

**LWVLGA Questions for the Police Chiefs in our Communities
(Brookfield Police Department)**

1. Please describe the vetting process for candidates who apply to become police officers in your department.

The hiring process includes an independent service that conducts a written exam and oral interview. Candidates are then placed on an initial eligibility list where they are ranked according to their combined test score (written & oral exams). When we formally begin the hiring process a background check on every candidate for the position of police officer is conducted. Once passing the background check, the candidate is sent for a polygraph exam, psychological exam and finally a general health examination.

After a satisfactory completion, the candidate is hired and begins a multi-step training process. The first step is enrolling the candidate in a 14-week, 560-hour police academy. Brookfield Police currently send new hires to one of three Illinois academies: The Police Training Institute (Champaign, IL); Cook County Sheriff Academy (River Grove, IL), or the Suburban Law Enforcement Academy (Glen Ellyn, IL). While away at academy training, the department receives weekly progress reports. Once the candidate successfully completes the academy and the State of Illinois Certification test, they move into our department's 14-week field training officer (FTO) program.

During each step, the probationary officer completes a comprehensive checklist of tasks to ensure he/she has mastered police skills and they are rated daily on their performance. At the successful conclusion of their field training experience, the officer is released to "solo" patrol. Finally, at the end of a 12-month period, from their date of hire, they move from probationary status to patrol officer. The lengthy vetting process helps to ensure that only the best of the best become full-fledged Brookfield Police Officers.

2. How often are veteran officers evaluated for compliance with Department policy and what is that process?

Evaluation of our officers are done daily. Each shift is assigned a Sergeant as a direct supervisor. It is the Sergeant's responsibility to evaluate the officers on shift. They are to guide officers on their watch, ensure they are adhering to policy, and recommend training. Each shift is also assigned a Lieutenant that oversees the Sergeant. This adds yet another layer of supervision and mentorship. Officer performance is tracked throughout the course of the year. This data is used for an annual evaluation which corresponds with an officer's date of hire or in case of supervisors, date of promotion.

3. What percentage of your officers are female? What percentage of your officers are African American, Latino/a, Asian American or other persons of color and how do those percentages compare with the demographics of your community? Are any of your females or officers of color in supervisory or management roles? Does your Department have a policy promoting diversity in hiring? Please describe the policy.

According to July 2019 estimated U.S. Census demographic data, the Village of Brookfield's population is 18,310. Village demographics are as follows:

- Black or African American: 5.2%
- American Indian and Alaska Native: 0.2%
- Asian: 2.1%
- Native Hawaiian and Other Pacific Islander: 0.0%
- Two or More Races: 2.8%
- Hispanic or Latino: 22.9%
- White alone, not Hispanic or Latino: 68.4%

Brookfield Police Department currently has a staff of thirty (30) sworn police officers. There is one female officer on the force and three officers of color (33%) in supervisory roles. Those roles include two (2) Sergeants and one (1) Deputy Chief. Police department demographics are as follows:

- Black or African American: 3.3% (1)
- American Indian and Alaska Native: 3.3% (1)
- Asian: 3.3% (1)
- Native Hawaiian and Other Pacific Islander: 0.0% (0)
- Two or More Races: 0.0% (0)
- Hispanic or Latino: 17% (5)
- White alone, not Hispanic or Latino: 73% (21)

While our PD is small, it is diverse, and we have officers from all walks of life helping us relate to individuals within the community. We have an updated policy regarding diversity and discriminatory harassment. The department and village have a policy outlining the intolerance of discrimination in hiring, promotion, discharge, compensation, fringe benefits, and other privileges of employment.

4. Is there a clear and enforced use-of-force continuum that details what weapons and force are acceptable in a wide variety of civilian-police interactions? Please describe those policies. Are police officers required to intervene if they witness excessive force being used by another officer?

While we train and are fully versed in this concept, we do not outline a specific use-of-force continuum within our policy. Situations involving force are dynamic. The Brookfield Police Department contracts with LEXIPOL, a first-rate provider of constitutionally updated policy and training. Our police officers are trained to appropriately respond to a subject's level of resistance during incidents that require some use of force. Department policy is also reflective of Illinois Statute:

An officer may use any force which he/she reasonably believes to be necessary to effect an arrest and may use any force which he/she reasonably believes to be necessary to defend him/herself or another from bodily harm while making an arrest (720 ILCS 5/7-5).

Each officer has a duty to intercede and report when observing another officer using force that is clearly beyond what is reasonable and has an obligation to intercede and prevent the use of unreasonable force by another police officer.

5. Is there an early-intervention system enforced to correct officers who use excessive force?

Use of force incidents require reporting which is reviewed by the Supervisor and Command Staff. During the review process, we determine if policy was followed, and if remedial training is required or other action is recommended. At the end of the year within our policy, we are required to complete an analysis of all Use of Force incidents. This analysis is done to help identify potential trends, training needs/equipment needs, and any policy revisions necessary.

6. Do all of your officers receive de-escalation training? If so, please describe the training.

Yes, this is a crucial and prevalent law enforcement training topic. De-escalation is now part of the recruit academy curriculum. It's also covered annually with two sources of online training we do within the police department (Police Law Review, and the Online Learning Network training portal through ILETSB). Officers also attend in-person classes that cover de-escalation tactics through NEMRT, and Tri-River Training Facilities. This training topic is also covered annually in our policy review and training bulletins within Lexipol.

7. What types of calls or required interventions did you receive in the last year [mental health, behavioral health, substance abuse, domestic violence, gun violence, traffic related, public disturbances, property damage, etc.]. Please indicate the percentage in each category.

Exact percentages would be difficult to quickly obtain. However, from experience, many interventions are related to drug use, mental illness, and family crisis situations (most often in the form of domestic violence). Frequency of these types of calls vary. Our police department is fortunate to have a part-time police crises worker on staff who has an educational background in social work. This Police Crises Worker Program is grant funded through the Proviso Township Mental Health Commission. It includes 24-hour hotline access for assistance with mental health and crises situations.

8. Has your Department signed on to the 10 Shared Principles affirmed by the IL NAACP and the ILACP? If not, why not? If so, what is your Department doing to implement the principles?

We currently have not yet "adopted" the shared principals affirmed by the IL NAACP and ILACP. However, we are currently in the process completing the standards for certification on Safe Policing for Safe Communities. We do value and practice those same shared principles, without a formal affirmation. Our requirements for Safe Policing for Safe Communities certification include: Maintaining up-to-date Use of Force policies, prohibition on chokeholds, duty to intervene policy, training protocols for Use of Force and De-escalation, a policy pertaining to shooting at moving vehicles, a policy requiring identification as a law enforcement officer and when practical to give a verbal warning of their intent to use deadly force, a policy prohibiting warning shots, a policy covering the procedure for no-knock warrants (highly discouraged and rarely used now), early intervention systems to discover Use of Force trends, community engagement, and more.

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