



River Forest Police Department



Policing and Social Justice
Public Forum



River Forest Police Department



“A Tradition of Service to the Community”

MISSION STATEMENT

The mission of the River Forest Police Department is to provide professional, high quality and effective police service in partnership with the community. We, the members of the River Forest Police Department, believe that our work has a vital impact on the quality of life in our community. To demonstrate our commitment to our profession, we subscribe to the following values:

Department Values

- Integrity
- Commitment to Employees
- Community Partnership
- Community Sensitive Policing
- Professionalism

Board of Police and Fire Commissioners

Responsibilities

- Test
- Screen
- Appoint new members to the Police and Fire Departments (excluding Command Staff)
- Conduct competitive Testing for promotional positions (example: Police Sergeant, Fire Lieutenant)
- Conduct entrance and promotional exams – in conformity with the IL Compiled Statutes
- Handle disciplinary matters petitioned by Village or appealed by an employee

Entry-Level Police Officer Requirements

- There is a prescribed testing process per state statute.
- U.S. Citizen or provide proof of intention to become a citizen.
- At least 21 years of age and under 35 years of age at the time of application and at such time as the first "Final Eligibility Register" is posted; unless exempt from such age limitation as provided in the Fire and Police Commissioners Act.
- possess a Bachelor's Degree in any discipline or an Associate Degree in Law Enforcement or Criminal Justice from an accredited College or University.
- Waived application fees
- Online application process
- Broadened advertisements for testing using various online media platforms
- Applicants must submit proof that they have passed the Illinois peace Officer Wellness Report in the last year.

Outreach Efforts

Job Boards

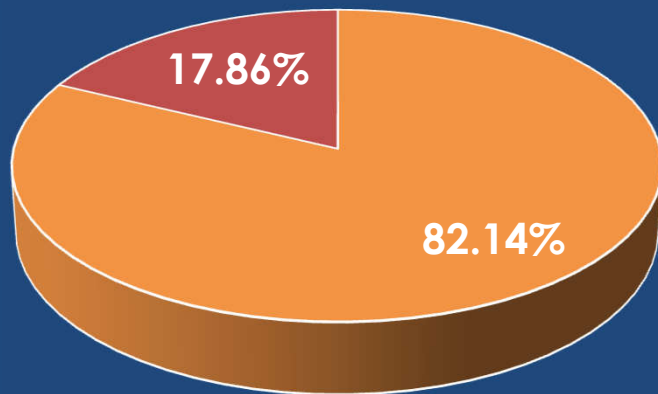
- Facebook
- Instagram
- theblueline.com
- Policeone.com
- National Testing Network
- National Minority Update
- Established a partnership with college career service directors

Department Demographics

- The River Forest Police Department is comprised of a diverse group of officers from many races, cultures, religions and backgrounds.
- Department members enjoy inclusiveness of all people from all races, religious beliefs, and sexual orientations.

Department Demographics

Sworn-Female/Male

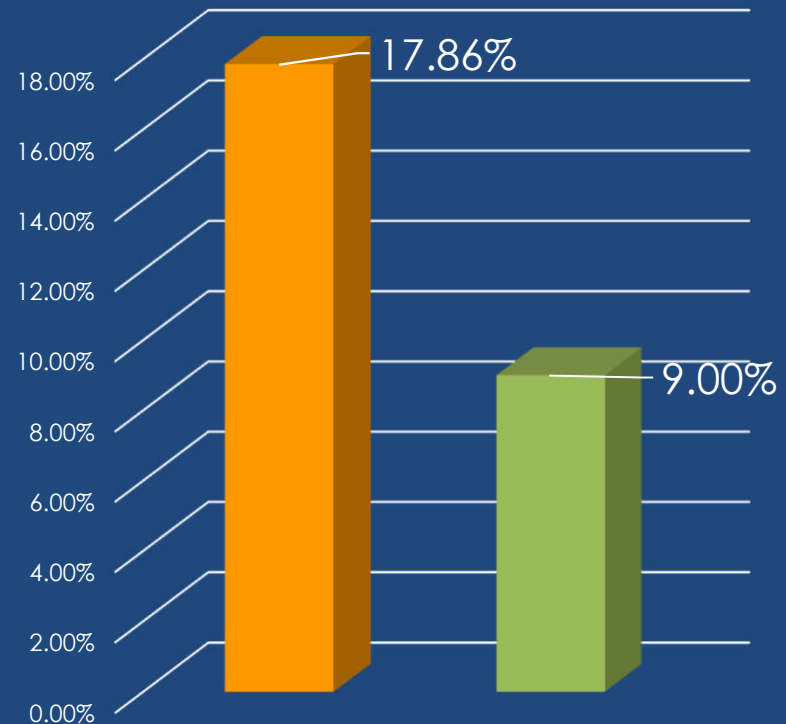


- Twenty-Eight (28) Sworn Officers
- Twenty-Three (23) Male
- Five (5) Female

Department Demographics

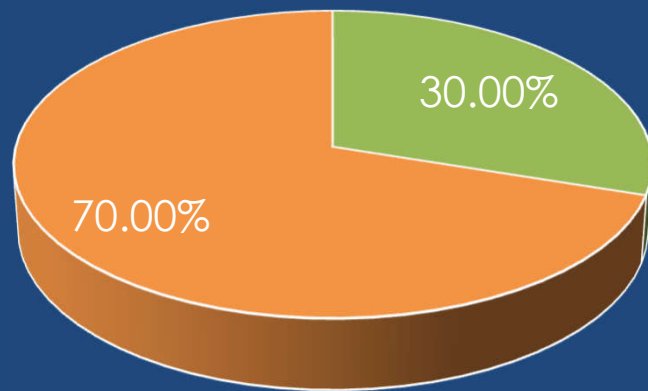
- U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics Local Police Departments, 2016: Personnel; SUMMARY NCJ 252835; OCTOBER 2019
- Police Departments serving communities between 10,000-49,999 Residents

RFPD compared to
Nationwide-Female Sworn

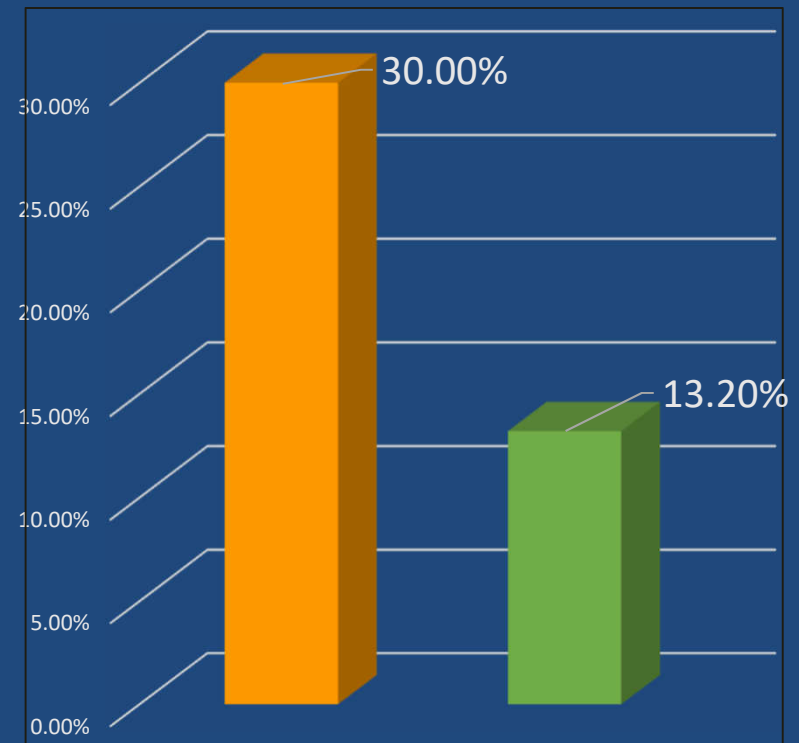


Department Demographics

Sworn-Supervisors
(Male/Female)

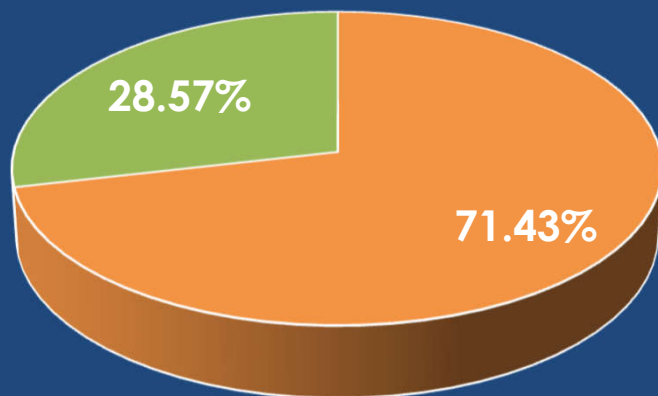


RFPD compared to Nationwide-Female
Supervisors

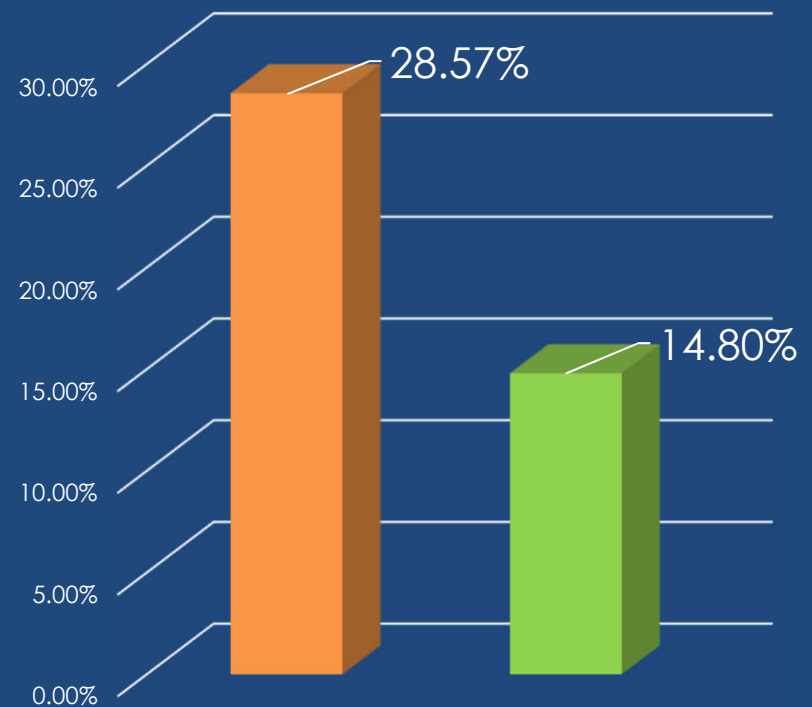


Department Demographics

Sworn-Minority/Caucasian

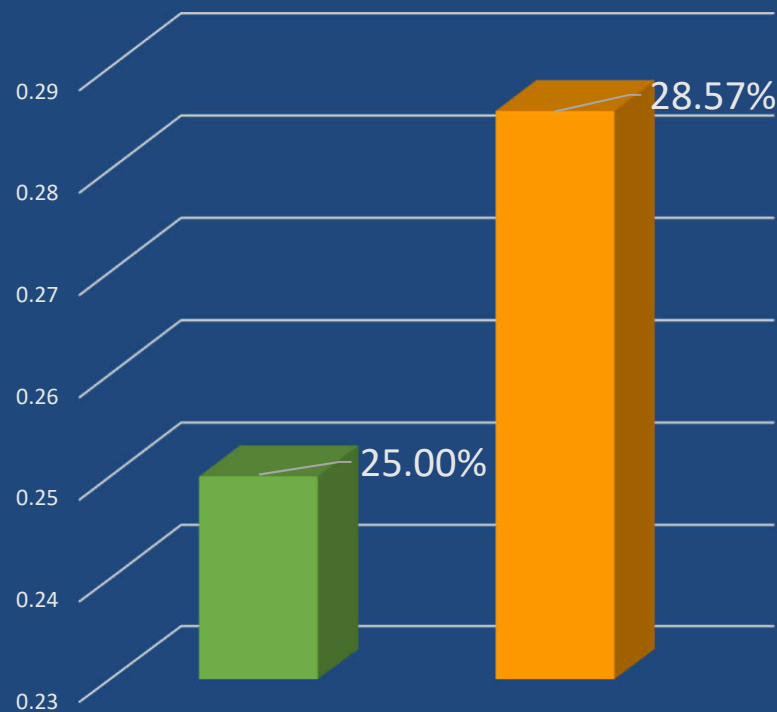


RFPD compared to
Nationwide-Minority Sworn

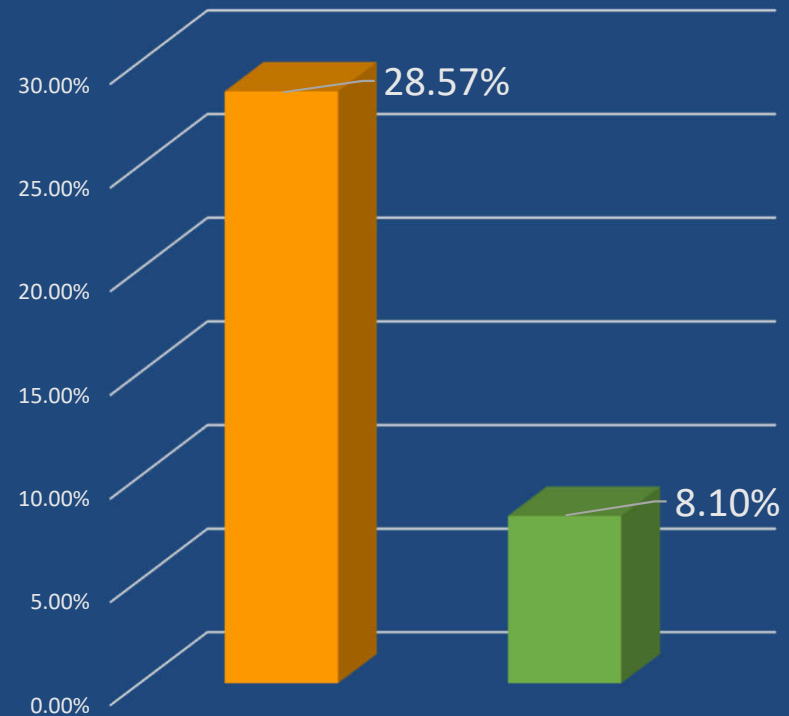


Department Demographics

RFPD Sworn-Family and Language Skills

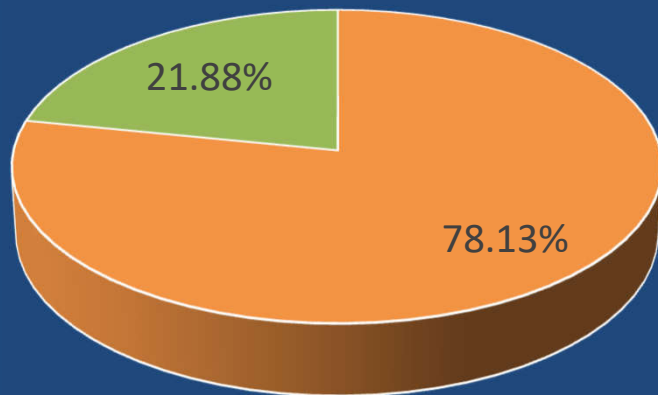


RFPD compared to Nationwide-Language Skills Sworn

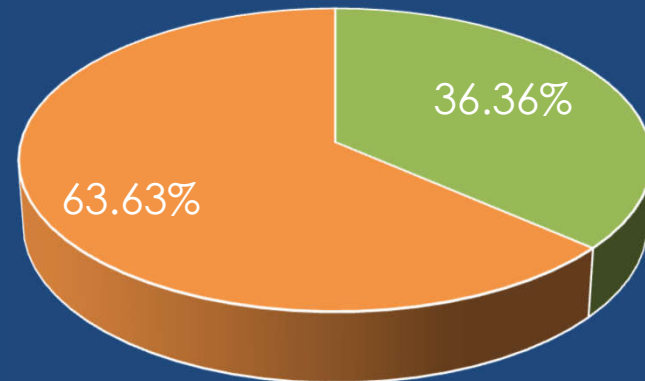


Department Demographics

All-Male/Female



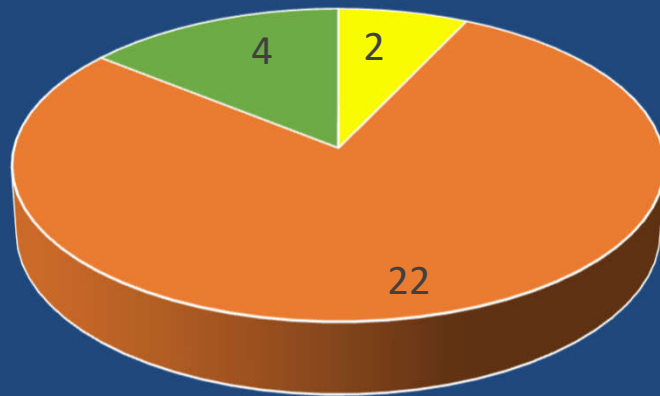
All-Supervisors (Male/Female)



- Thirty-Two (32) Employees
- Twenty-Five (25) Males
- Seven (7) Female

Department Education Levels

College Education-Sworn Officers



Twenty-Two (22)
Bachelor's Degree
Four (4) Master's
Degree
Two (2) Associates
Degree

Use of Force Policy

- Objectively reasonable to effectively bring an incident under safe control, while protecting the safety of officers and the public.
- Provide proper medical treatment following the use of force.
- All uses of force will be reviewed as required
- 40-hour firearms training course before possessing and using

Use of Force Policy

- Non-Deadly Force
- Deadly Force
- Restrictions

Force Incident Review

DISCUSSION

- The use of force, particularly the use of deadly force, is in all probability the most serious act in which a police officer will engage.
- It is in the public interest that police officers be appropriately trained.
- guided by a policy which the public believes to be fair and reasonable.
- creates public confidence in the Department and individual officers.

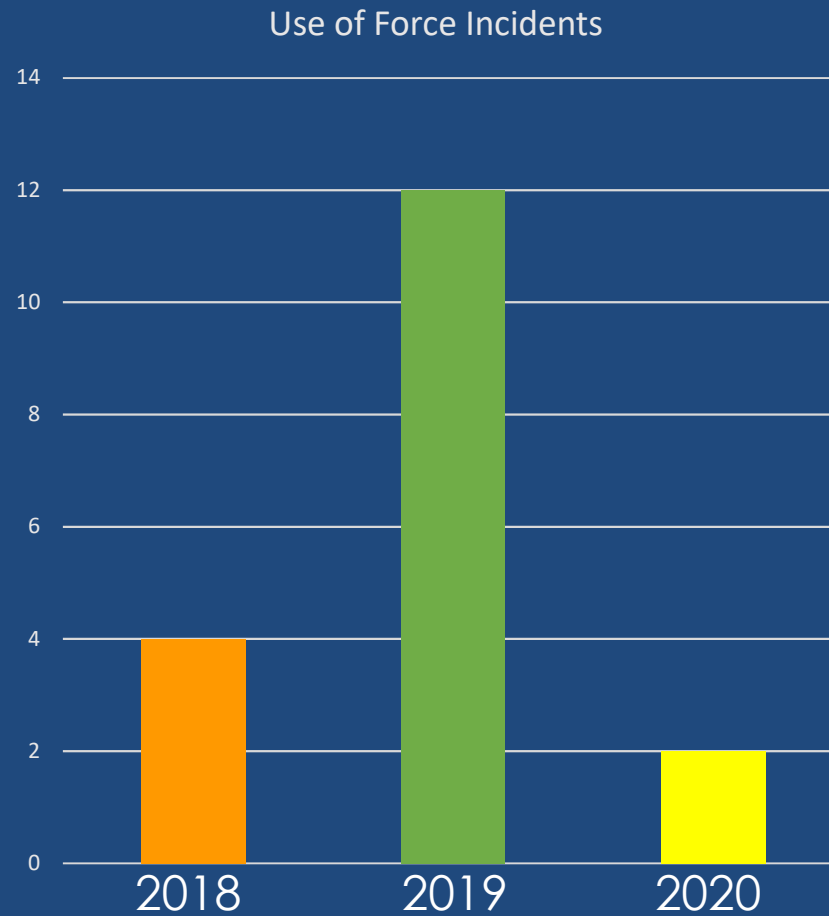
POLICY

It is the policy of this Department to report, review and investigate all uses of force by police officers.

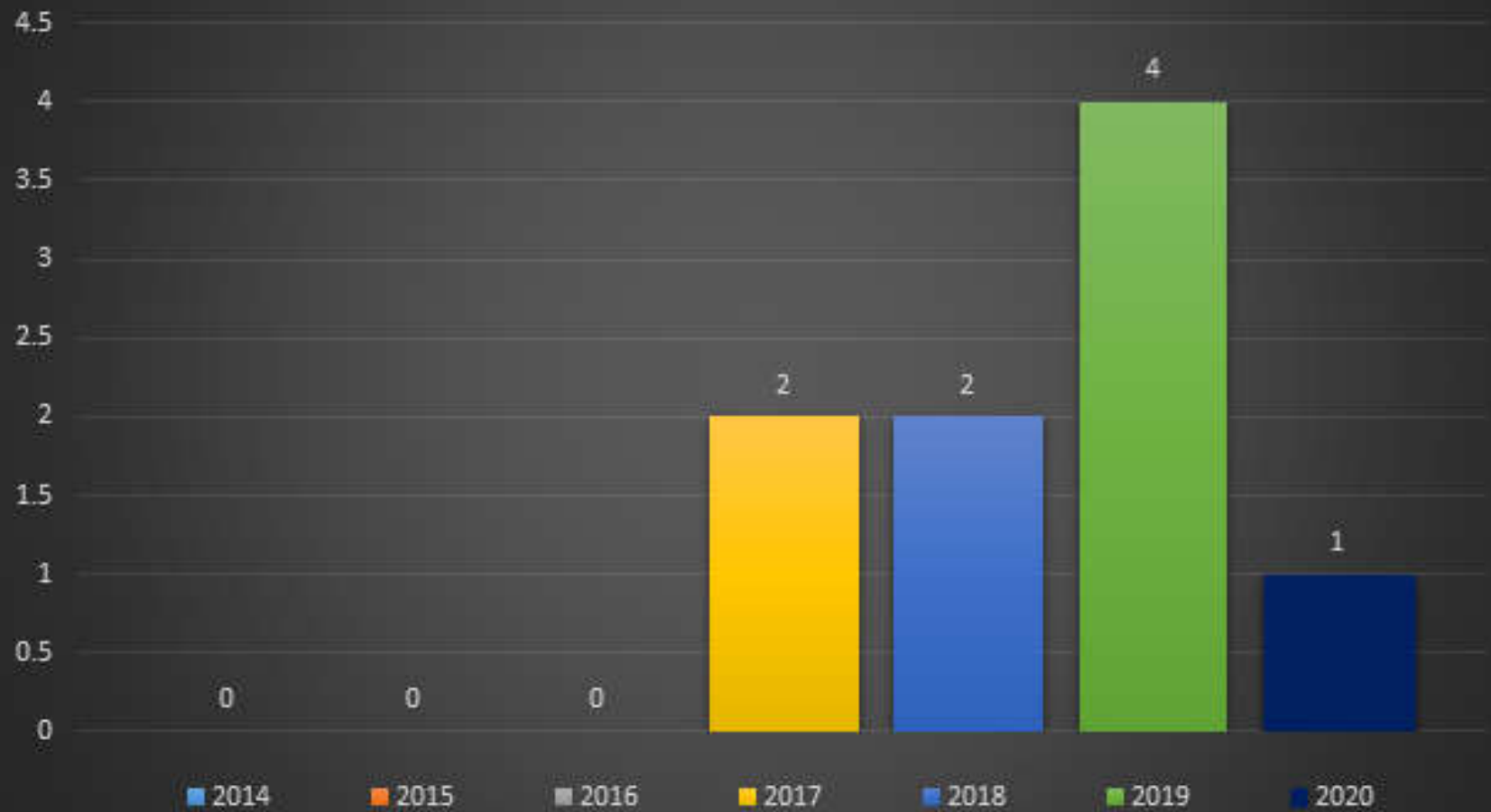
Citizen Formal Complaints - Officer Misconduct

- All complaints and allegations concerning actions of Department members will be referred to an on-duty supervisor and/or officer in charge
- The supervisor will, if possible, interview the complainant and determine the exact nature of the allegations and identify the incident and members involved.
- Citizens wishing to file a complaint against an officer(s) shall be asked to complete a Personnel Complaint/Sworn Affidavit Form.
- No member will attempt to discourage, interfere or delay an individual from making a complaint. No member will be subjected to any criticism, retaliation or reprisal for accepting, initiating or reporting a complaint.

Use of Force Incidents



TASER DEPLOYMENTS



Restorative Justice

Traditional Justice

- Crime is a violation of the law.
- Violation creates guilt.
- Central Focus: Offenders get what they deserve.

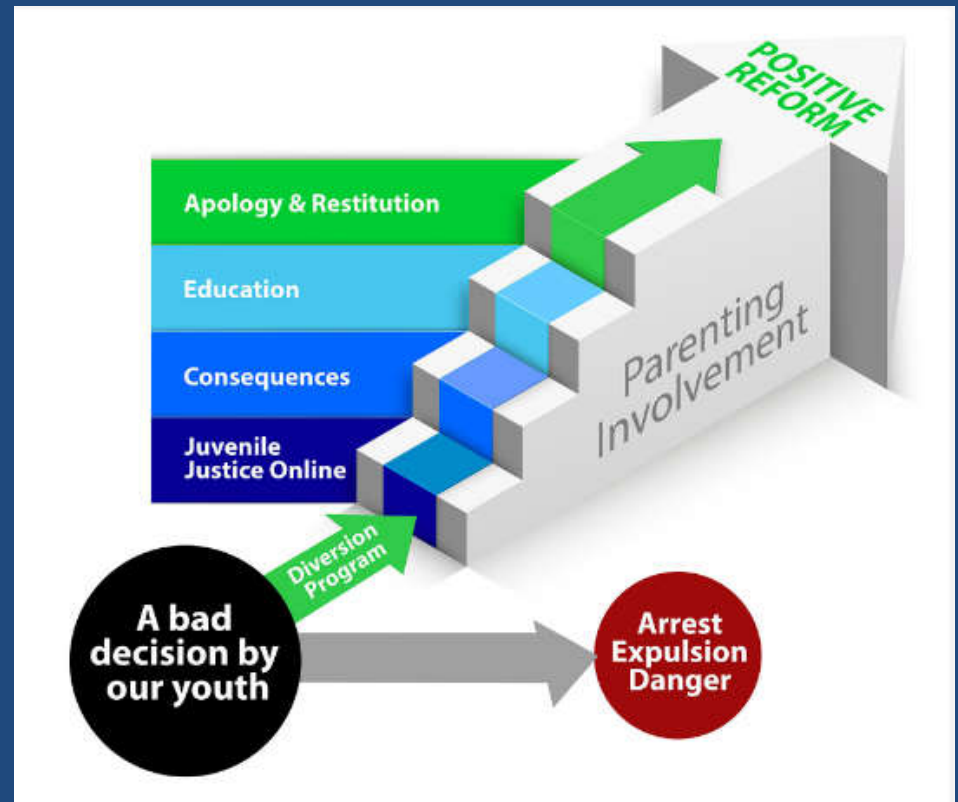
Restorative Justice

- Crime is a violation of people and relationships.
- Violations Create Obligations
- Central Focus: Victim's needs / Offender responsibility to repair harm.

If Crime hurts,
then justice should heal.
-Fania Davis

How is Restorative Justice Applied in River Forest

- Victim Offender Conferencing
- Accountability Diversion Contracts
- Adjudication – Local Ordinance Violations
- Online Education / Behavior Modification



Who Should be involved?

- Police Departments
- Offender
- Victim
- Courts
- State's Attorneys
- Schools
- Parents
- Citizen Volunteers



Restorative Justice Challenges

- It is not the mainstay of Criminal Justice.
- Restorative Justice takes more time.
- Restorative Justice takes more resources.
- Not appropriate for every case and victim or offender may not cooperate.
- Police Officers take an active role in this approach.

Liberty and Justice for All

Social Justice –justice in terms of the distribution of wealth, opportunities, and privileges within a society

Racial Justice - the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all

Understanding the Struggles of Cultural Differences

- Everyone has Biases
- How do we combat our conscious/sub-conscious biases?
 - Personally?
 - Professionally?

Training in Racial Equity and Cultural Competency

- Fair and Impartial Policing Through Cultural Competency
- 40hr Crisis Intervention Team Officer
- Mental Health First Aid
- Hate Crimes
- Racial Profiling
- Crisis Communication
- Mental Health Awareness
- De-escalation and Smarter Policing for Changing Times
- Communication Tactics
- Use of Force Review
- Ethnic and Cultural Awareness for Patrol Officer
- Human Rights

What is the Department's View on Racial Justice?

- G.O. 1.1 – 3 Community Sensitive Policing (Dept. Members shall uphold laws in an ethical, impartial...manner
- G.O. 56.1 – 2 Impartial Policing
- G.O. 56.1 – 2.4 Preventing Perceptions of Biased Policing

School to Prison Pipeline / Schoolyard to Prison Yard

- ACLU/NAACP – National trend wherein children are funneled out of public schools and into the juvenile/criminal justice systems. Many of these children have learning disabilities, or histories of poverty, abuse or neglect and would benefit from additional educational and counseling services. Instead, they are isolated, punished and pushed out.

School to Prison Pipeline / Schoolyard to Prison Yard Cont.

- Students of color are especially vulnerable and policies within the schools and juvenile justice systems contribute to this trend.
- Inadequate resources in the schools, zero-tolerance and inequitable discipline, improper use of alternative schools and court involvement and juvenile incarceration sets vulnerable youth down a path that is hard to correct or return from.

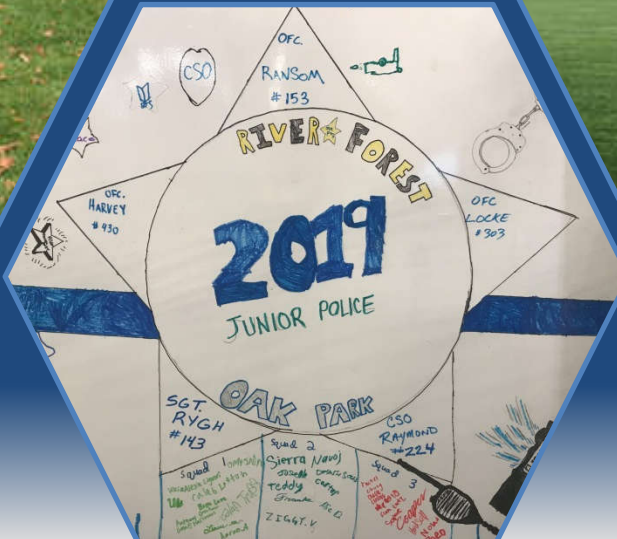
Community Engagement



I-Search & Too Good For Drugs



Junior Citizens Police Academy





- Positive Youth Development
 - Youth Network Council
 - Opioid Task Force
- Dementia Friendly River Forest
 - M-Team

Partnering with Universities



Dominican U: Stars Rise

- Funded by the Dept. of Justice – Office of Violence Against Women.
- A multi-disciplinary team of Faculty, Police, Social Services and Healthcare Professionals.
- Promote awareness, education and trauma-informed response to gender-based violence, domestic abuse and sexual assault on campus.



Special Events



Department Special Training

Special Training:

- Crisis Intervention Team
- Elderly Service Officer
- Child Passenger Safety Seat Technician
- Evidence Technician
- Lead Homicide Investigator
- School Resource Officer

In-House Instructors

- Rescue Task Force Instructor
- CPR Instructor
- Rapid Deployment Instructor
- Less-Lethal Instructor
- RAD (Rape Defense) Instructor
- MACTAC Instructor
- NARCAN Instructor



Training Budget

- | FY18 | FY19 | FY20 | FY21 |
|--------|--------|--------|--------|
| 23,320 | 21,745 | 32,960 | 33,950 |
- Average increase per year from FY2012-FY2021: \$2,048.66
- Average dollars on training per officer
FY2021: \$1,212.50
- Average dollars on training-all personnel
FY2021: \$1,056.94

Academy Training

- Academy
 - Chicago Police Department Academy
 - Cook County Sheriff's Police Academy
 - Suburban Law Enforcement Academy
- 560 Hour Training Program
 - Approximately \$3500/Recruit
 - Equipment and Uniform Cost
- All officers are Certified by the Illinois Law Enforcement Training and Standards Board.

Training

- Most Training received by Officers is mandated, however, not funded by the State, except through ILETSB and by the Village.
 - Electronic Recording-Vehicles and Facilities
 - Training, Equipment, Storage, Redesign of Facilities
 - Juvenile Expungement Updates
 - Personnel and Training
 - Less-Lethal Instructor and Tools
 - Force options needed by Officers to reduce likelihood of injury or deadly force
 - TASER
 - Defensive Tactics
 - Other Less-Lethal Devices
 - NARCAN

Training Effectiveness

- High number of programs for Community Engagement
 - Positive Feedback
- Low Citizen Complaints
- Low Injury Rate
 - Arrestees
 - Officers
- Low Accident Rate

Annual Training Our Officers Attend

- Procedural Justice
- Crisis Intervention
- Implicit Bias and Cultural Competency
- Civil Rights
- Constitutional Proper Use of Law Enforcement Authority

Officer Training

- 2020 Year to Date-304 Training Courses
 - 998 total hours/36 hours average
- 2019-635 Training Courses
 - 4,438 total hours/159 hours average
- 2018-421 Training Courses
 - 2,486 total hours/89 hours average

RFPD Invests in Leadership/Supervisory Training

- Senior officers and supervisors attend training to assist with decision making and career development
- Supervisors attend:
 - Northwestern University Center of Public Safety 80 hour Supervision of Police Personnel training course
 - Northwestern University Center of Public Safety 400 hour School of Police Staff and Command course
 - the Executive Management Program

RFPD Invests in Leadership/Supervisory Training

- Supervisors have also attended:
 - FBI academy
 - Law Enforcement Executive Development Seminar
 - IL Law Enforcement Training and Standards Board's Executive Institute

Police Sergeant Graduates From Northwestern University's Center for Public Safety

May 10, 2019



State Criminal Statutes

Felonies, Misdemeanors,
Local Ordinances

Felonies and Misdemeanors

- In Illinois (as in most states), crimes are considered felonies if the potential punishment includes at least a year in state prison (or the death penalty). In contrast, misdemeanors in Illinois are punishable by less than one year in county jail.
- Illinois law groups felonies into different classes for purposes of sentencing. The most serious felonies are first-degree murder (which is in its own class) and Class X felonies. After that, in descending order of seriousness, are Class 1 through Class 4. (720 Ill. Comp. Stat. § 5/2-7, 730 Ill. Comp. Stat. § 5/5-4.5-10 (2020).)

Types of Crime

- FELONIES
- MISEDEMEANORS
- LOCAL ORDINANCES

Cook County State's Attorney's Office Diversion Program

<https://www.cookcountysheriff.org/>

<https://www.cookcountystatesattorney.org/>

2018 Illinois Traffic Stop Study

- This data comes from the **2010 US Census**, and counts include persons 15 years of age and older-the same approach that is used for the traffic stop study. In this study researchers used the population data for the community that the agency serves.

Estimated Minority Driving Population

- 2018 EMDP for River Forest: 59.6%
- 2018 EMDP for Illinois: 28.48%
- Historical Data:
 - 2012-2018 EMDP for River Forest: 59.6%
 - 2010-2011 EMDP for River Forest: 43.47
 - 2004 EMDP for River Forest: 43.27
 - Inception Year of Study
- [Illinois Traffic Stop Studies, 2004-2018](#)
- [Illinois Traffic Stop Study](#)

Understanding the Ratios

- 2018 Illinois Traffic Stop Study Agency Ratios 2014-18
- Agency ratios look at the likelihood that minority drivers will be stopped by law enforcement agencies.
- Ratio calculated between the percentage of minority stops of an agency and that community's estimated minority driving population (EMDP).
- A 0.00 means the agency did not stop any minority drivers during the year, while a blank means the agency did not submit traffic stop information during the year.

Traffic Study Results

ILLINOIS TRAFFIC STOP STUDY, 2018	
Agency:	RIVER FOREST POLICE

Stops		
	White Drivers	Minority Drivers
Total Stops	1618	2744
Percentage Stops	37.09	62.91
Duration (Mean\Median)	8\7	9\8
Estimated Minority Driving Population		59.6
Ratio		1.06

Reason for Stop				
	White Drivers		Minority Drivers	
Total Stops	1618		2744	
Moving Violations	1058	65.39%	1727	62.94%
Equipment Violations	269	16.63%	536	19.53%
Licensing / Registration Violations	290	17.92%	481	17.53%
Commercial Vehicle Violations	1	0.06%	0	0%

Traffic Study Results

Outcome of Stop				
	White Drivers		Minority Drivers	
Total Stops	1618		2744	
Citation	700	43.26%	1321	48.14%
Written Warning	817	50.49%	1271	46.32%
Verbal Warning/ Stop Card	101	6.24%	152	5.54%

Vehicle Consent Searches				
	White Drivers		Minority Drivers	
Total Stops	1618		2744	
Requested	7	0.43%	12	0.44%
Granted	7	100%	12	100%
Performed	6	85.71%	11	91.67%
Found	5	83.33%	4	36.36%

Dog Sniff Searches				
	White Drivers		Minority Drivers	
Total Stops	1618		2744	
Vehicle Dog Sniff Searches	0	0%	0	0%
Dog Alerts	0	0%	0	0%
Search Performed	0	0%	0	0%
Contraband Found	0	0%	0	0%

Traffic Study Results

Key Indicators		Total	WH	AA	AI	HIS	ASN	NH	N/S
Stops		4362	1618	1649	3	1022	70	0	0
Duration(Mean/Median)		9\8	8\7	9\8	4\4	9\8	9\7	0\0	0\0
Reason For Stop	Moving	2785	1058	1017	1	664	45	0	0
	Equipment	805	269	318	2	205	11	0	0
	License	771	290	314	0	153	14	0	0
	Commercial Vehicle	1	1	0	0	0	0	0	0
	N/S	0	0	0	0	0	0	0	0
Outcome of Stop	Citation	2021	700	773	0	520	28	0	0
	Written Warning	2088	817	777	3	454	37	0	0
	Verbal Warning/SC	253	101	99	0	48	5	0	0
	NS	0	0	0	0	0	0	0	0
Vehicle Consent Searches	Requested	19	7	6	0	6	0	0	0
	Granted	19	7	6	0	6	0	0	0
	Performed	17	6	6	0	5	0	0	0
	Found	9	5	1	0	3	0	0	0
Dog Sniff Searches	Sniffs	0	0	0	0	0	0	0	0
	Alerts	0	0	0	0	0	0	0	0
	Alert Search	0	0	0	0	0	0	0	0
	Found	0	0	0	0	0	0	0	0

Court System Responsibilities

- State's Attorney's Office
- Circuit Court Clerk's Office
- Public Defenders Office
- Sheriff's Office
 - Court Services
 - Corrections Department
 - Electronic Monitoring

Court System Responsibilities Continued

- Chief Judge's Office
 - Social Services / Pre-trial
 - Probation Department
 - Juvenile Division
 - Electronic Monitoring
- IL Department of Corrections
 - Parole Department

It Takes A Village...

- Educational System
- Social Services
- Mental Health System
- Elderly Services
- Healthcare System
- Youth Programs
- Faith-based Programs
- Alcohol/Substance Abuse Programs
- IL House
- IL Senate
- Family Counseling
- Volunteer Philanthropy
- Parental Support
- Career and Trade Opportunities
- Corporate Sponsored Initiatives
- Townships
- Community Centers
- DCFS
- Adult Protective Services

Questions and Closing Comments

