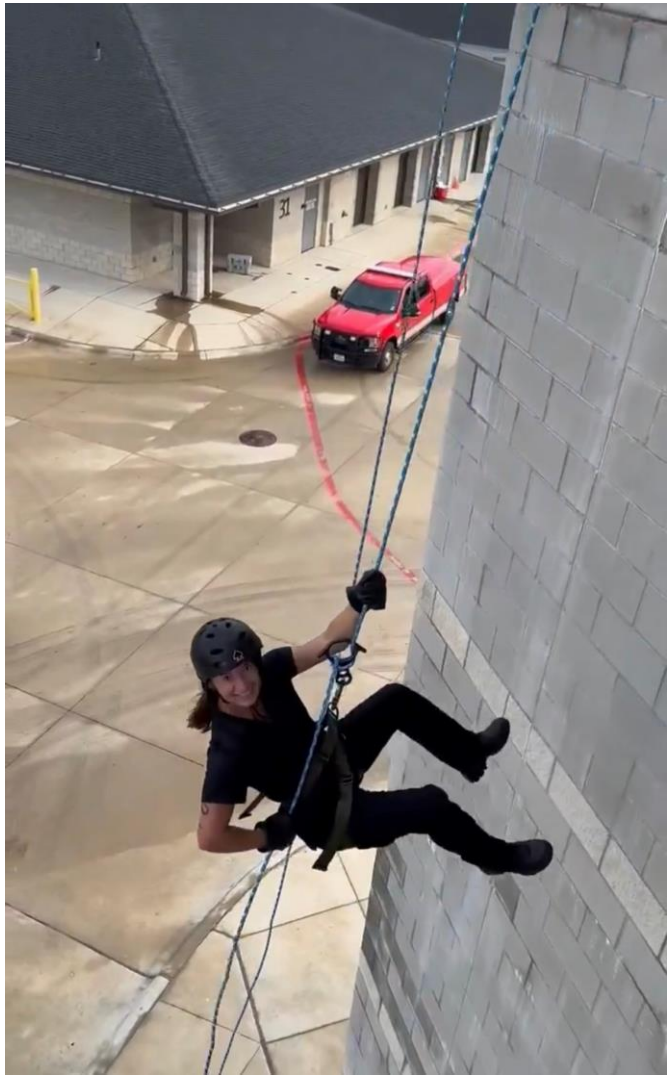
3. Develop a **recruitment strategy** that leverages partnerships to broaden the applicant pool.

4. Adopt and embrace, internally and externally, the **principals of procedural justice**.

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

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.



12 Initiatives that will always be on-going

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.

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.

Department Demographics

DEPARTMENT	MALE	FEMALE	CAUCASIAN MALE	CAUCASIAN FEMALE	AFRICAN AMERICAN MALE	AFRICAN AMERICAN FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/P.I. MALE	ASIAN/P.I. FEMALE	TOTALS
COMMAND	3	2	2	0	0	2	1	0	0	0	5
SECURITY SPECIALISTS	2	1	0	0	1	1	1	0	0	0	3
SERGEANTS	9	2	6	2	1	0	1		1	0	11
OFFICERS	59	12	22	6	19	3	15	2	3	1	71
CIVILIAN	4	6	1	2	2	3	1	1	0	0	10
	77	23	31	10	23	9	19	3	4	1	100

2023 Department Staff Totals

	PRESENT	BUDGETED	DEFICIT	
CHIEFS	3	3	0	
OFFICERS	71	92	21	
SERGEANTS	11	18	7	
DEPUTY COMMANDERS	1	4	3	
COMMANDERS	0	2	2	
CIVILIANS	10	9	0	
EPU	4	7	3	
TOTAL	100	136	36	

THANK YOU