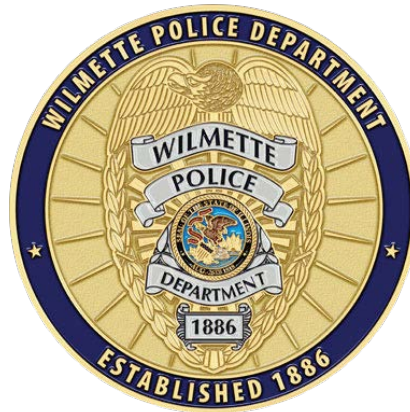


Police Department Use of Force and Related Policies

June 23, 2020



Discussion Overview

- Police Department Policy Implementation and Review of Practices
- Police Department Use Of Force and Related Policies
- Police Officer Training
- Transparency
 - Statistical Data on use of force and complaints

Policy Implementation and Review of Practices

- 3rd Agency in State/29th in Country to be accredited by CALEA in 1986
 - Accredited 10 times, most recently in 2018
- Accreditation ensures continual process of improvement
 - Independent body review of agency with over 400 standards
 - Improves accountability, effectiveness and professionalism
 - Includes policy development and adherence in department practices
- Professional Standards and Best Practices
 - Supervisory review documents and reports of public interactions
 - Regular evaluations with personnel
 - Multi-Level review of all motor vehicle pursuits, use of force and employee crashes/injuries

Use of Force and Related Policies

- All Use of Force incidents documented and reviewed
- Policies are consistent with 2015 Task Force on 21st Century Policing
 - Prohibit the use of unnecessary force
 - Limits the type of force that can be used to respond to specific situations
 - Require members to intervene and report unnecessary force
 - Prohibit chokeholds unless deadly force is justified
 - Restrict placing a restrained prisoner on their stomach for more than one minute
 - Prohibit warning shots and shooting at moving vehicles unless imminent threat to life or great bodily harm exists
 - Require medical attention for injured persons
 - Require comprehensive reporting
 - Consider the presentation of a firearm, CEW and pepper ball as a Use of Force which requires documentation

Use of Force and Related Policies

- Prisoner Restraint and Transport
- Authorized Weapons
- Conducted Energy Weapons
- Bias Based Policing
 - Requires officers to articulate the elements that cause them to believe a stop was lawful and proper
 - Requires members of the department who observe a violation of policy to report to supervisor
 - Outlines how an officer is to conduct stops to prevent perception of biased policing

Police Officer Education and Training

- Bachelor's Degree is required for police officers
- State Certified Academy including 560 hours of instruction
- 12-week field training program under certified Field Training Officer
- Average of 100 hours of training per officer in 2019 including but not limited to:

• Law Updates	• Use of Force (Scenario based decision-making)
• Defensive Tactics & Firearm Qualifications	• Constitutional and Proper Use of Authority
• Cultural Competency	• Procedural Justice
• Implicit Bias	• Civil Rights and Human Rights
• Mental Health Awareness and CIT certification	• De-Escalation Techniques

Crisis Intervention Training (CIT)

- 80% of Wilmette patrol personnel are certified in crisis intervention
 - Exceeds industry recommendation of 25% certification

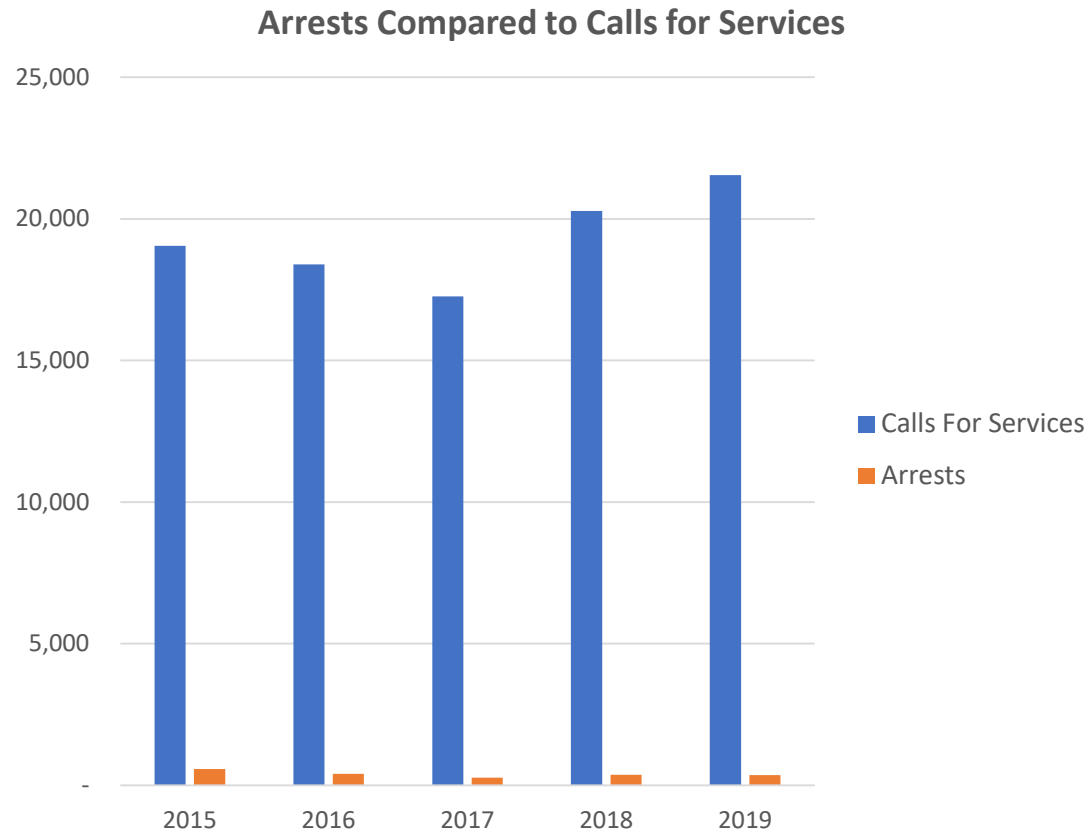
- Training Includes:

• Mental Illness Signs and Symptoms	• Child and Adolescent Issues
• Geriatric Issues	• Substance Abuse
• Verbal De-Escalation and Tactical Response	• Returning Veterans and PTSD
• Risk Assessment and Crisis Intervention Skill	• Law Enforcement Response and Legal Issues
• Medical Conditions and Psychotropic Medications	• Autism and Intellectual/Developmental Disabilities
• Community Resources	

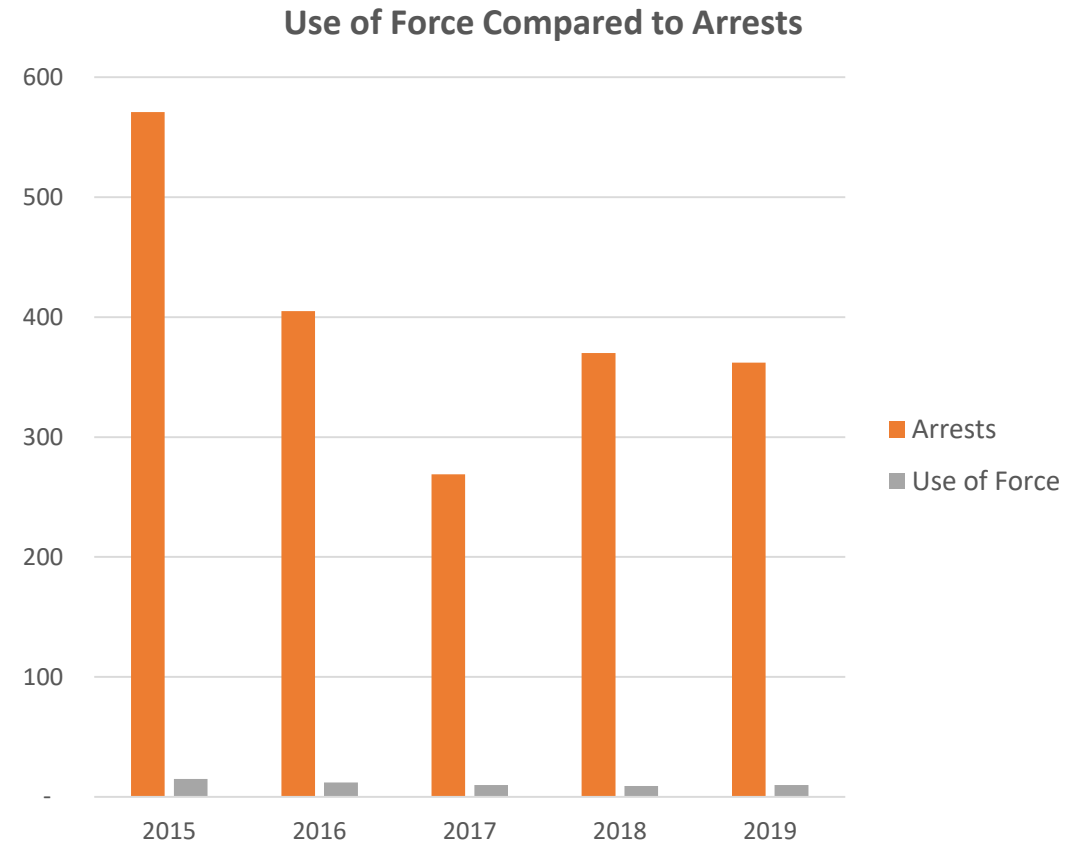
Education and Wellness

- Management Leadership Training
 - Northwestern University School of Police Staff and Command
 - FBI National Academy
 - Senior Management Institute for Police
- Officer Wellness and Safety
 - Essential to effectively perform public safety duties
 - Access to Peer Support Team, Social Services Counselor and EAP
 - Early Warning System

Annual Review: Calls for Service, Arrests and Use of Force Incidents



On average 2.05% of Calls for Service end in Arrest



On average 3.0% of Arrests involve Use of Force

Over the past five years, on average 0.06% of Calls involve Use of Force

Use of Force Incident Types

Incident Type	2015	2016	2017	2018	2019
Assault/Battery	4	1	4	1	4
Theft/Burglary	2	6	4	3	4
Armed Subject	2	1	1	1	2
Criminal Damage	-	1	-	1	-
Ordinance Violation	-	-	-	2	-
Armed Robbery	-	-	-	1	-
Narcotics	2	-	1	-	-
DUI/Traffic	6	3	-	-	-
Prostitution	1	-	-	-	-
Mental Health	2	-	-	-	-
TOTAL	19	12	10	9	10

- In 2019 the FBI established the National Use-of-Force Data Collection
- Provides a nationwide perspective of severe use-of-force incidents
- Wilmette voluntarily participates

Use of Force Response Types

Force Deployed	2015	2016	2017	2018	2019
Physical Force <i>(Includes Soft Hand & Hard Empty Hand)</i>	14	9	7	5	6
Presentation of Pepperball	-	-	2	-	-
Deployment of Pepperball	-	-	-	-	-
Presentation of Firearm	5	5	2	5	4
Discharge of Firearm	-	-	-	-	-
Oleoresin Capsicum <i>(Pepper Spray)</i>	1	2	1	-	-
Baton	-	-	-	-	-
Presentation of CEW <i>(Taser)</i>	-	-	-	-	1
Deployment of CEW <i>(Taser)</i>	-	-	-	-	-
TOTAL	20*	16*	12*	10*	11*

**One or More Incidents Involved multiple methods*

- Of Village's 10 incidents in 2019 none met the reportable standards of the FBI program
- FBI reportable standards:
 - Fatality
 - Serious bodily injury
 - Discharge of Firearm

Departmental Complaints

- Police Department employees are expected to conduct themselves in a professional manner at all times and in accordance with the Department’s mission, values, policies and procedures
- All complaints are fully investigated
- 7 complaints since 2015 with no unnecessary or excessive force complaints

Year	# of Complaints	External Complaint	Finding
2019	3	Rudeness	Unfounded
		Rudeness	Sustained
		Conduct Unbecoming	Unfounded
2018	0	-	-
2017	0	-	-
2016	3	Unlawful Stop	Exonerated
		Improper Procedure	Unfounded
		Rudeness/Improper Procedure	Exonerated
2015	1	Misconduct	Unfounded