LWVLGA Questions for the Police Chiefs in our Communities

1. Please describe the vetting process for candidates who apply to become police officers in your department**. Answer:** **The application and testing process is handled through the Village’s Fire & Police Commission. When an opening arises, a candidate goes through an extensive background investigation, medical examination, polygraph examination and oral interviews.**
2. How often are veteran officers evaluated for compliance with Department policy and what is that process? **Answer: Every January all police department employees are evaluated by their immediate supervisor. The employee’s performance for the past year is taken into consideration including any commendations, letters of recognition, or discipline that occurred.**

3.       What percentage of your officers are female? **0** What percentage of your officers are African American **0**, Latino/a **1**, Asian American **0** 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?  **N/A** Does your Department have a policy promoting diversity in hiring?  **NO** Please describe the policy.

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? **Yes** Please describe those policies. **Officers are guided by their individual departments use of force policies. These policies allow an officer to use the force necessary to affect an arrest or control any person that needs to be forcefully controlled. Officers are not dictated by policy to only use a certain weapon for a situation. That would be impossible to do.** Are police officers required to intervene if they witness excessive force being used by another officer? **Yes**

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

 **Yes**

6.       Do all of your officers receive de-escalation training?  If so, please describe the training. **Answer: Yes they do… Our department’s Use of Force policy has a section in regards to de-escalation. Officers are required to familiarize themselves with it, in addition they are required to do on-line training which also covers it. There are times I receive emails from law enforcement websites that have video attached to them and I will send to all officers to watch and de-brief each other on how things could have been handled differently.**

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.

8.       Has your Department signed on to the 10 Shared Principles affirmed by the IL NAACP and the ILACP?   **No** If not, why not? **I m a newer Chief here at Indian Head Park and this is on my list for accomplishments.**   If so, what is your Department doing to implement the principles?