



MEET THE CITY
PANEL DISCUSSION & PUBLIC Q&A

Thursday, October 8, 2020
7:00 PM
Virtual Meeting

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As part of the City's ongoing commitment to open dialogue around important issues of diversity and inclusion, a virtual special event was coordinated to present City initiatives, practices and procedures on these important topics. Mayor Nancy Rotering moderated the virtual special event with City Manager Ghida Neukirch, Police Chief Lou Jogmen, Deputy Chief Bill Bonaguidi, Commanders Gerald Cameron, Chris O'Neill and Jenny Olson, Sergeant Sean Curran, and Officer Pawel Geneja as panelists.

View the recording: cityhpil.com/meettthecity

Q&A Summary:

Questions 1 - 24 were answered during the event.

1. City Manager Neukirch, please provide an overview of the City's operation with particular emphasis on the Police Department's makeup.

The City's mission, which is reviewed annually during the budgeting process and which was drafted with input from the public and City Council, is its guiding policy statement. The City's four core priorities support the mission, and all programs and initiatives are aligned with one or more priorities. The City operates under a council-manager form of government, which means that elected officials, comprising the City Council, make policy decisions and professional staff manage the day-to-day operations necessary to carry out and enforce the policies and laws that have been set for the community.

The City Manager oversees the City's six departments, which are responsible for the management of their respective operations: the City Manager's Office, Community Development, Finance, Fire, Police, and Public Works. The City's workforce is composed of 250 full-time employees across those six departments.

The City is currently in the process of developing the Fiscal Year 2021 budget; the schedule of budget workshops is available on the City's website at cityhpil.com. As it pertains to property taxes, 7% of a property owner's tax bill in Highland Park is for the City. City Council and staff have worked diligently to keep the City's portion of property taxes as low as possible, with just seven cents of each property tax dollar supporting City operations. The City has made efforts to diversify its revenue, which enables the City to keep property tax rates as low as possible.

With respect to the Police Department, our operating budget is \$11.8M which is approximately 31%

of the \$38M in the General Fund, which covers City operations. This is generally consistent with municipalities in our area.

2. Chief Jogmen, you were instrumental in bringing the Shared Principles of Public Safety to the City. Please describe the principles and their importance.

The Highland Park Police Department has prioritized the issue of racism in policing, while recognizing that work needs to be done to build relationships with communities of color. The Shared Principles of Public Safety were developed through a partnership between the Illinois Association of Chiefs of Police and the NAACP and completed at a ceremony in Springfield, the site of Abraham Lincoln's famous "House Divided" speech. Chief Jogmen identified this initiative as one of the most rewarding efforts of his career, because it was an opportunity to have meaningful discussions with people impacted by this issue and to gain a better understanding of the challenges faced by communities of color. As a result, Chief Jogmen was able to build relationships with the president of the Illinois NAACP and other leaders, including Dawn Johnson, the leader of the Lake County NAACP.

As the first community in Illinois to adopt the Principles, the Highland Park Police department integrates the Principles into department operations. One of Chief Jogmen's first actions as Chief of Police in Highland Park was to meet with each individual staff member to affirm their support of the Principles.

The Shared Principles of Public Safety are [available on the City's website](#).

When new department members are hired, they review and commit to the Principles. At this time, about 200 communities throughout the state have signed on, but this practice of having each officer sign it is unique to Highland Park.

The Police Department is currently engaging with high school students in support of several of the Principles, by participating in the World Café program in January and working with SOAR (Students Organized Against Racism). These programs provide an opportunity for members of law enforcement to talk with students of color to understand their experiences. Chief Jogmen shared that he was very impressed by the students' insights and willingness to share, and that the Department looks forward to maintaining this relationship once full school activities resume.

To advance the Principles, the Department has worked to operationalize them in a variety of ways, including incorporating them as interview questions to emphasize that they are core to the Police Department's culture. Chief Jogmen reiterated his appreciation for the Department's commitment to the Principles.

3. Commander Cameron, we've heard about officers serving as social workers. Do officers receive training in this regard? What is the role of the City's social worker?

Social services training is incorporated at the very beginning of a new officer's training, recognizing that the role of police officers is changing. Formalized training provides consistency in interactions that officers find useful across a variety of interactions with the public. Role-playing and de-escalation training begins in the Police Academy, before a new officer begins patrols in the community. Other training opportunities include crisis intervention and mental health collaborative training. In particular, the Crisis Intervention Team (CIT) program, which is completed by officers with at least two

years' experience, provides tools and strategies to help guide interactions between law enforcement and individuals living with mental illness. Officers who have completed CIT training can be identified by a CIT pin on their uniforms.

The Police Department Social Worker, Dr. Cynthia Plazas, is a contract employee who is available during business hours and on-call 24/7 to assist the Department during an emergency. Dr. Plazas serves the community by assisting with mental health services, residential options, and emergency field calls when appropriate and safe. Dr. Plazas coordinates with Jennifer Aiello, the City's Social Services Coordinator, to assist with matters related to seniors.

With regard to mental health needs of Police Department personnel, attention is given to sworn and civilian staff members, including counseling services, debriefing, in-house peer support, and monitoring of first responders for indicators of stress. This ensures that staff can continue to respond unhindered to calls for service or other interactions, despite the tragic situations they may encounter during their day. The City takes the mental health of officers very seriously.

4. Commander O'Neill, please describe what the City is currently doing to evaluate body worn cameras. When is the expense planned?

The City recognizes the tremendous value of body worn cameras (BWCs) and is also conscious of the cost. Implementing BWCs is a major, complex project, and the City has identified a timeline to implement this important tool according to best practices and City purchasing guidelines. Implementation steps include obtaining a cost estimate, testing of various products, issuing a request for proposals, and ensuring adherence to state law, best practices policies, and technological compatibility. The City has completed a very limited staff study, and will expand research in 2021 during Q1-Q2. During 2021, staff will conduct tests and complete evaluation from available vendors and request preliminary pricing to get an idea of costs. Later in 2021 (Q3), staff will test and evaluate different cameras and related products to prepare an RFP in Q4, with plans to purchase and implement in 2022.

Commander O'Neill also noted that current legislation on the topic of BWC is not user-friendly; however, despite this the City has decided to proceed with the implementation of BWC. The State Legislature is currently working with law enforcement to improve related legislation.

5. Commander Olson, the City has posted its General Orders on its website. What are the General Orders, and how are they used by the Department?

The General orders are the written directives, standards, and expectations for officers. The General Orders are guided by federal and state law, as well as City ordinances and policies and best practices. The General Orders are revised as necessary, and the documents include a last-revised date. Changes requiring immediate implementation can be made through a Special Order, allowing the department to review and revise the General Order as appropriate.

6. Commanders Olson and O'Neill, can you describe the type of training officers receive, specifically de-escalation training?

Officers receive a significant amount of training, mandated and elective. Training begins in the Police Academy and continues through the field training process and throughout the officer's career.

Training opportunities include online monthly legal updates, state-mandated training, procedural justice, civil rights, and cultural competency. Training is delivered in a variety of ways, including through field trips; an example includes training on moral and ethical decision-making in partnership with the Illinois Holocaust Museum. Training on implicit bias, hate crime legislation, stereotyping and other topics has been provided. Officers also complete biannual ethics training and the City's annual cultural diversity training. More detailed information about training for police officers is available at cityhpil.com/diversity.

Other training topics include defensive tactics training (lecture and scenario-based), CIT training (referenced above), and mental health first aid training. Because officers are in the field every day, often attending mental health and domestic calls, they're able to apply their training and develop new skills on a situational basis.

Scenario-based training teaches officers to resolve conflict through de-escalation tactics and without use of force.

7. Deputy Chief Bonaguidi, we've heard about the 8 Can't Wait policies. Does the City have these policies in place?

In fact, the City already has seven of the eight policies already well addressed in our policies:

De-escalation: De-escalation is one of the factors officers use in trying to bring a situation down, rather than ramp it up. This is a mandatory training. De-escalation is addressed in the City's Use of Force Policy. Further training is provided through the CIT program.

Duty to Intervene: This refers to preventing a fellow officer from doing anything illegal, immoral, or unethical. Duty to Intervene is addressed in the City's Use of Force Policy and Professional Standards of Conduct Policy, which outlines the duty to report.

Ban on chokeholds and strangleholds: This is addressed by Illinois state law, which bans chokeholds and strangleholds unless deadly force is justified. It is viewed as an absolute last resort in the event of a situation in which an officer may be disarmed and this is the only way to save themselves or others. These would only be used in a very extreme use of force situation.

Require warning before shooting: This falls under De-escalation, and is outlined in the City's Use of Force Policy. Under the City's Policy, warnings are required before any use of force, not just shooting.

Ban on shooting a moving vehicle: The City's policies prohibit shooting at a moving vehicle unless the person in the vehicle is threatening an officer or another person with force other than the vehicle, or if the vehicle is the use of force. For example, officers may need to shoot at a moving vehicle that is driving into a crowd; in this instance, shooting might be the only means of stopping that vehicle from harming many people.

Exhaust all alternatives before shooting: This is addressed in the City's Use of Force Policy. The Policy states that any use of force must be objectively reasonable in the totality of circumstance. Officers should use other tools if the situation warrants it, while recognizing that there are some situations where the officer may have no other choice but to shoot. Officers are instructed to use minimum force to bring a situation under control.

Use of Force Continuum: This is not currently in the City's Policy because our Use of Force Policy is aligned with best practices designed and created by the International Association of Chiefs of Police. There are several reasons why a use of force continuum is not included. Based upon research and completed studies, it has been found that the continuum can be confusing for officers to implement because it can be too linear in some circumstances; for example, an officer responding to a very

serious situation may not have time to go through a linear continuum. Highland Park Police Officers are trained to use force based on critical decision-making in response to the totality of the situation.

Duty to Report: This is addressed in the City's Use of Force Policy and Professional Standards of Conduct. Anytime an officer uses force, they are required to complete a specific reporting form. This is completed even if they don't shoot (for example, if they just point a gun at someone.) These instances have been documented in this manner for several years.

The City's Use of Force Policy is aligned with best practices that were created in conjunction with a host of partners, including the law enforcement credentialing body CALEA, the Department of Justice, the International Association of Chiefs of Police, the NAACP, the National Association of Black Law Enforcement Officers, the National Association of Women Law Enforcement Executives, the Tactical Officers Association, and other well-known, well-respected industry leaders.

- 8. Sergeant Curran, the City has the benefit of being interconnected with various state routes and highways such as Route 41 and Route 22, which together combine for an average daily traffic volume of 78,300 cars. With all the vehicular traffic moving through and within the City, can you provide an overview of traffic enforcement within the Police Department?**

Officers are expected to conduct traffic enforcement at certain locations; this is data- or complaint-driven. The Police Department analyzes crash, complaint and enforcement data to prepare an annual collision report which identifies specific areas where a high percentage of crashes are occurring throughout the City. This informs the Department's approach to traffic enforcement; the high-frequency points are always on Rt. 41. High frequency accident location enforcement is an effort to educate the public. In 2019, about 1,200 collisions were reported in Highland Park. 2,184 traffic citations and 3,899 traffic violation warnings were issued to motorists.

The City also receives funds from IDOT to conduct special enforcement throughout the year with regard to impaired driving, occupant protection and distracted driving. In addition, the City conducts quarterly traffic initiatives.

- 9. City Manager Neukirch, the City has four collective bargaining agreements. Can you describe these and our negotiation process?**

Police, Fire, and Public Works are the City's largest operating departments, and each include staff members represented by collective bargaining agreements. The Illinois Council of Police has two separate agreements with the City: one representing police officers, and the other for police sergeants. All collective bargaining agreements are posted on our website, and all expire in December 2021. Typically, nine months before the agreements expire, the City will convene its collective bargaining team and review the management topics it would like to bring to the negotiating table. From there, the City assembles its team of negotiators. For the Police Department, the core management team is composed of the Chief of Police, the Human Resources Manager, who serves as chief negotiator, the Deputy Chief of Police, and the City Manager. Updates regarding the negotiation process are provided to the Mayor and to City Council. When an agreement is reached, it must be reviewed and considered by the City Council; the document is also posted to the City's website for public review.

The negotiation process is governed by the National Labor Relations Act as well as the State of Illinois Labor Relations Act, and is conducted in accordance with any other applicable state and federal laws.

Collective bargaining includes several mandatory subjects (such as wages, hours, grievance process, promotions, overtime, etc.) permissible subjects of bargaining that either party may discuss as an option but not an obligation to negotiate. Legislation also identifies illegal subjects of bargaining, such as topics that would be in conflict with state or federal law.

10. Officer Geneja, you coordinated the Coffee with a Cop program. Tell us about this program and other community engagement initiatives that are conducted for the public.

Coffee with a Cop is a national program that the Department began a few years ago. It is intended to allow the community and officers to have an opportunity to talk in a safe and neutral space. This is important because individuals typically interact with police when they get pulled over. The program gives residents a chance to come in and speak with officers to ask questions or discuss any concerns they might have. The goal is to foster positive interactions in a situation that is safe for everyone. Officer Geneja shared feedback from a resident who participated in the event and noted that the opportunity to change one person's perception and put a face to the uniform can make a difference.

The Police Beat Coordinator program is another initiative designed to further strengthen relationships between police and the community. The City is broken into five geographical regions, or beats, and each has a coordinating officer who always works that beat. This approach allows officers to become familiar with residents and business owners, and to provide personalized service. Officer Geneja encouraged attendees to visit cityhpil.com to identify their beat and reach out to their coordinator. Coordinators typically try to reach out to new residents and hand-deliver new resident packets, too.

Other community engagement events include the Special Olympics, Cop on a Rooftop, and the Sweet Ticket program, which rewards kids who are "caught doing something good," such as wearing a helmet, with a coupon for a free ice cream.

Additional information on community engagement initiatives is available at cityhpil.com/diversity.

11. Sergeant Curran, please describe the recruitment process for police officers.

The City of Highland Park is dedicated to the recruitment, hiring, and selection of the most qualified person. The City has made several efforts to recruit qualified candidates and ensure equitable opportunities to all persons regardless of race, sex, religion, creed, or origin. The recruitment team works to recruit candidates from all racial demographics to participate in the selection process. As part of this process, the team provides analysis of data from past written tests, attends job fairs, identifies eligible candidates and creates an action plan for the next year. Some points on last year's plan include ensuring that recruiting materials depict minorities, participating in events outside of the City's boundaries to attract new candidates, and engaging with cultural diverse law enforcement groups with job advertisements. To that end, the team contacted different groups and used a variety of websites, papers, and other media sources to announce positions.

The City has established a lateral entry eligibility list for future positions, and just recently hired two new officers.

The recruitment team has been flexible in implementing these new efforts. One goal was to host a written exam within a diverse community outside of Highland Park, and partnered with local colleges to host the exam. When these didn't generate a lot of registration, the team reached out to

community members involved with Black Lives Matter. At their suggestion, the City hosted a completely online application and testing process. Although this is not the norm for most police departments, the City felt this was an important step to take to promote diversity within its workforce.

In addition to the written test, the recruitment process also includes steps such as a physical agility certification and department interview. If recommended to proceed, a candidate will complete a lie detector test, psychological test, integrity interview, and medical exam before being presented to the Fire and Police Commission and the City Manager, who authorizes the hire. The interview panel often consists of department personnel and staff from other departments.

The City continues to look for good candidates; interested individuals should contact the Police Department for more information.

12. Deputy Chief Bonaguidi, please discuss the role of the Fire and Police Commission.

The Fire and Police Commissioners are Highland Park residents appointed by the Mayor with the consent of the Council. The staff liaison to the Commission is the Human Resources Manager, who works closely with the City Manager's Office and the Police and Fire Departments on matters pertaining to the Commission. Matters brought before the Commission may include background on a potential recruit, the hiring process for new recruits, etc. More information about the Commission, including future meeting dates and past meeting minutes, is available at cityhpil.com.

13. Sergeant Curran, please describe the rationale for sending multiple officers to certain calls compared to others.

There is a method involved in dispatching officers to a given call; this is based upon the type of call. Generally speaking, there are three types of calls: priority calls, routine calls, and low priority calls.

Priority calls are urgent, requiring a rapid response. They may mean that someone may be injured, a crime is in progress, there is a threat of physical danger or violence, etc. For a high-priority call, as many as four to five officers may be dispatched.

Routine calls are less urgent, and include situations such as minor crimes, a burglary alarm or traffic accident. Two officers typically respond to routine calls.

Low priority calls are minor incidents which require only one officer to respond.

Officer and citizen safety is taken into account when determine the number of officers dispatched. Additional officers create a safer environment for all parties involved in an incident. For example, it's much easier to manage a situation and control subjects with the least amount of force with four officers rather than just two. As detailed above, officers are trained to use progressive use of force, which is easier to do with more officers.

Dispatching multiple officers to calls also improves the efficiency of the department as many incidents require multi-tasking.

14. Commander Cameron, how do dispatchers respond to calls from residents about individuals who appear to be suspicious or who don't look familiar in the neighborhood?

Dispatchers are trained to obtain additional information about an individual's behavior. Without information supporting questionable activity, an officer may not be dispatched. Dispatchers have been instructed not to send an officer unless the report identifies something the individual is doing. Officers then use training, expertise, and observations prior to engaging in an interaction with the individual. Officers are required to follow laws of reasonable suspicion and probable cause as it relates to any detention of any individual. Where possible, officers endeavor to have consensual interactions.

15. City Manager Neukirch, please describe the City's review process if someone has a complaint or a compliment.

Compliments are appreciated; individuals are welcome to communicate directly with the employee, their supervisor, department director, HR, or the City Manager.

Complaints follow a similar process; complainants are encouraged to contact the department director, HR, or City Manager. Based on the type of complaint, a preliminary investigation is completed under the direction of the City Manager, the department director, or the supervisor. If the complaint is more serious in nature, the City may engage a third-party individual to serve as lead contact on that investigation. In many cases, a staff contact person from outside the department is involved.

The City recognizes that it is important to handle complaints swiftly, consistently, fairly, and impartially, and involving a number of different people ensures that the investigation is comprehensive in reviewing all facets of the complaint.

More information about the complaint and compliment process is available at cityhpil.com.

16. Does or should Highland Park's police contract define the timeframe in which officers must be interrogated about use of force incidents or other incidents where the possibility of misconduct has arisen? What timeframe do you consider reasonable in assuring the most accurate reporting?

The Police Department has high expectations of police officers, who should be professional, courteous, diplomatic, and polite as appropriate in all situations.

The City's contract agreement addresses rates of pay, work hours, discipline, procedures, grievances, benefits, etc. For minor use of force incidents, officers must provide oral and written explanations and a review of any and all evidence. The contract does not define the timeframe in which officers must be interviewed or interrogated; this is best defined internally with General Orders.

General Order 28, [available on the city's website](#), enumerates the protocols and guidelines when an officer is involved in a serious incident, which may involve death or great bodily harm. This process may also include review by outside law enforcement entity, which may have their own protocols for interview officers. Serious use of force is traumatic for all, including the officer involved. Should the officer be injured or in shock, they may require medical attention which may delay an interview. Once released from medical treatment they are placed on administrative leave and made available for

interviews.

17. When will a decision on an Equity Audit be voted on by the City Council? During consideration of the FY 21 budget? When is that? When will the scope of the audit be written and will there be any opportunity for public comment?

The subject of diversity, inclusion, and equity are not new topics for the City. Several months ago, we compiled a number of different initiatives undertaken by the City which, alongside the Statement Against Hate, represents the City's past efforts and position on these important topics. Several initiatives are planned in 2021, and will be included in the Major Projects Work Plan, which will be presented to the City Council at the December meeting. Departments are presently compiling their major projects, which are initiatives that are outside the scope of day-to-day operations, or are significant public-facing initiatives.

City staff will propose drafting an equity policy to confirm that projects and decisions consider equity to ensure that residents have access to resources in a fair and impartial manner. Reviewing work through an equity lens is a priority.

Planning for the Equity Audit is proposed to start in FY 21. This is a project that the City views as an ongoing, evolving effort to improve service and operations. As part of this initiative, the City will identify institutional practices that produce discriminatory trends. Examples would include zoning, housing and transportation. In 2021, the City will examine the scope of the audit and identify goals; it will likely be necessary to retain consultants to complete this work. While planning will therefore begin in 2021, the Equity Audit is not planned until 2022.

18. What is done and what more can be done to address the concerns of individuals who wish to remain anonymous when making complaints about police misconduct?

State law specifically sets forth a uniformed police force disciplinary policy. It requires that all complaints against sworn officers be accompanied by a sworn affidavit from the complainant. This is likely because these complaints are taken very seriously and it is important to be sure of all facts to ensure equity, impartiality, and fairness.

19. Over the last several years, there has been a national trend to build up inventories of more "military" type equipment by municipal police departments. Has the Highland Park Police Department made any of these sort of purchases? And if so, what types and for what purposes?

While the City is familiar with the government program to provide surplus military equipment (such as Humvees) to local law enforcement, the City of Highland Park has not participated. However, the City does purchase and maintain law enforcement equipment (such as helmets or shields) to respond safely to a serious incident. These purchases are made in accordance with City policy.

20. Some citizens may choose to weaponize law enforcement against people of color. Why doesn't the City enforce the law and pursue charges for filing a false report?

Highland Park Police Officers do not want to be used as a tool for intimidation, but also have an obligation to respond to calls. On every call, officers immediately try to identify the nature of the report: is it a criminal offense, a call for help, an emergency, etc. The individual who called in the

report is interviewed first; officers ask questions to determine the facts of the incident before talking to anyone being named as a suspect. If there is a reasonable suspicion that something may have happened or a higher standard of probable cause is met, that may lead to an interview with the suspect and potentially to an arrest.

If it becomes apparent that the report was not made in good faith, officers will build a case against a false report. As part of this process, they may need to speak with the person who was originally the subject of the call. Officers will ask questions, investigate the circumstances, gather evidence, prepare a report and review with the appropriate attorney to determine if charges need to be filed or an arrest needs to be made.

21. What percentage of Highland Park Police Officers have received Crisis Intervention Training?

One of our top priorities is Crisis Intervention Training and approximately 77% of the department has been trained in CIT. The remainder are currently in training for mental health first aid, which will be completed by the beginning of November. CIT is restricted by course availability, and requires officers to have a minimum of two years' experience before attending.

22. In speaking with friends and neighbors, many long term Highland Park residents, they were surprised and disappointed to learn this summer that both traffic and pedestrian stops by police were disproportionately weighing on people of color. We thought that this had been substantially mitigated following issues/suits in town several years ago. Given that, what formal structure for reporting, oversight and accountability will be put in place so that the City Council and residents are both quickly aware of any disproportionate policing activity and the ongoing steps and procedures taken to address it?

It is important to us that our community trusts that we are equitable in our policing. Understandably, information individuals hear from others impacts understanding of an issue. Without background information, it can be easy to misinterpret a situation and then share a story that is missing important context. This summer, for example, the department received a call from a resident who had videotaped an incident and had the impression that the officers were overbearing and harassing some young men of color. In fact, the officers had responded to an emergency call placed by those same young men, who had unfortunately experienced a carjacking. A heavy police presence was dispatched because of a weapon, and the officers were actually there to help those individuals, not investigate them.

As a result, it is important to look at the data for signs of disproportionate policing. All police departments are required by law to document traffic and pedestrian stops, particularly as it pertains to race. The intent is for departments to become aware of biases in enforcement, and the data is analyzed by a third-party consultant, not the department.

With respect to the data gathered for this report, many stops are based on citizen complaints and are not at the initiation of the officer. Additionally, many stops happen at night, and it's important to note that when people are benchmarking populations, they don't do it at night because they can't see drivers. The same is true of officers, who stop based on violations, not the driver. There is no one-size-fits-all when it comes to establishing a benchmark; given state routes and accompanying traffic levels, among other factors, analysts use a proportion of registered drivers by race in Lake County to establish their benchmarking. This does not include unlicensed drivers. The analysts review the raw

data submitted by each department, and compare to the benchmark population with a ratio of individuals of color as compared to white individuals. Ideally, departments should have a 1:1 ratio for each demographic. A lower ratio indicates that individuals of color are stopped proportionately less; a higher ratio indicates that they are stopped proportionately more.

The City's average ratio over the past 15 years is .83:1. With 1:1 being a perfect balance, this indicates that individuals of color are stopped proportionately less than white individuals. This supports the City's objective of stopping motorists for behavior, not race, and indicates that the department's practices are equitable.

23. What has City Manager Neukirch learned and brought back to the City from her participation on the Illinois Law Enforcement Training and Standards Board (ILETSB)? Are there new standards being developed? If so, what are a few being considered?

City Manager Neukirch was honored to be appointed by the Governor to the Board. The Board consists of appointed and statutory members. City Manager Neukirch is one of two managers in the State on the Board. The ILETSB is responsible for ensuring that all law enforcement and correctional officers have met training and certification requirements as set forth by state law (560 hours of training for all newly-hired officers.) This training covers foundations of law enforcement, patrol tactics, investigations, traffic, etc., as well as mandated in-service training. There has been an increased interest statewide in de-escalation training. With that, ILETSB has been developing a standalone de-escalation course that can be offered in single and two-day formats. This course will build off the skills contained in the very successful Crisis Intervention Team program and should be more accessible for those unable to attend a full week course. Also, ILETSB maintains a Professional Conduct Database to track misconduct, in addition there are specific requirements for tracking decertification. It is the responsibility of the sheriff or the chief of every local law enforcement agency or department in Illinois to report to the Board any arrest, conviction, or plea of guilty of any officer for an offense identified in the Police Training Act. Upon conviction or plea of guilty, decertification occurs immediately, as a matter of law. Failure to report a conviction to the Board, or any continued law enforcement practice is a Class 4 Felony.

Current topics of discussion include potential licensing of police officers, though nothing has formally come before the Board.

City Manager Neukirch has been asked to serve on the nominating committee to appoint a new Chair, and she serves on the Legislative and Finance Committees.

24. I was pleased to hear about the City Manager's participation in statewide organizations regarding police training. Within Highland Park, are there officers/employees in the department that have participated in continuing education training like the "Killology" programs conducted by Dave Grossman and his Killology Research Group? If so, what proportion of the police force have, has the City of Highland Park paid for participation or reimbursed officers for this sort of training? And what is the level of participation in programs more geared to conflict resolution, de-escalation, or identifying and addressing psychological issues during the course of police work? Does this align with training of other local police departments that may come into Highland Park to render assistance?

Highland Park Police Officers have attended courses with Dave Grossman. He has been a guest

speaker and involved in some trainings. Both those classes and the de-escalation classes discussed above pertain to the work of law enforcement, and assist officers in being able to respond to a variety of situations. The department has observed an increase in de-escalation and conflict resolution practices.

This is in part due to a shift in perspective from the “warrior” mindset to the “guardian” mindset, which emphasizes those de-escalation practices and community engagement to strengthen relationships between law enforcement and the communities they serve. However, it is important for officers to be prepared to respond to dangerous situations, and trainings are provided to prepare officers to respond to violence to protect the safety of our community.

Chat and Q&A Questions and Comments Submitted During the Event:

- 1. Jordan Kane: Chief Jogmen your commitment and follow through on the subject of equity, specifically to issues of race is really important and appreciated. Can you speak to your thoughts on hiring and promoting POC in your department. It appears that the dept. members here tonight may not reflect your interest in diversity.**

As mentioned during the Meet the City event, the Highland Park Police Department is committed to, and has been actively working towards, a diverse workforce. Not just in words, but in tangible actions. As a general concept, departments strive to have an employee composition similar to the community that they serve. Given Highland Park’s demographics, we are fairly close to that. However, we know that people of all different races and backgrounds from outside of our community also visit. We truly believe we are in a better position to serve our community and make better connections when we bring together a workforce offering differing backgrounds, cultures, ideas and experiences. Also as mentioned during the Meet the City event was, this has not been as easy or as successful as we had hoped. The department maintains a recruitment team that attends job fairs and regularly networks with others who may guide us in our pursuit of diverse hiring. It is, as Sergeant Curran mentioned, one of the team’s primary goals. We have had discussions with representatives from the NAACP and Black Lives Matter regarding the recruitment and employment of persons of color. In fact, one of the suggestions that we acted on came from a representative from Black Lives Matter. It was suggested that persons of color, unfamiliar with Highland Park and recognizing the racial make-up of the City, may be reluctant to travel here and to take the test. Because of that, we researched online police candidate written exams in an effort to make it more accessible to those candidates identified in our discussions. We were certainly aware that access to the internet could be an issue for some people so we also offered the opportunity to use one of our computers. In addition, we worked with Western Illinois University and had planned to offer a written test there in addition to the online test, however, there was little interest as we neared the cutoff date. As Sergeant Curran also mentioned, our recruitment materials are regularly shared with newspapers and other outlets that traditionally cater to persons of color and we work to include our current officers of color in those materials. We are absolutely committed to this as a City and as a police department. We certainly seek out suggestions in areas we can try to increase our success rate.

- 2. My Question is for Chief Jogmen. I was wondering if you could give me an idea what kind of training and under what kind of threat is deadly force allowed. I refer to a case where a gentleman was having a mental crisis and after several attempts at tasing him he appeared to throw a small piece of pipe at an officer and within seconds 26 shots were fired and 21 I believe hit him! Does training**

allow this level of response or do you think officers just individually address the perceived threat. Look forward to your response.

The members of the Highland Park Police Department are committed to the 10 Shared Principles of Law Enforcement. The very first principle states:

We value the life of every person and consider life to be the highest value.

Our use of force policies and procedures are reflective of our belief that deadly force should be used only as a last resort. The department's policy on Response to Resistance/Aggression Protocol, General Order 28, can be found at cityhpil.com/pd-orders:

The level of force an officer uses varies based on the situation. Because of this variation, guidelines for the use of force are based on many factors, including the officer's level of training or experience. That said, even when force is justified, properly applied and used as a last resort, it is troubling to see and it impacts everyone involved. As we have seen this past year, it often affects even those who, while not part of the incident, become aware of it.

It is a complex issue which is constantly evolving. Officers receive a significant amount of classroom and practical training in this area. We conduct reviews of all uses of force and our training is modified accordingly.

- 3. This question is for Mayor Rotering. In light of the PDF approval of finding of fact for Adult Use of Cannabis and draft ordinance there is still some unclear or unanswered question for me. There could be up to eight dispensaries in Highland Park in the Light Industrial District. While there are limited licenses available it is not hard to project more being available in the future. If the intent is to allow Highland Park residents legal and local procurement why would we need more than one and would you be in favor a limit of 1-2 for Highland Park. My concern is turning Rt. 41 into Cannabis Highway and absolutely thing any dispensary at Rt. 41 and Park Ave West would exasperate traffic and interactions between citizens on foot and on bikes.**

This policy matter was discussed by the City Council on October 13, 2020. The staff report and video from the Council meeting can be found at cityhpil.com/agendacenter.

- 4. How many policemen are on patrol at any one time in the neighborhood?**

The answer varies depending on a number of factors. First, it is important to know that the community is broken down into five (5) geographical beats. One officer is assigned to patrol that beat each shift and is, generally, assigned to any calls for service in that beat while he or she is working. Our Patrol Division officers work two shifts, 6am to 6pm and the next shift follows them from 6pm to 6am. To accommodate this type of coverage, we have divided the Patrol Division into two teams (A and B) with a day shift and a night shift on each team. The two day shifts typically are comprised of nine (9) officers and the two night shifts are made up of eight officers (8). That means that on day shifts, up to nine (9) officers could be scheduled to work and out on the street but no fewer than five (5) and on night shifts up to eight (8) officers could be scheduled to work but no fewer than (5) will ever be working. Things like vacation, training, injury, illness, military duty etc. will impact that number

depending on the day. It is important to mention that there are other officers, in other divisions, who are working throughout the week can assist with a major incident. This includes our detectives, school resource officers and administrative staff. While they are not on the street patrolling and are focused on other tasks, they are sworn police officers who can assist when needed.

5. What are the rights of homeowners should they be threatened by rioters as we've seen in other cities?

Given all circumstances are unique, and absent specific facts, it is difficult to provide a definitive answer to this question. In the interest of providing some consistency in information, I would refer those with questions about this issue to the state law:

Use of Force in Defense of Person

Use of Force in Defense of Dwelling

6. What if 911 is busy with other similar calls?

The department has staffing contingencies for unusual occurrences or emergencies. We are in regular contact with our neighboring departments, as well as, county and state law enforcement entities. We provide resources and back each other up even during the course of normal police operations. In addition, the department maintains memberships in several mutual aid programs including the Illinois Law Enforcement Alarm System (ILEAS) and the Northern Illinois Police Alarm System (NIPAS). These organizations provide a structured, tiered response of additional police resources to their members in times of need.

7. Considering people of color are not represented on this panel, how are you specifically recruiting black candidates? And if you have black officers how are you supporting their opportunities for promotion and advancement? What were the results of those tests?

See the response to the first question to learn more about the department's efforts to recruit candidates of color. As to the second part of this question, the department works extremely hard at providing a supportive and encouraging culture when considering our promotional and specialty assignment processes. We recognize our officers for the work they do and take our commitment to the community to heart. The department's promotional process for the position of sergeant has been designed using extensive feedback and input provided by the officers. We regularly meet and discuss their recommendations, and all officers are welcome to attend. We feel that this opportunity to have input into the process by those who will be participating offers a chance to have a voice in how the organization selects their future leaders. In addition, we conduct detailed selection processes for extra assignments such as detective, school resource officer among others. We regularly meet with our patrol officers prior to these processes to solicit input as to the best measures for the given position. Often in these processes, we seek assistance from external stakeholders and subject matter experts in our attempt to identify the best candidates. This offers us an increased measure of objectivity as these assessors rarely have had previous contact with the candidates. One example includes our partnership with the high school. As part of the process being used to identify and select a new high school resource officer, we are collaborating with school staff to conduct an interview. This interview will include police staff, as well as high school staff, including the district's Diversity Coordinator.

8. So were the two recent hires POC?

Our two recent hires were not persons of color. As mentioned in a related question, although we have made significant attempts in our recruitment efforts (see above), we simply have not been as successful as we would like.

- 9. Michael Laxner: For the Mayor or staff, following up on my last question how will smoking of Cannabis be addressed on-site, the answer by Corporation Counsel I believe stated if not allowed in the ordinance it is not allowed period but that seems like it might lead to a lawsuit, it seems easier to me to just put in clearly stated wording disallowing it in Adult Use Cannabis dispensaries or in smoke shops/tobacco shops, as Deerfield's ordinance does. Your thoughts on this would be greatly appreciated. Thanks for taking my questions.**

The ordinance authorizing zoning for retail sales of adult use cannabis was approved by the City Council at the meeting on October 13, 2020. This is an enabling ordinance setting forth land use and zoning restrictions for any potential future applications. Should the City receive an application, they will be required to seek a conditional use in the Industrial District to be permitted to sell adult use cannabis for retail sale. One condition of the zoning could be to restrict on-site consumption. This would be evaluated and presented as part of the zoning application for the particular applicant.

- 10. Jordan Kane: I just wanted to say that this is really encouraging, and I'm proud of my city for taking a risk on this change. Wanting the best candidates is a given, but the question is what is the lens being used that determines what best is? If it is a biased lens that limits the choosing Kudos for your efforts with the online testing**

Please see the response to the first question to learn more about the department's approach to recruitment, and ways in which the recruitment team has solicited and implemented strategies to attract candidates from communities of color.

- 11. April Perrella: Does the general public have access to that particular test?**

There are sample tests can be found online.

- 12. Jordan Kane: Can you tell us what percentage of these questions were generated by the community vs. in house?**

City staff generated the first 15 questions, or 53% of the total questions. The questions the City developed were based on previous public questions and national topics of interest.

- 13. April Perrella: How do you handle those types of call on people of color specifically?**

If speaking about suspicious person calls, dispatch has been trained to elicit information specific to the behavior that the caller feels is suspicious rather than simply not recognizing someone from the neighborhood. Absent articulable actions which would lead a reasonable person to be suspicious that an ordinance or law is being, or about to be, violated, an officer may not be dispatched. If, on the other hand, the complainant can describe actions that would lead a reasonable person to believe an ordinance or law was being broken or about to be broken, or if someone appeared to be in distress, an officer would be sent to investigate.

- 14. This is Mary Pike, couldn't find my email so I used Jordan's. I would like to compliment Chief Jogmen on his absolute willingness to look at issues of equity and specifically race. He was awesome with our SOAR group and the organizing interactions around the marches this spring. In addition I would like all to know how responsive Ghida has been and really tremendous to work with.**

Thank you very much! We are proud to represent the City of Highland Park and work in professions we enjoy and value.

- 15. Gabriela Rocha Alvarez: Happy to live here in HP. thank you!**

Thank you!

- 16. Jordan Kane: Speaking of the State's Attorney, who are you supporting for the Lake County Race, Mayor Rottering? Also for coroner. The Color of Equity is strongly supporting Eric Rinehart and Jennifer Banek.**

This is a political questions and not appropriate to address at a City event.

- 17. Michael Laxner: Very appreciative of police programs discussed and panelist answers!!**

Thank you!

- 18. This is Jordan Stewart, first off, thank you all SO MUCH for taking the time to hold this event. I just wanted to say that I submitted my questions on behalf of a community collective called Color of Equity, focused on influencing policies of racial justice and equity in our cities, schools, and departments. I don't want to take credit for what is not mine alone! Please note the questions from Jordan Stewart are sent by the Color of Equity group recently formed community collective focused on influencing policies of racial justice and equity in our cities, schools and police depts.**

Thank you!

- 19. Marlena Jayatilake: Are HP officers required to participate in racial sensitivity classes?**

As discussed during the Meet the City event, state law requires officers to receive this and other types of related training:

<https://www.ilga.gov/legislation/ILCS/ilcs3.asp?ActID=731&ChapterID=11>

Our officers receive a significant amount of training, both mandatory and elective, in this area. It starts immediately in the police academy and the quality and quantity of training on this topic has increased over the years. The following list, though not all-inclusive, depicts some of the things we do through training to help foster positive relationships and partnerships with our community:

- Through monthly Court Smart (online) lessons:
 - Civil Rights
 - Human Rights
 - Procedural Justice
 - Cultural Competency

- Constitutional and Proper Use of Law Enforcement Authority
- Last year, our department made a significant investment and acquired department wide Procedural Justice training from the University of Illinois at Chicago/US Department of Justice
- Police Academy instruction on cultural awareness for new officers
- Visits to the Illinois Holocaust Museum & Education Center – Includes
 - Moral & ethical decision making
 - Responsibilities officers have to society and each other
 - Stereotyping and abuse of authority
 - Empathizing and connecting with individuals
 - Current hate crime legislation
 - Review of high profile hate crimes
- Ethics training (biennially)
- Citywide, annual cultural diversity training
- Implicit Bias Training has been conducted for staff by the Anti-Defamation League (ADL)
Strong emphasis on de-escalation during use of force training

20. Jordan Kane: Thank you for acknowledging the chat, Chief. You are a stand up guy!

21. Karen Radtke: Thanks for making time for this useful and valuable conversation. Thanks for your time this evening.

22. Lori Kash: Thank you everyone and your teams for what you do for our wonderful city!

Thank you for joining us! If you have any questions, please contact City Manager Ghida Neukirch at gneukirch@cityhpil.com or call 847-926-1000.