



MEETING MINUTES
VILLAGE OF GLENCOE
GLENCOE COMMUNITY RELATIONS FORUM

Virtual Meeting
October 21, 2020 – 5 p.m.

I. CALL TO ORDER

Prior to calling the meeting to order, Chair Clark explained the basis for conducting a virtual public meeting in compliance with the Illinois Open Meetings Act. Assistant Village Manager Sharon Tanner was physically present at the Village Hall.

The meeting began at 5:05 p.m.

Attendee Name	Title	Status
Community Relations Forum		
Dipti Clark	Chair	Present
Martin Elisco	Member	Absent
Margot Flanagan	Member	Present
Rev. Dwayne Gary	Member	Present
Annice Moses	Member	Present
Amy Mysel	Member	Present
Gary Ruben	Member	Absent
Hilary Scott	Member	Present
Maureen Valvassori	Member	Present, left at 6:30 p.m.
Robert Young	Member	Present
Village Staff		
Cary Lewandowski	Public Safety Director	Present
Sharon Tanner	Assistant Village Manager	Present

II. APPROVAL OF OCTOBER 7, 2020 AND OCTOBER 10, 2020 MEETING MINUTES

Member Young made a motion, seconded by Member Scott to approve the meeting minutes of October 7, 2020 and October 10, 2020, with a scrivener's error correction. The motion was approved with the following vote:

Aye – Clark, Flanagan, Gary, Moses, Mysel, Ruben, Scott, Valvassori, Young (9)

Nay – None (0)

Absent – Elisco (1)

III. PUBLIC COMMENT (ON TOPICS NOT LISTED ON THE AGENDA)

Chair Clark invited members of the public to comment on matters not on the agenda and asked Assistant Village Manager Tanner to read any comments that were submitted by e-mail in advance of the meeting. There were no public comments.

IV. GLENCOE PUBLIC SAFETY DEPARTMENT OVERVIEW PRESENTATION

Chair Clark invited Public Safety Director Cary Lewandowski to share information about the Glencoe Public Safety Department. Director Lewandowski shared that the Public Safety Department is a combined police and fire department, one of two such departments in the State of Illinois. All officers become trained and State-certified police officers, firefighters and either emergency medical technicians or paramedics. This model makes the Department adaptable and flexible – for example, Director Lewandowski shared that officers assigned to work as police officers may provide emergency medical services if they are the first officer on scene to a medical call, and officers assigned to work as firefighters may assist with police duties such as taking police reports at the station. Director Lewandowski commented that the Department’s emergency medical services training provides additional mental health training compared to police departments.

Director Lewandowski summarized training offered to the Public Safety Department. New officers attend a 14-week police academy and complete a field training program, as well as a fire academy and emergency medical technician training. Focusing on police training, Director Lewandowski shared that veteran officers receive continuing education and daily in-service training in line with Illinois Law Enforcement Training and Standards Board requirements – examples of police-related training includes legal updates, cultural competency, mental health awareness, human rights, procedural justice, civil rights and more. Some officers receive training for specialized assignments, such as working as a detective, evidence technician, field training officer or a juvenile officer. Director Lewandowski shared that in 2018, the Department participated in implicit bias and inclusive intelligence training as the Department was transitioning from more senior to junior department, as retirements occurred. Director Lewandowski shared that Glencoe Public Safety Officers received an average of 265 hours of training in 2019 (approximately six weeks), which is greater than that which is typically provided to police officers or firefighters.

Director Lewandowski discussed the Department’s policies, which cover all aspects of law enforcement, including officer accountability and personnel management. Since 2018, the Department has contracted with Lexipol to review and validate the Department’s policies according to case law, best practices, and training requirements and with input from legal experts. Director Lewandowski discussed the Department’s use of force policies. Under Illinois law, officers may use force to affect an arrest, defend themselves or others from bodily harm, and any use of force must be in line with State law and the Department’s policies. The Department’s use of force policies comply with Illinois law, recognize and respect human life and are consistent with law enforcement reform movements such as “Eight Can’t Wait.” Glencoe’s policies allow the only an amount of force required to accomplish legitimate law enforcement purposes. Director Lewandowski shared several details of the Department’s use of force policies, noting that the Department’s policies prohibit chokeholds unless deadly force is justified (this has been prohibited by Glencoe since the mid-1990s, prior to prohibition under State law in 2015), require verbal warnings before the use of deadly force wherever feasible, require officers to intercede and report unreasonable or unlawful use of force, prohibit shooting at moving vehicles unless there is

an imminent threat to life, require comprehensive reporting and supervisory review to ensure policy and legal compliance, and the Department's policies incorporate de-escalation strategies. Use of force is a very low occurrence in Glencoe. Director Lewandowski reviews all use of force data incidents. In the last five years, all of Glencoe's use of force has been physical control techniques if a subject is resisting arrest; no batons, OC sprays, Taser deployments or use of firearms have been used. No use of force in Glencoe has resulted in a use of force complaint. Approximately 2.5% of Glencoe's arrests have required force. Glencoe is a volunteer participant of a national use of force database and none of Glencoe's calls have risen to the level of force that is reported through this database.

Director Lewandowski commented that the Department draws upon its mental health training to respond to calls with a patient-centered approach, focusing on the patient's wellbeing. He shared that the Public Safety Department partners with Family Service of Glencoe for mental health crisis responses. The Department's long-standing practice of providing the initial response in crisis events and quickly dispatching a FSG crisis social worker is consistent with current law enforcement reform movements. De-escalation is incorporated into regular training, and is further improved by communication and mental health awareness training. Officers are trained to recognize mental health situations and substance abuse, in order to assess risk, listen and be empathetic while getting to the core issue to help the person involved.

Rev. Gary asked about shift rotations between police and fire roles. Director Lewandowski responded that officers are assigned in three-month schedule periods. In each period, the officer is assigned to either a police shift or a fire/EMS shift; however, officers often perform both duties throughout their shifts.

Chair Clark asked about training provided to officers regarding implicit bias and interactions with people of color. Director Lewandowski responded that these themes are incorporated into all of the Department's training on a regular basis, in addition to implicit bias training that was conducted in 2018. Chair Clark asked about the Department's process to receive and investigate complaints. Director Lewandowski shared that the Department accepts complaints verbally and in writing, and investigates them thoroughly. If a complaint is made in person, a supervisor takes the complaint. Once a complaint is made, it is shared with Director Lewandowski to begin a formal investigation. After the investigation concludes, the Department communicates the outcome of the investigation with the complainant; discipline ranges from a verbal reprimand to termination, if warranted.

Member Moses asked if it is the Department's standard practice to ask individuals where they live, if the officer stops an individual while walking. Director Lewandowski responded that the Department asks for an individual's name and address, in line with State reporting requirements. The Department's practice is that if the individual does not provide this information, officers do not further ask for it unless it is necessary due to a criminal matter.

Rev. Gary asked whether officers walk in their beats instead of driving and how patrol cameras and body cameras work. Director Lewandowski responded that officers often conduct foot patrol, including in the downtown, in parks, near the beach and conduct daily "walk and talks" in each of the schools. Regarding cameras in squad cars, Director Lewandowski shared that cameras are activated when the squad car's emergency lights are activated and can go back 30 seconds prior to the activation of lights. Squad camera video

footage is stored for at least 120 days, unless longer retention is required or storage capacity is exceeded. The Department does not use body cameras, part because of the significant staff time required to support and maintain body cameras and the data generated by cameras. In response to Rev. Gary's question about civilian staffing in the Department, Director Lewandowski shared that three civilian Community Service Officers, two Records Clerks and one Administrative Assistant work in the Department.

Member Scott asked why two officers might conduct a traffic stop. Director Lewandowski responded that it is common for Glencoe officers, as well as most police agencies throughout the country, to conduct traffic stops with two officers for officer safety. Director Lewandowski also commented that in the last several months, two new officers have been in training and have been working with a training officer.

Rev. Gary asked about the Department's next hiring process. Director Lewandowski responded that the Department will conduct a written examination in spring 2021 in order to develop a new eligibility list. He explained that eligibility lists may be in effect for up to two years. Assistant Village Manager Tanner added that the Department's hiring process is derived from the Illinois Board of Fire and Police Commissioners Act. Rev. Gary asked about the promotional process for supervisory ranks; Director Lewandowski responded that there is a separate promotional process for Lieutenants, which is also derived from State statute.

Member Mysel asked about the Department's engagement with individuals writing in chalk. Director Lewandowski shared that the Public Safety Department follows the Village Board's direction that chalking is recognized as free speech and has allowed chalkers to write messages that they wish. When the Department has received calls about chalking, officers advised callers why chalking is allowed. Member Mysel asked how officers would respond if there was an altercation between a chalker and a member of the public; Director Lewandowski responded that the response would be determined by the specific situation. Officers often try to help people with divergent opinions come to common ground. Member Young shared that he saw three instances of Public Safety Officers interacting with chalkers and thought that the officers responded professionally in each instance.

Member Valvassori asked about the availability of crisis/mental health professionals and how quickly they are able to respond. Director Lewandowski said that Family Service of Glencoe's social workers are readily available 24/7; a designated crisis social worker responds typically within 20 minutes.

Chair Clark thanked Director Lewandowski for the presentation and for responding to the Forum's questions.

V. DISCUSSION REGARDING AND ADOPTION OF THE FORUM'S MISSION STATEMENT AND GOALS

The Forum discussed proposed changes to the Forum's draft mission statement and the Forum members expressed consensus to accept the proposed changes. The Forum discussed proposed changes to the Forum's draft overall goal and expressed consensus for the proposed changes.

VI. OTHER BUSINESS

Chair Clark asked the Forum for feedback from the Forum’s recent Partnership and Belonging training. Member Scott shared that she thought the training was well done and there were good suggestions to follow up on, such as gathering community data on perceptions; Member Mysel agreed with Member Scott’s comments. Assistant Village Manager Tanner suggested that if the Forum is interested in conducting a survey, that they Forum schedule a discussion about goals for a survey to help with evaluating potential survey questions and delivery methods. Member Young said that he would like the Forum to contact houses of worship to ask if Forum members can attend virtual meetings and conversations with the houses of worship to share about the Forum and learn about each organization’s efforts related to inclusion. Member Moses shared that she felt the training was a good begin and suggested that the Forum continue to participate in training and self-education.

Chair Clark asked the Forum members for updates on their outreach efforts with community organizations. Member Scott shared that she is meeting with Family Service of Glencoe Executive Director Bill Hansen this week. Rev. Gary shared that he met with Scott Himel from Glencoe Rotary and that Rotary is in the process of planning a panel conversation on racism and anti-racism; he also shared that the Glencoe Clergy Association identified two books for a community book reading program. Chair Clark shared that Member Scott, Member Young and she presented at the Village’s Business Before Hours event this week to share information about the Forum. Chair Clark shared that she received an email from the chair of the Village’s Sustainability Task Force and that the Sustainability Task Force is seeking to integrate sustainable development initiatives with social equity. The Sustainability Task Force is interested in presenting to the Forum.

The Forum discussed the schedule for its next meetings, and will meet on November 11 instead of meeting on the first and third Wednesdays in November.

VII. ADJOURN

Member Young made a motion to adjourn at 6:47 p.m., seconded by Rev. Gary. Said motion was approved by the following roll call vote:

- Aye - Clark, Flanagan, Gary, Moses, Mysel, Ruben, Scott, Young (8)
- Nay - None
- Absent - Elisco, Valvassori (2)