



VILLAGE OF
BURR RIDGE
A VERY SPECIAL PLACE

Office of the Chief of Police

To: Ms. Lara Taylor, Policing Program Chair
League of Women Voters of the LaGrange Area

From: John Madden, Chief of Police
Burr Ridge Police Department

January 5, 2021

Response to the LWVLA Questions

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

Applicants who meet our requirements and pass a physical aptitude test will take a written exam. Those who pass the written exam have an interview with the board of police and fire commissioners. The commissioners create an eligibility list, ranking the applicants by their test scores. Applicants who are eligible can request veteran's and/or educational preference points. When there is a vacant position available, the applicants at the top of the list are required to pass a polygraph test. An in-depth background investigation and interview is completed by our detectives. The commissioners may make an offer of employment, which is conditional on the applicant passing psychological and medical exams. New recruits who are not state certified police officers attend the police academy. Once certified, the new officers must complete training with state-certified field training officers at our department. Officers who pass field training are closely monitored during an 18 month probationary period before they are considered in good standing.

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

All civilian and sworn employees receive annual performance evaluations. Officers are also required to sign that they have read each policy, including every time a policy is updated. All officers receive annual training in some of the more critical policies, such as use of force. We have been a nationally accredited agency by CALEA in 2007. The CALEA accreditation program requires that public safety agencies meet high standards of written policies that clearly define authority,

performance, and responsibilities. On-site evaluations by CALEA assessors verify that officers know and adhere to the policies. More information can be found at calea.org

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.

8% of our officers are female. A female supervisor recently retired last year. 92% of our officers are white, 4% are African American, and 4% are Latino. One of our five Sergeants is African American. Being a small department, these numbers can fluctuate rapidly. Recent survey data estimated our community at 78% white.

We have a policy dedicated to recruitment and equal employment opportunity. Our policy is to have a work force which is representative of the available work force in our service community related to the ethnic and gender composition.

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?

Our use of force policy defines many types of civilian-police interactions and the levels of force that are reasonable in certain situations. It includes the following levels of force:

- Verbal persuasion*
- Control grips and physical direction*
- Conducted energy weapon (Taser) / chemical agents (OC spray)*
- Physical force / pain compliance*
- Expandable baton*
- Firearms*

We also have a policy strictly devoted to weapons, both lethal and less-lethal. Officers are required to demonstrate their competency with any weapons they carry.

Our officers are required to intervene if they witness excessive force by another officer. Not only is this included in our use of force policy, but we have an entire policy dedicated to the legal and moral obligation of our officers to intervene and prevent or minimize any misconduct by another officer.

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

Yes - All use of force incidents require an additional report and are reviewed by the watch commander, Deputy Chief, and Chief. We also subscribe to Guardian Tracking, a computerized system that is intended to detect potentially harmful patterns in an officer's behavior. More information can be found at guardiantracking.com. In addition, we have the option of placing an employee in a behavioral intervention system, which is meant to provide resources to the officer in the early stages of any problems. We also offer all employees access to an employee assistance program, and we have a police chaplain on call for officers whenever needed. Disciplinary action,

including possible termination, will be taken against any officer deemed to have used excessive force, but our goal is to identify the potential for these types of situations and prevent them from occurring.

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

Yes - Officers receive use of force training and defensive tactics training at least annually. The training includes de-escalation techniques and scenarios.

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.

Many of these types of calls are hard to quantify, as they often overlap with other categories. Some degree of mental health issues, especially, are fairly ubiquitous in many of the calls we receive, and it's not always clear when they are present. In 2020, we had about 13,500 calls for service. Of those,

- 42 involved a mental health issue being the main reason for our interaction*
- 76 were classified as being domestic-related*
- 46 were classified as a disturbance*
- 10 involved a drug overdose*

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?

Yes – We wholeheartedly support the ideas represented in the shared principles and signed the affirmation. We have always rejected improper discrimination and promoted treating everyone fairly and equally. We employ a community-policing officer meant to strengthen our ties to the community. We have added de-escalation language to our use of force policy and implemented techniques into our training.

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