

LAW ENFORCEMENT ACCREDITATION

Downers Grove (IL) Police Department

Agency

Downers Grove (IL) Police
Department
850 Curtiss Street
Downers Grove, IL 60515

Chief Executive Officer

Chief of Police
Michael DeVries

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Downers Grove (IL) Police Department is currently commanded by Michael DeVries. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 117 standards for the agency using Law Enforcement Manual 6.17 and completed a report of findings on 4/28/2023. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Bruce Robertson (CSM) remotely reviewed 149 standards for the agency using Law Enforcement Manual 6.17 and completed a report of findings on 4/3/2024. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Stanton Gragg (CSM) remotely reviewed 237 standards for the agency using Law Enforcement Manual 6.20 and completed a report of findings on 3/6/2025. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 35.1.9 – Personnel Early Intervention System* (LE1) – ISSUE: The standard requires a written directive [that] establishes a Personnel Early Intervention System to identify agency employees who may require agency intervention efforts. The directive shall include: Bullet b- threshold or trigger levels to initiate a review of employee actions or behavior; The agency written directive does not to include threshold or trigger levels as required. Bullet c- a review of identified employees, based on current patterns of collected material, that is approved by the agency CEO or designee; The agency written directive does not includes the language to meet the Bullet requirement. AGENCY ACTION NEEDED: It is recommended the agency revise its written directive to meet the standard requirements and align with the current agency practices. AGENCY ACTION TAKEN: The agency did not complete the written directive revision during the web-based assessment but has a plan in place to complete the necessary revisions by June 01, 2025, to align with the agency's transition to a new Personnel Early Intervention System.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Michael DeVries

Chief Michael DeVries began his career with the Downers Grove Police Department in 2000 as a Patrol Officer. Throughout his career, Chief DeVries has served in a variety of leadership roles including Deputy Chief, Lieutenant of Investigations, Lieutenant of Operations, Sergeant of Detectives, and Sergeant of Operations. Chief DeVries was appointed as Chief of Police in January 2023.

In 2012, Chief DeVries earned a Master of Science in Public Safety Administration from Lewis University. In addition, he earned a Master of Science in Management and Organizational Behavior and a Bachelor of Arts in Management from Benedictine University. Chief DeVries is a graduate of Northwestern University School of Police Staff and Command and the FBI National Academy in Quantico, Virginia. Chief DeVries also holds a Graduate Certificate in Homeland Security from Michigan State University. Chief DeVries is a Certified Police Chief with the Illinois Association of Chiefs of Police and a Certified Illinois Professional Emergency Manager.

COMMUNITY PROFILE

Downers Grove, Illinois is in the heart of DuPage County 22 miles west of Chicago. Since its founding in 1832 Downers Grove has been a destination for those who want to raise a family or build a business. It is a proud community of 50,248 who have made Downers Grove their home. It is also home to thousands of businesses that benefit from its strategic location and business-friendly environment.

Downers Grove is a premier location for business. It is home to many corporate and regional headquarters. In addition to premium office parks, Downers Grove has sites for commercial and industrial tenants and opportunities for redevelopment projects. O'Hare and Midway Airports are less than 30 minutes away. Downers Grove is served by three Metra Stations, including one in its vibrant downtown. Downers Grove has seven hotels, including two full-service hotels. Downers Grove is also home to Advocate Good Samaritan Hospital, which has the only Level One trauma center in DuPage County.

Downers Grove is served by two award-winning school districts: Community High School District 99 and Downers Grove District 58. There are eleven elementary schools, two middle schools, and two high schools. In 2023, U.S. News and World Report ranked both schools in the top 15% of Illinois schools. There are also several private schools. Downers Grove is home to the main campus of Northwestern University.

Forbes Magazine named Downers Grove as one of "America's Friendliest Towns." According to Forbes, Downers Grove is the 8th Friendliest town in the United States. Downers Grove was the only community in Illinois to be recognized in the survey. In addition, Livability.com, a national website that ranks quality of life and travel amenities, named Downers Grove one of the 2018 Top 100 Best Places to Live.

AGENCY HISTORY

The Downers Grove Police Department had its first record of a police officer in 1885. By 1893, the police force had grown to two officers. During 1917, foot patrols were the order of business for police officers in the small Village of Downers Grove. The police force doubled in size to five officers by 1925. In 1931, an eight-box call system was installed so officers could walk their beat, allowing them to keep in touch with the station by calling in at regular intervals from those call boxes. Another method of communication at that time was a yellow light flashing on top of the water tower, which meant that the beat cop had to get to a phone fast, and the supervisor needed to talk with him. In 1939, with technological advances, the Downers Grove Police Department acquired two-way radios, making communication for officers easier. In 1952, the police department had two squad cars, one for the north and one for the south side of town. In July 1979, the Police Department moved to a new police-only facility at 825 Burlington, which was torn down and replaced in 2024 by our newly built Civic Center Building. The department has seen many changes over the years. The Police Department has grown as the Village size has grown.

The Department currently has 24 patrol squad cars, 14 investigations/surveillance vehicles, four community services vehicles, and one public education vehicle. The Downers Grove Police Department has an authorized manpower strength of 72 sworn officers, four community services officers, and 14 civilian administrative staff members.

AGENCY STRUCTURE AND FUNCTION

The Downers Grove Police Department (DGPD) is organized into three functional Divisions: Operations, Support Services, and Special Services. A Deputy Chief leads each Division under the direction of the Chief of Police. The DGPD comprises 72 sworn police officers, four community service officers (non-sworn), and 14 civilian administrative staff members.

Operations Function: The Deputy Chief of Operations oversees the Patrol and Investigations Units. The Operations Division is supervised by two Lieutenants with Sergeants supervising direct operations. The Lieutenant of Investigations supervises two Sergeants (Sergeant of Investigations and Sergeant of the Community Response Team). The Lieutenant of Investigations also oversees two Task Force Officers (DuPage Metropolitan Enforcement Group and Homeland Security Investigations - HSI). The Sergeant of Detectives is responsible for Detectives, School Resource Officers, and related staff. The Sergeant of the Community Response Team (CRT) is responsible for the officers on the Community Response Team.

Support Services: The Deputy Chief of Support Services oversees purchasing, records, evidence, training, and community service/parking enforcement. The Support Services Manager is responsible for all staff functions of the agency, including personnel management, property and evidence control, records, and community service officers. The Support Services Manager reports directly to the Deputy Chief of Support Services.

Special Services: The Deputy Chief of Special Services oversees CALEA Accreditation, public education, crime prevention, special events, and emergency management. The Deputy Chief of Special Services also serves as the Department's Public Information Officer (PIO).

AGENCY SUCCESSES

In 2024, the Downers Grove Police Department and Village Hall completed the construction of the combined Civic Center. All police operations were moved to the new facility in August 2024.

Additional successes and accomplishments for the Downers Grove Police Department in 2024 include:

The signing of an agreement to replace the department's Records Management System (RMS) with Axon Records. The agreement also included upgrades to the Taser 10 less-lethal device and Axon Body Worn Camera 4 in the years 2025-2026. The Axon Records Project Team began the RMS build process in late 2024 with an expected go-live date of mid 2025.

Expansion of the department's Automated License Plate Recognition (ALPR) system with four cameras using funds from the Illinois Attorney General's Retail Organized Crime Grant.

Installed a camera surveillance system consisting of seven point-to-zoom (PTZ) cameras in the downtown business district to assist with crime prevention and special events held in the downtown area.

In 2023, the Downers Grove Police Department successfully implemented changes required by the Illinois Safe-T Act.

In 2023, the Police Department organizational chart was restructured with the onboarding of two new Deputy Chiefs and the promotions of two Patrol Lieutenants and two Patrol Sergeants.

Additionally, the department successfully implemented a lateral hiring program and hired two lateral police officers.

In 2022, the Downers Grove Police Department successfully implemented a body-worn camera program to demonstrate our commitment to transparency and providing exceptional police service. The Downers Grove Police Department also upgraded its in-car camera system for the patrol fleet.

In 2022, the Downers Grove Police Department implemented an automated license plate reader system to address crime trends affecting Downers Grove and communities throughout DuPage County.

Maintaining a safe and healthy workplace for employees remains a success for the Downers Grove Police Department. In 2022 the Peer Support Team held employee wellness training in order to ensure our staff has resources available if needed.

The Support Services Manager sits on the Village's Executive Safety Team and provides reminders on several safety topics throughout the year including driving safety tips, workplace hazards, and other tips on maintaining physical safety.

Additional successes and accomplishments for the Downers Grove Police Department in 2022 include:

Completion of a promotional process for both Lieutenant and Sergeant

Hired and onboarded a new Police Services Technician responsible for planning, organizing, implementing, maintaining, and training for all aspects of law enforcement technology, including police department camera systems, hardware, software, and related equipment, in compliance with applicable laws, policies, and procedures.

Implemented Frontline Professional Standards Tracking Software for the use of force and pursuit review.

Reviewed our cyber lab technology for replacement and review and obtained a grant for new equipment upgrades related to our cyber lab.

Developed and implemented a Continuity of Operations Plan (COOP) for our Civic Center Project.

In August 2021, the Village of Downers Grove hired a Village Social Worker to enhance outreach and services for individuals in crisis in our community.

In August 2021, the Downers Grove Police Department and the Federal Bureau of Investigation West Resident Agency in Lisle partnered by assigning a Downers Grove officer to the FBI Safe Streets Task Force to better address violent crime in and around Downers Grove and DuPage County.

Previous 2021 agency successes included:

Chief DeVries attended the Stanford University Graduate School of Business certificate course, "Leverage Diversity and Inclusion for Organizational Excellence," to enhance department leadership's understanding of diversity, equity, and inclusion issues.

Deputy Chief McGreal attended the Northwestern University Weinberg College of Arts and Sciences certificate course, "Leading, Diversity, Equity, and Inclusion."

In 2020, the Downers Grove Police Department Operations Division successfully implemented a Drone Program. The Operations Division acquired the equipment and certifications necessary to operate a drone program in 2020 successfully. This goal and objective aligned with our strategic plan area of exceptional municipal services and continual innovations.

In 2020, the Downers Grove Police Department established a peer support program, along with hosting a department-wide officer wellness training to continue to promote officer and employee wellness.

In December 2020, the Crime Prevention Division attained its goal and objective of educating retailers and the public on financial crimes against the elderly involving gift card scams. The Crime Prevention Division provided educational materials and training to retailers regarding gift card scams. This goal and objective aligned with our strategic plan of exceptional municipal services.

The Downers Grove Police Department Crisis Intervention Team (CIT) had a goal and objective in 2019 to enhance police department response to individuals in crisis. Over the past five years, the Downers Grove Police Department has seen an increase in mental health-related cases. In 2015, the police department responded to 256 mental health cases, then in 2018, responding to 301 mental health cases, then rising again in 2019 to 368. The Downers Grove Police Department saw an upward trend in mental health cases, in 2019 the police department decided to increase their certified CIT officers from 16 to 22, representing 33.3% of the current sworn officers in the police department. The Downers Grove Police Department CIT certified officers are currently involved in all aspects of sworn police operations, investigation, special operations unit, school resource officers, and each of the four line unit teams in a twelve-hour shift format. This goal and objective aligned with our strategic plan area of exceptional municipal services.

In 2017, Downers Grove Township cut the Regional Peer Jury Program from the services offered by the township. In 2019, the Downers Grove Police Department Training Division set a goal for the re-implementation and evaluation of the Downers Grove Regional Peer Jury Program. The Downers Grove Regional Peer Jury is a cooperative effort between police departments from Downers Grove, Burr Ridge, Clarendon Hills, Darien, Hinsdale, Oak Brook, and Willowbrook. The Peer Jury Program is utilized as an alternative to court for first-time juvenile offenders of non-serious offenses, such as theft, vandalism, disorderly conduct, tobacco possession, or underage drinking. The jury is comprised of eight high school-aged student volunteers chosen from a 36-student jury pool. This program was re-

introduced as a six-month pilot program, with re-evaluation after six months. This program was proven successful after the pilot program and has been adopted as a successful juvenile diversion program at the Downers Grove Police Department. This goal and objective it aligned with our strategic plan area of exceptional municipal services.

The Downers Grove Police Safety Committee in 2019 was committed to enhancing safety awareness department-wide, along with striving to reduce preventable motor vehicle crashes by 20%. In 2019, the Downers Grove Police Department decreased preventable motor vehicle crashes by 25%. The Downers Grove Police Department was awarded the Village of Downers Grove Safety Champion Award. This goal and objective aligned with our strategic plan area of exceptional municipal services and stewards of financial sustainability.

FUTURE ISSUES FOR AGENCY

Numerous patrol officers, supervisors, and command officers are eligible to retire in the next several years. The Department will continue to provide advanced leadership training to first-line and mid-level supervisors in order to prepare them for future leadership positions. The Department's Recruitment Team remains active at career fairs at local and regional universities in order to attract new applications to the profession and the Department.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Stanton Gragg (CSM) completed a report of findings of the Year 3 Remote Web-based Assessment of Downers Grove (IL) Police Department. The review was conducted remotely and included 237 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Not Applicable by Function
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	

Standards	Findings
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.4 Off-Duty Employment	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Not Applicable by Function
22.3.1 Agency Role	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	Compliance Verified
26.1.8 Records	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
26.3.5 Notification of Allegations and Rights (LE1)	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment	Compliance Verified
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.4.6 Records	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
33 Training and Career Development	

Standards	Findings
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.3.1 Instructor Training	Not Applicable by Function
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.2 Promotional Process Described	Compliance Verified
34.1.3 Job Relatedness	Compliance Verified
34.1.5 Eligibility Lists	Compliance Verified
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.4 Evaluation Criteria	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified

Standards	Findings
35.1.9 Personnel Early Intervention System* (LE1)	Standard Issue
Notes: ISSUE: The standard requires a written directive [that] establishes a Personnel Early Intervention System to identify agency employees who may require agency intervention efforts. The directive shall include: Bullet b- threshold or trigger levels to initiate a review of employee actions or behavior; The agency written directive does not to include threshold or trigger levels as required. Bullet c- a review of identified employees, based on current patterns of collected material, that is approved by the agency CEO or designee; The agency written directive does not includes the language to meet the Bullet requirement. AGENCY ACTION NEEDED: It is recommended the agency revise its written directive to meet the standard requirements and align with the current agency practices. AGENCY ACTION TAKEN: The agency did not complete the written directive revision during the web-based assessment but has a plan in place to complete the necessary revisions by June 01, 2025, to align with the agency's transition to a new Personnel Early Intervention System.	
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
40.2.2 Intelligence Analysis Procedures	Compliance Verified
41 Patrol	
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.4 Agency Service Animals	Not Applicable by Function
41.1.5 Police Service Canines (LE1)	Not Applicable by Function
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.8 Administration of Pharmaceuticals (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified

Standards	Findings
42.2.4 Investigative Task Forces	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
42.2.9 Line-ups	Compliance Verified
42.2.10 Show-ups	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.4 Equipment, Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
45.3.1 Program Description	Compliance Verified
45.3.2 Training	Compliance Verified
45.3.3 Uniforms	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.1.11 Personnel Identification	Compliance Verified
46.1.12 Crowd Control Response Training	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified

Standards	Findings
46.2.2 Tactical Team Selection	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
46.2.4 Crisis Negotiator Selection	Not Applicable by Function
46.2.5 Search and Rescue	Not Applicable by Function
46.2.6 VIP Security Plan	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.2 Policy Input	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.3.1 Sick, Injured, Disabled	Compliance Verified
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified

Standards	Findings
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms*	Not Applicable by Function
72.4.10 Procedures, Escape	Not Applicable by Function
72.4.11 Report, Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure, Outside Detainees	Not Applicable by Function
72.5.6 Procedure, Exceeding Capacity	Not Applicable by Function
72.5.7 Identification, Released Detainees	Not Applicable by Function
72.6.1 Procedure, Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function

Standards	Findings
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification, Availability, Operational Readiness	Compliance Verified
73.4.2 External Communications (LE1)	Compliance Verified
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function

Standards	Findings
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
81 Communications	
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Not Applicable by Function
82.3.1 Master Name Index	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Not Applicable by Function
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Comments:

No report comments provided.

Area of Interest: Use of Force

As part of the review process the appropriate standards in Chapter 4 (Use of Force) were selected and an interview was conducted with the Operations Deputy Chief. The agency policies and procedures are structured in a manner which supplies clear guidance related to the performance and management of the agency's Use of Force.

New employees receive access to the agency's policies and procedures within the first week (administrative week) of hire. The agency maintains the policies in PowerDMS and new employees are required to review all the policies and procedures and indicate acknowledgment through their signature. A representative from the Village Hall's Human Resources also conducts an orientation with the new employees on the applicable rights, responsibilities, expectations, and benefits and discusses the personnel manual requirements. For those new employees assuming sworn positions they attend a sixteen (16) week basic law enforcement training program at the Suburban Law Enforcement Academy at the College of DuPage. The curriculum provided is in compliance with the standards outlined by the Illinois Law Enforcement Training and Standards Board (ILETSB). The curriculum includes but is not limited to the legal and practical applications of use of force principles, as well as de-escalation techniques. Training and qualification are required for the authorized firearm, electronic control weapon, chemical spray, collapsible impact weapon, and weaponless control techniques. An introduction into crisis intervention is also provided.

Once the academy training is complete or upon lateral hire, the new trainee enters the field training program and is required to re-qualify with their authorized firearm, electronic control weapon, chemical spray, and collapsible baton. Unlike the academy firearm qualification course, which relies on attaining a passing numerical score, the trainee is required to achieve a passing score as well as is not allowed to have any rounds which fail to contact the scoring target. With the agency having patrol rifles as issued vehicle equipment the trainee will likewise complete a patrol rifle course of instruction to include qualification. A refresher is provided in the agency's procedures related to handcuffing and prisoner control. During field training a pre-determined set of objectives requires proficiency demonstration as calls for service dictate and/or scenario-based instruction are provided. The field training program for newly sworn trainees is sixteen (16) weeks and a minimum of twelve (12) weeks for certified lateral officers with experience.

Annually, the agency completes firearms qualifications and offers other training opportunities on a quarterly basis. Currently, the rifle training outside of qualification requirements has been restricted to familiarization due to range limitations. Recently, the agency moved into a new facility and as part of the design ensured the firearms range was rifle rated to improve the training opportunities. The agency conducts annual refresher training for the electronic control weapon where participants are required to fire two cartridges to complete re-certification. The agency has acquired a virtual reality (VR) training platform to enhance the muscle memory associated with the use of the electronic control weapon. Biennially, the agency completes training for chemical weapons, collapsible impact baton, and weaponless control techniques. The agency is in the process of enhancing the weaponless control technique program. Officers complete a review of the use of force policy at least annually. Newly promoted supervisors receive on-the-job training as well as first line supervision training which encompasses the aspects of management of use of force incidents.

The agency views reportable uses of force as anytime force is used above a "normal custody situation" which would involve handcuffing. When force is used, the involved officer is required to notify the supervisor when it is safe to do so. Although the supervisor is not required to respond except in serious incidents it is common practice for the supervisor to respond to the scene to begin the administrative review. If the subject appears injured, complains of injury, or if the use of force involved an electronic control weapon deployment the officer request medical response to the scene for treatment. The officer is required to complete an incident report and generate a use of force incident in the agency's internal tracking software, identifying all officers and subjects involved. The body-worn camera footage will be immediately attached to the created incident and will be available during the administrative review. The software routes the incident through the chain of command with the Deputy Chief of Operations soliciting information from each level on accuracy, as well as policy/training compliance. The software provides the Deputy Chief with a

drop-down selection for policy/training compliance verification prior to forwarding the entire packet to the Chief of Police for final determination. Should the use of force be determined to be “outside of policy” an internal investigation will occur. Depending on the severity of the policy violation the agency may use training, counseling, and or discipline to address the situation.

The agency continually reviews agency activities to ensure officers are adhering to current acceptable practices. If during these reviews the agency discovers a deficiency, roll call training is provided. An example was the discovery of officers losing control of their handcuffs during the handcuffing of a suspect. To ensure all officers complete the handcuffing process in the same way, training was developed and provided. The agency also utilizes video review of actual incidents from multiple sources as discussion/training topics for roll-call sessions. The Chief also forwards information through written documentation as reminders of professional conduct related to the use of force.

Annually the agency analyzes all use of force incidents to determine the existence of any patterns and/or trends. The agency uses the information garnered from the analysis to remind officers of the types of calls where force is being required, and the types of force being used. Training is geared toward ensuring proficiency in those types of force most used. Should a deficiency be identified in the policy and/or training the agency moves to revise/modify as necessary. Through the reviewed standards, the documented written proofs, and the interview, the agency demonstrated an effective system for the administration and management of the agency’s Use of Force.

Area of Interest: Agency Cash Funds

As part of the review process the appropriate standard in Chapter 17 (Fiscal Management and Agency Property) was selected and interviews were conducted with the Support Services Deputy Chief and the Purchasing Administrative Assistant. The agency’s policies and procedures are structured in a manner which supplies clear guidance related to the performance and management of the Agency’s Cash Funds.

The Purchasing Administrative Assistant and the Operations Lieutenant maintain petty cash funds for departmental use. The agency also has a budgeted Special Investigative Fund for informant payments, liquor establishment checks, undercover purchases, criminal examinations, or other appropriate purposes. Lastly, the Records Unit maintains a cash fund for making change and collecting fees associated with such activities as report fees and collecting ordinance violation fines. All personnel responsible for the management of any of the cash fund accounts have received training in relation to the policies and procedures with the particular funds for which they are responsible, as well as on the job training for the accounting software used.

The agency utilizes electronic logs for capturing day-to-day activities within the cash fund accounts. Receipts and/or documentation are required for any expenditure with the entries transferred into the electronic logs. Disbursement limits are set for both the petty cash and special investigative funds with the Chief of Police approval for any expenses in excess of \$500.00. The cash funds within the Records Unit are for cash acceptance and making change only with no disbursements allowed from that account. The Purchasing Administrative Assistant is responsible for rectifying the petty cash receipts on a periodic basis and attributing the expenditures to the appropriate budgetary line item.

Quarterly accounting occurs for the petty cash and special investigative funds. The Records Unit utilizes a cash register program for receipting purposes. The record’s funds are balanced on a daily basis to ensure the receipts match the transactions and the maintained amount of \$500.00 is accounted for. As part of the daily accounting, any monies collected during the day are transferred to the Village Finance Department. The Finance Department conducts unannounced audits on the register and rectifies those monies to the available receipts. If a discrepancy is discovered in either the quarterly accounting, daily balances, and/or unannounced inspection an internal investigation will be initiated, as necessary.

The agency is continually reviewing the processes and procedures and makes revisions/modifications to the policies and training as issues are identified. Through the reviewed standards, the documented written proofs, and the interview,

the agency demonstrated an effective system is in place for the administration and management of the agency's Cash Funds.

Area of Interest: Harassment

As part of the review process the appropriate standard in Chapter 26 (Disciplinary Procedures and Internal Investigations) was selected and an interview was conducted with the Special Services Deputy Chief. The agency policies and procedures are structured in a manner which supplies clear guidance related to the performance and management of the Harassment within the agency.

New employees receive access to the agency's policies and procedures within the first week (administrative week) of hire. The agency maintains the policies in PowerDMS and new employees are required to review all the policies and procedures and indicate acknowledgment through their signature. A representative from the Village Hall's Human Resources also conducts an orientation with the new employees on the applicable rights, responsibilities, expectations, and benefits and discusses the personnel manual requirements. The agency and Village Hall's written directives explicitly prohibit harassment and discriminatory behavior and includes the provisions for reporting any incidents or problematic behavior.

Newly promoted personnel receive both on the job training as well as are required to complete first line supervision training. Both training opportunities include information related to management of harassment within the agency. Annually, Human Resources disseminates mandatory training related to harassment which covers the agency's written directives, the applicable section of the personnel manual, as well as any state and federal laws. Certificates of completion are provided for the training accomplishment and the information is entered into the employee's training record.

Employees have an affirmative obligation to report any witnessed conduct or activity which may rise to the level of harassment/discrimination. If an employee feels they have been subjected to harassment/discrimination they can report it to their supervisor, or anyone in their chain of command should they not be comfortable due to the next level of supervision being the offending party. In addition, the report can be made directly to a Human Resource representative, the Ethics Officer (Village Attorney), The Illinois Department of Human Resources, and/or the Equal Employment Opportunity Commission (EEOC). The agency allows the employees to file the complaints through any method they are comfortable to include but not limited to electronically, in-person, or in writing. All complaints are investigated to include those filed anonymously.

When a complaint is filed or information is provided by a witness the information will be forwarded through the chain of command to the Chief of Police. The Chief of Police will initiate the investigative process in conjunction with Human Resources and the Village Attorney. The agency's written directive as well as the Village personnel manual prohibit retaliation and affords the applicable whistleblower protections to those witnesses and/or complainants. The agency works to ensure a fair and impartial investigation which is required to be completed in a timely manner. During the investigation, the agency meets with the complainant to gain a complete understanding of the issues being alleged and that no adverse impact is being experienced. Once the issues are identified the agency undertakes a "problem solving procedure" to develop a plan which allows the involved employees to continue to perform their job duties. On a case-by-case basis the agency works to reduce the likelihood of future issues with adjustment of job assignments or schedules available for use. Once an investigation is initiated the offending party will be provided with notice of the allegations along with their associated rights and responsibilities related to participation. Upon completion of the investigation if the complaint is sustained the agency may use training, counseling, and/or disciplinary action up to including termination depending on the severity of the allegations.

The agency attributes the small number of harassment/discrimination complaints to the professional working environment they strive to maintain. Supervisors are required to take a proactive approach to any questionable conduct and must report any observed actions which may be in violation of agency written directives. Analysis of personnel

conduct is directly tied to the Internal Affairs annual report where the agency is looking for patterns and/or trends of behavior which may need to be addressed. The agency works to have “strong policies driven by CALEA standards” and recently completed a two (2) year review of one hundred (100) percent of their policies to ensure they are up to date and are meeting the best practices.

Through the reviewed standards, the documented written proofs, and the interview, the agency demonstrated an effective system for the administration and management of Harassment within the agency.

Area of Interest: Collection and Processing of Evidence

As part of the review process the appropriate standards in Chapter 83 (Collection and Preservation of Evidence) were selected and interviews were conducted with the Special Services Deputy Chief and one of the agency’s Patrol Officer/Evidence Technicians. The agency policies and procedures are structured in a manner which supplies clear guidance related to the performance and management of the Collection and Preservation of Evidence.

New employees receive access to the agency’s policies and procedures within the first week (administrative week) of hire. The agency maintains the policies in PowerDMS and new employees are required to review all the policies and procedures and indicate acknowledgment through their signature. Sworn trainees attend a sixteen (16) basic law enforcement training program at the Suburban Law Enforcement Academy at the College of DuPage. The curriculum provided is in compliance with the standards outlined by the Illinois Law Enforcement Training and Standards Board (ILETSB). The curriculum includes but is not limited to an introduction into the legal principles surrounding evidence collection and preservation, as well as techniques such as fingerprint processing and collection. Once the academy training is complete or upon lateral hire the new trainee enters the field training program. During field training a pre-determined set of objectives requires proficiency demonstration as calls for service dictate and/or scenario-based instruction are provided. Supplemental training is provided in the preservation and collection of evidence to include photographing a crime scene and/or evidence, DNA collection, and fingerprint processing and collection.

The evidence technician function within the agency is an ancillary duty to the personnel’s primary assignment. Those employees assigned evidence technician duties receive training commensurate with their responsibilities such as a weeklong evidence technician certification. The career development program is tied into the evidence technician responsibilities and specialized training such as print and footwear recognition, blood stain analysis, and major crash reconstruction is afforded to those so assigned. To further enhance their capabilities some of the evidence technicians have been assigned to the county-wide forensic unit to garner additional experience and training. Currently, the agency has approximately twenty (20) certified evidence technicians available for response on the duty and call-out schedule. The agency also has three (3) accident reconstruction specialist who participate in a county-wide unit for response to major crashes where serious injury or death have occurred. Officers are expected to collect evidence from their own scenes unless the requirement would be beyond the basic academy or agency training or the scene requires a processing component for which the officer is not equipped.

The agency provides all the equipment necessary for processing crime/collision scenes with an evidence technician assigned to each team to assist. Once the scene is processed and evidence has been collected it is transported by the collecting officer to headquarters where it is entered into the agency evidence software system, packaged, properly labeled, and placed into a temporary storage locker. The exception to entry into the temporary locker would be for evidence collected by an evidence technician which requires additional testing or processing such as utilization of the fuming chamber and/or drying cabinet. Firearms are processed for fingerprints and DNA prior to entry into a temporary storage locker and the eventual transfer to the Bureau of Alcohol, Tobacco, and Firearms for National Integrated Ballistic Information Network (NIBIN) testing and entry. The agency has available a handheld narcotics analyzer for field testing of controlled substances.

The agency is continually researching options to improve their service delivery as exemplified by the acquisition and introduction of a drying cabinet, the improvement of vehicles assignments for evidence technician, and the consistent upgrading of camera equipment as technology improves. The agency solicits input from employees on the policies,

procedures, practices, and training and makes modifications/revisions as input is provided and/or issues arise. Department-wide training is provided if an issue appears systemic and not consistent with the best practices. Through the standards reviewed, the documented written proofs, and the interview, the agency demonstrated an effective system is in place for the administration and management of the Collection and Preservation of Evidence.

Findings

The agency's written directives are structured in a manner which supplies clear guidance related to the performance and management of those activities associated with the standards reviewed. The policies and procedures are maintained in PowerDMS with credentialing and access provided to new employees during orientation with employees required to acknowledge understanding through signature. Initial training for employees occurs during onboarding/orientation and continues through either on-the-job training for non-sworn personnel or during regional academy attendance and field training for sworn personnel. Supervisory and specialized training is provided to personnel commensurate with their assignments. The provided proofs demonstrated the agency's compliance with standard requirements during operational activities. Reporting, administrative reviews, and analyses are required on critical activities with the agency using these opportunities to identify any performance issues and/or policy and training deficiencies. Should issues be identified, the agency moves to revise or modify the policy and/or training as required. The agency also uses the information garnered from time sensitive activities to enhance response protocols as exemplified by the agency using information from the use of force analysis to adjust training to focus on most often used techniques. The files were professionally organized and structured in a manner which afforded relative ease during the assessment. For the standards reviewed, the agency had one (1) standard issue requiring a written directive revision to align with current agency practices. The personnel interviewed were knowledgeable of the agency policy, procedures, and processes related to their assignments and are continually researching options to improve agency performance.

Public Portal Summary

The agency received seven comments through the Public Portal during the reporting period. Five (5) of the comments were related to calls for service with the agency responding to address the issues. One (1) comment was from a suspect in a criminal case in reference to lack of contact with the Detective handling the case who communicated through the appropriate attorneys. The final comment was researched and no evidence of the agency ever receiving the information alleged or having contact with the complainant as indicated.

Statistical Data Tables

The data tables provided by the agency are complete and consistent with the established reporting parameters.

Summary:

Number of Interviews Conducted: 5

Compliance Services Member(s): Stanton Gragg (CSM)

Web-Based Assessment Start Date: 02/28/2025

Web-Based Assessment End Date: 03/08/2025

Standards Issues	1
Waiver	0
Applicable Mandatory (M)	319
Applicable Other-Than-Mandatory (O)	55
Not Applicable	88
Total:	462
Elect 20% (O)	2

Percentage of applicable other-than-mandatory standards:

96.364 %

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

Summary:

Number of Interviews Conducted: 0

Assessors' Names:

Site-Based Assessment Start Date:

Site-Based Assessment End Date:

STATISTICS AND DATA TABLES

Overview

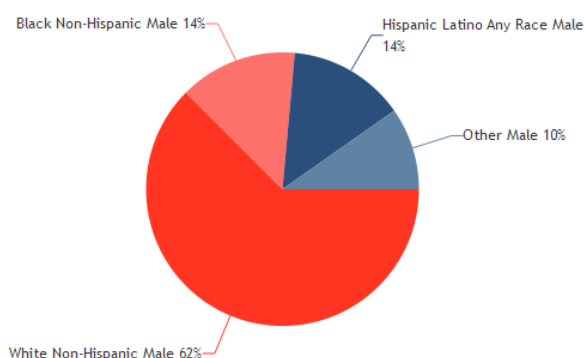
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

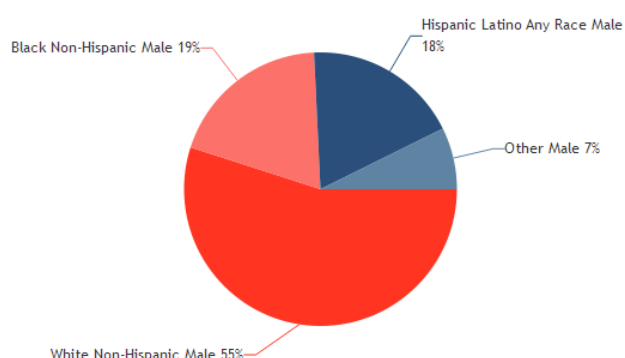
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	533	128	661
Black Non-Hispanic Male	119	45	164
Hispanic Latino Any Race Male	118	43	161
Other Male	83	17	100
White Non-Hispanic Female	441	81	522
Black Non-Hispanic Female	75	26	101
Hispanic Latino Any Race Female	50	14	64
Other Female	38	10	48
TOTAL	1457	364	1821

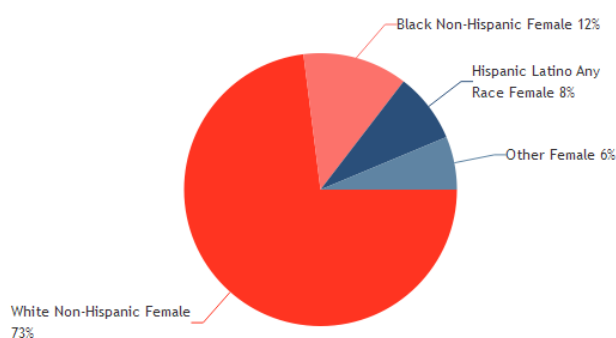
Male Warnings



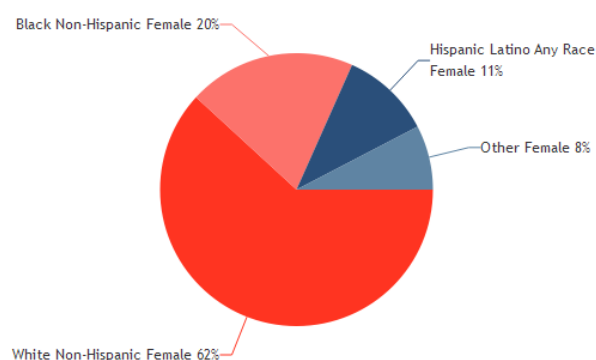
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

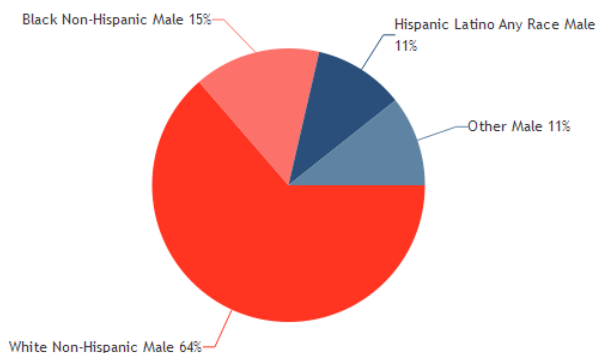
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	866	259	1125
Black Non-Hispanic Male	204	69	273
Hispanic Latino Any Race Male	146	73	219
Other Male	145	32	177
White Non-Hispanic Female	593	165	758
Black Non-Hispanic Female	152	52	204
Hispanic Latino Any Race Female	104	28	132
Other Female	66	10	76
TOTAL	2276	688	2964

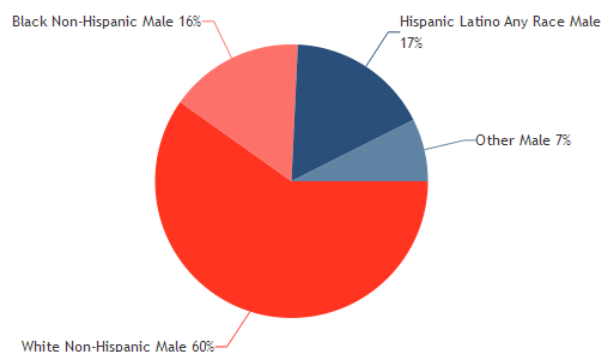
Reaccreditation Year 2 Notes:

Data is based off of the Illinois Department of Transportation Bureau of Data Collection Annual Traffic Stop Study.

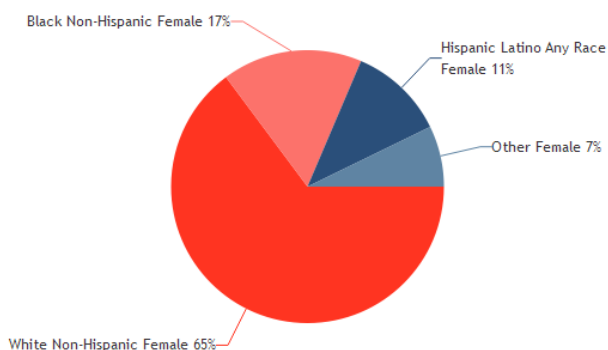
Male Warnings



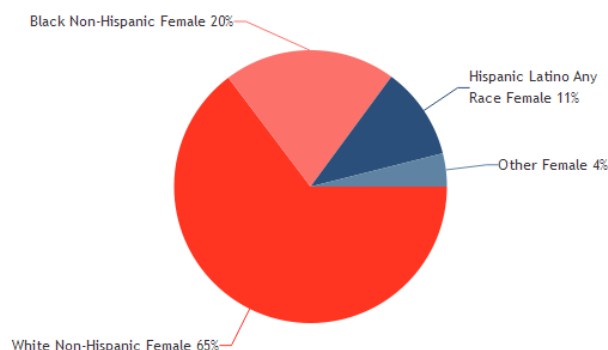
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

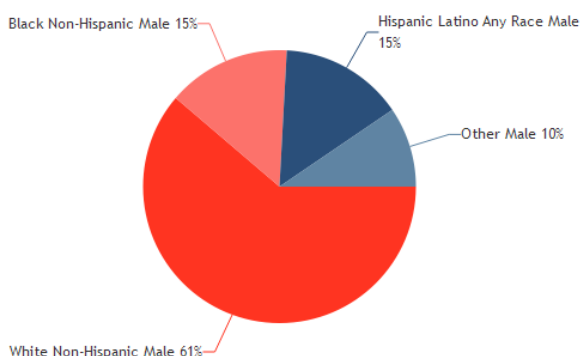
Data Collection Period: 1/1/2023 - 12/31/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1656	369	2025
Black Non-Hispanic Male	395	129	524
Hispanic Latino Any Race Male	396	166	562
Other Male	257	47	304
White Non-Hispanic Female	1293	256	1549
Black Non-Hispanic Female	319	121	440
Hispanic Latino Any Race Female	219	62	281
Other Female	120	27	147
TOTAL	4655	1177	5832

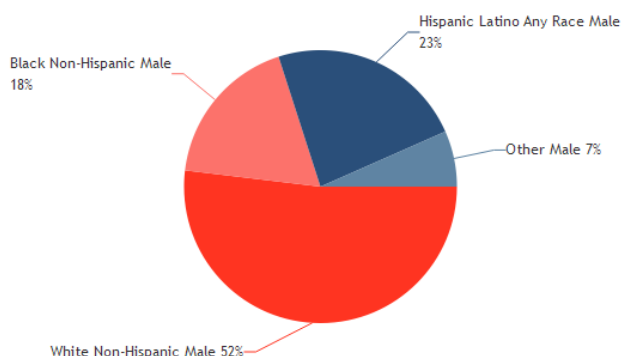
Reaccreditation Year 3 Notes:

Traffic Warnings and Citation data is based on the July 18, 2003, Senate Bill 30 was signed into law to establish a four-year state-wide study of data from traffic stops to identify racial bias, Illinois Traffic Stop Study (TSS). There is no scheduled end date for this study.

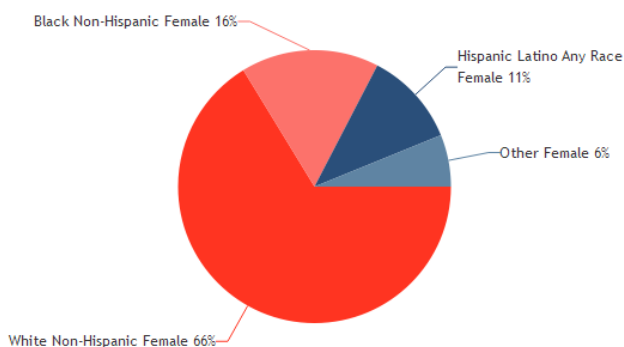
Male Warnings



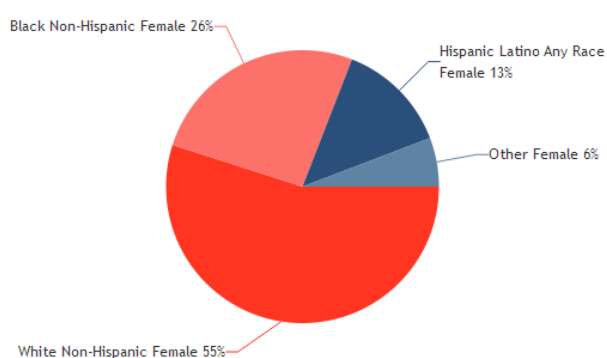
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Complaints from:	Year 1	Year 2	Year 3
Traffic Contacts	0	0	0
Field Contacts	0	0	0
Asset Forfeiture	0	0	0

Complaints

Complaints

Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	4	0	0	0	0	0	4
ECW									7
Discharge Only	4	0	0	0	0	0	0	0	4
Display Only	2	0	1	0	0	0	0	0	3
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	5	4	3	1	2	1	0	0	16
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	11	4	8	1	2	1	0	0	27
Total Number of Incidents Resulting In Officer Injury or Death	3	0	0	0	0	0	0	0	3
Total Use of Force Arrests	8	4	3	1	2	1	0	0	19
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	191	60	80	35	50	20	15	3	454
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

The Downers Grove Police Department does not have a canine unit

All four of the firearm display-only incidents were for officer safety.

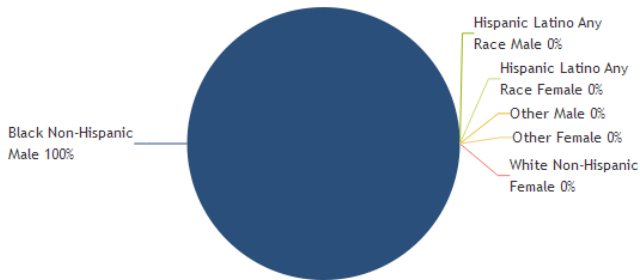
One incident was a domestic battery offender who officers were advised was no longer on the scene, but an officer located him hiding in a bedroom closet, the weapon was pointed until the subject exited the closet.

The second incident was during a traffic stop on a suspect of multiple burglaries to vehicles, the vehicle was also entered into LEADS as a felony vehicle involved with burglaries, the suspected driver had a gang member caution and social media posts showing the subject could be armed.

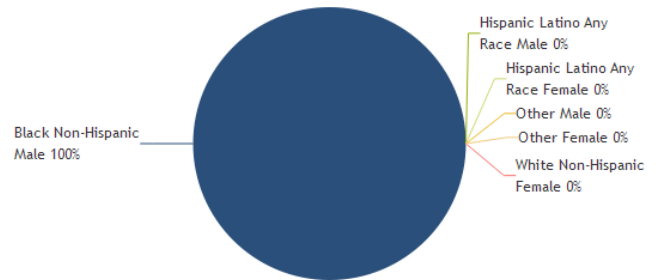
The next incident was a check on well-being call at a gas station, driver of the vehicle was sleeping at a gas pump, and officers observed a gun in the handle of the driver's side door.

The fourth incident was an assist-to-other agency, in-progress burglary to a car dealership. Downers Grove Police Officer assisted and located the offender who had fled, a weapon was pointed at the offender until an additional unit could place the subject in custody.

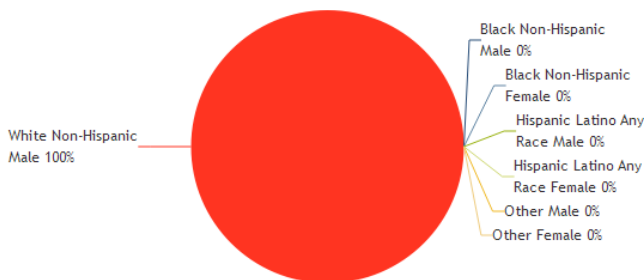
Total Firearm



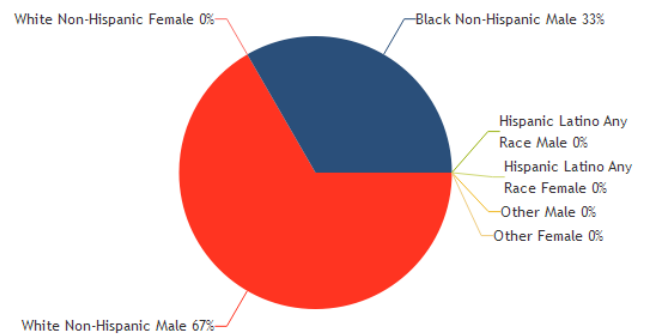
Firearm Display



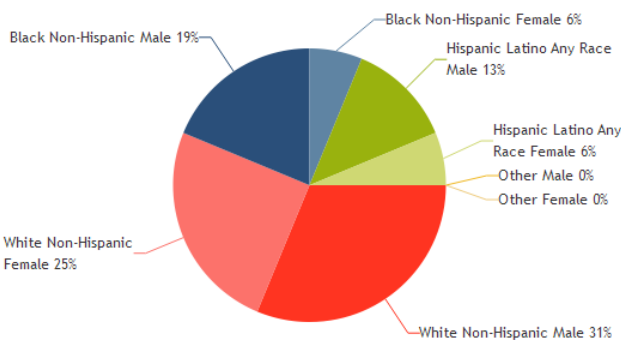
ECW Discharge



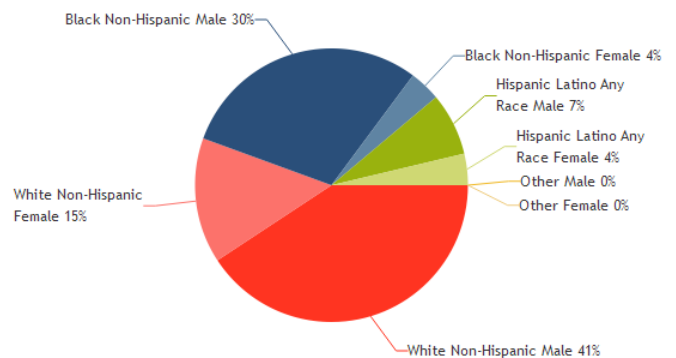
ECW Display



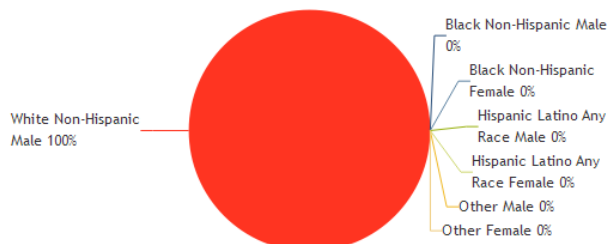
Weaponless



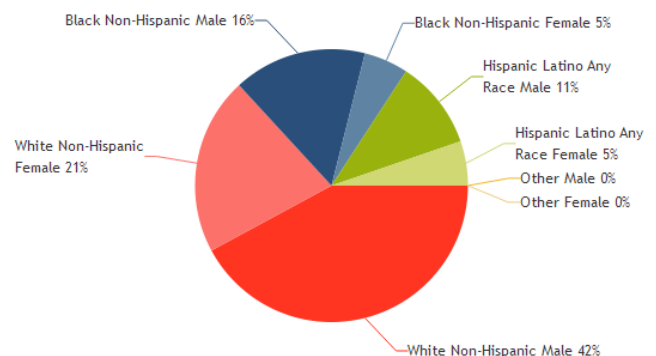
Total Uses of Force



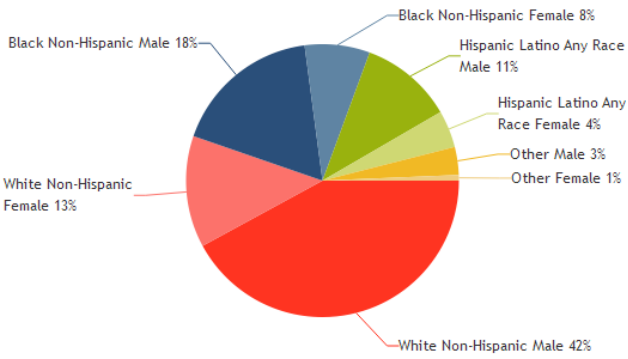
Total Number of Incidents Resulting in Officer Injury or Death



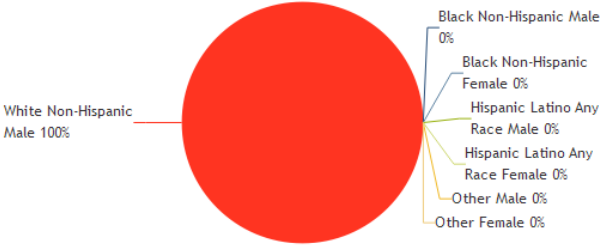
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

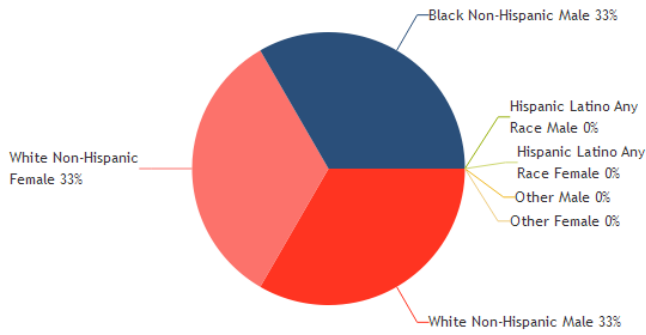
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

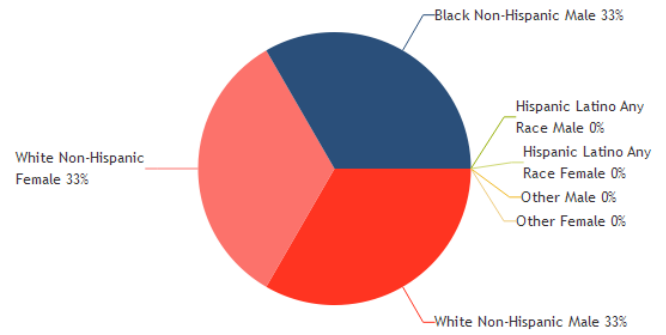
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									3
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	1	1	0	0	0	0	0	3
ECW									4
Discharge Only	1	0	0	0	0	0	0	0	1
Display Only	1	1	1	0	0	0	0	0	3
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	5	2	1	1	0	0	0	1	10
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	8	4	3	1	0	0	0	1	17
Total Number of Incidents Resulting In Officer Injury or Death	3	0	0	0	0	0	0	0	3
Total Use of Force Arrests	7	1	3	1	0	0	0	1	13
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	0	0	0	0	0	1	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	260	99	110	36	60	14	20	9	608
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

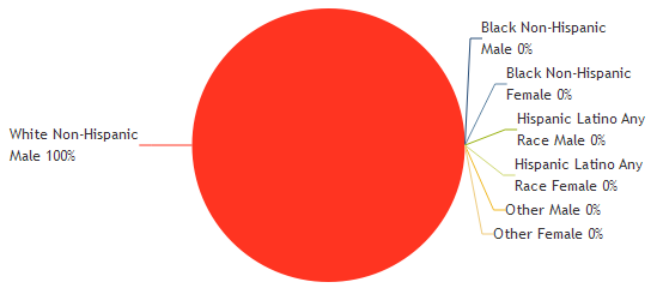
Total Firearm



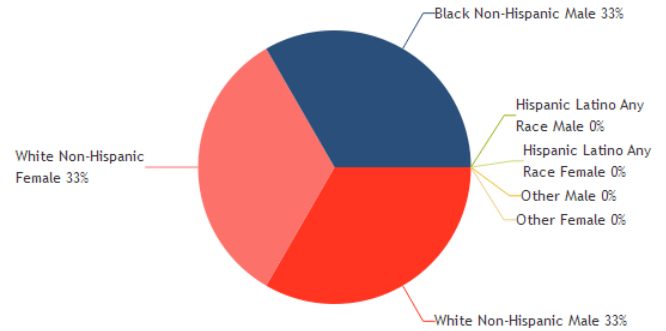
Firearm Display



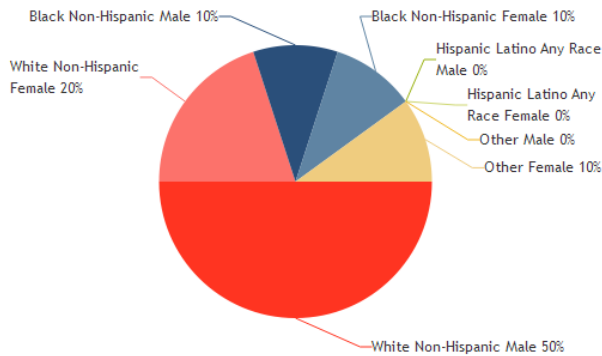
ECW Discharge



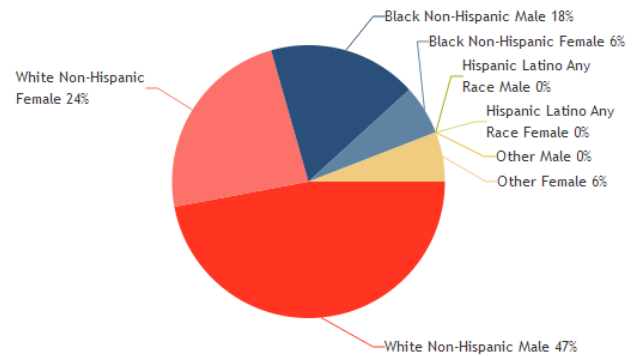
ECW Display



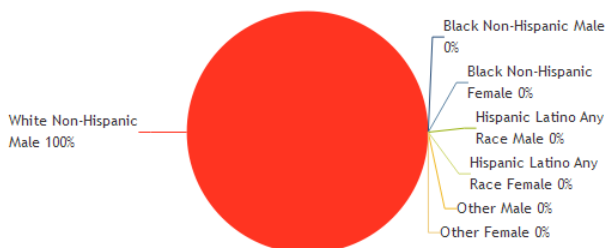
Weaponless



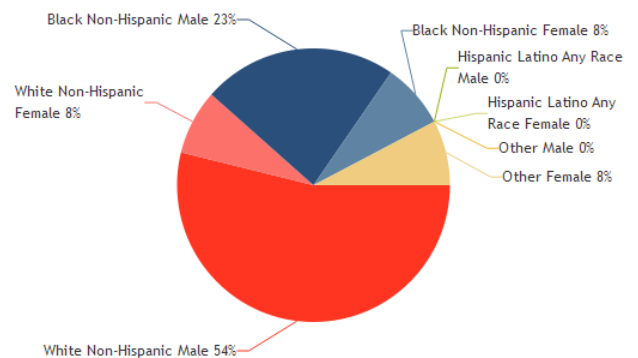
Total Uses of Force



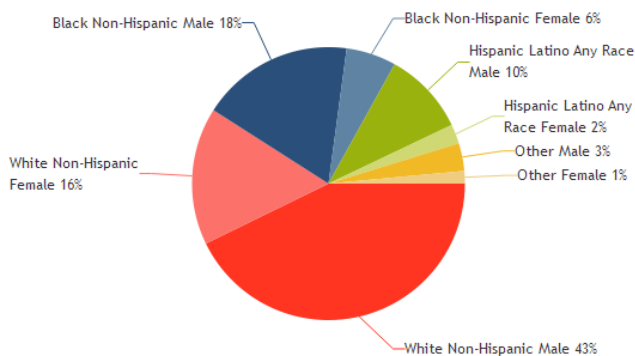
Total Number of Incidents Resulting in Officer Injury or Death



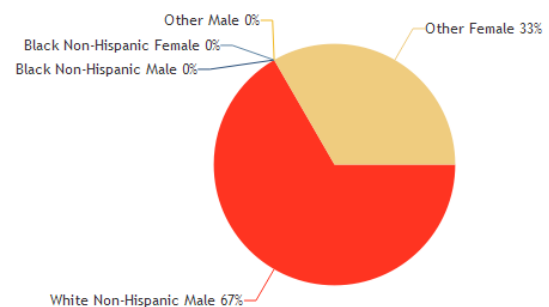
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

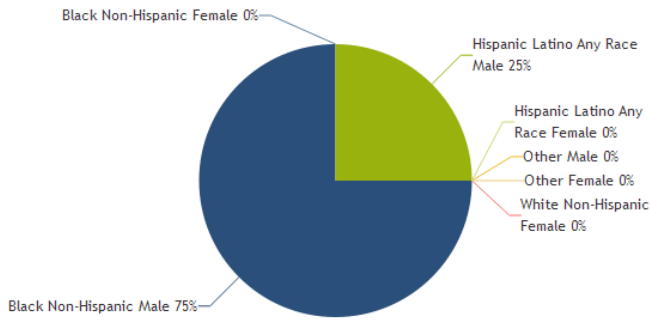
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

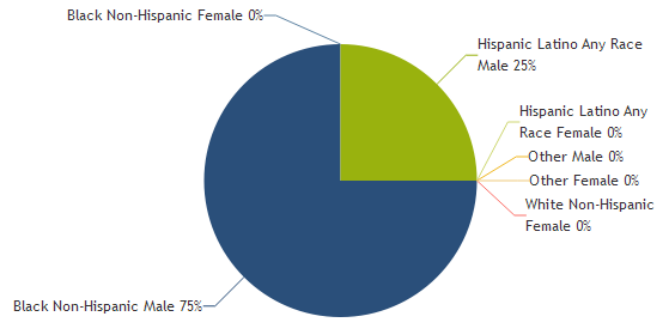
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	3	0	1	0	0	0	4
ECW									4
Discharge Only	1	1	1	0	0	0	0	0	3
Display Only	0	0	1	0	0	0	0	0	1
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	7	2	4	2	0	0	0	1	16
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	8	3	9	2	1	0	0	1	24
Total Number of Incidents Resulting In Officer Injury or Death	4	1	0	0	0	0	0	0	5
Total Use of Force Arrests	7	2	8	2	0	0	0	0	19
Total Number of Suspects Receiving Non-Fatal Injuries	3	1	2	0	0	0	0	0	6
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	230	81	120	57	94	35	18	11	646
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

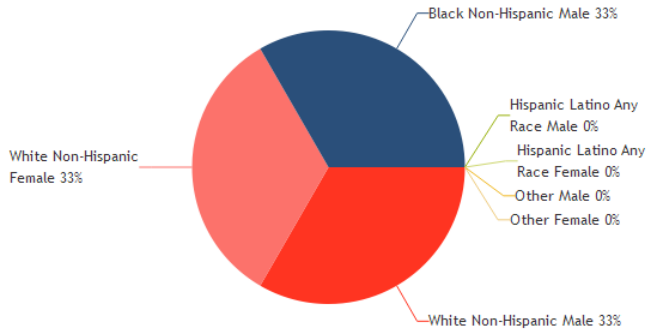
Total Firearm



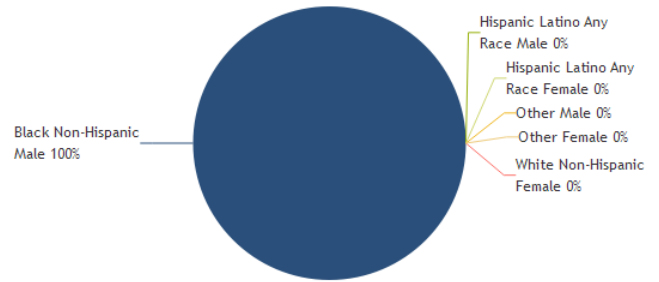
Firearm Display



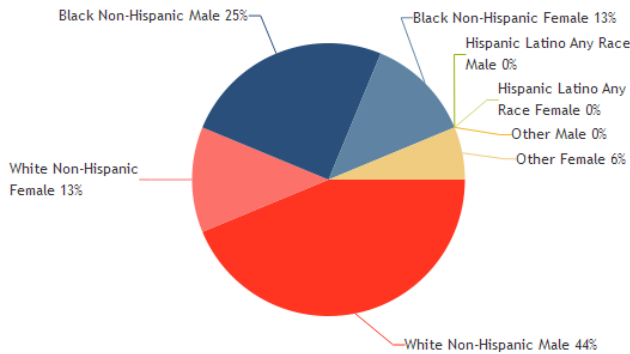
ECW Discharge



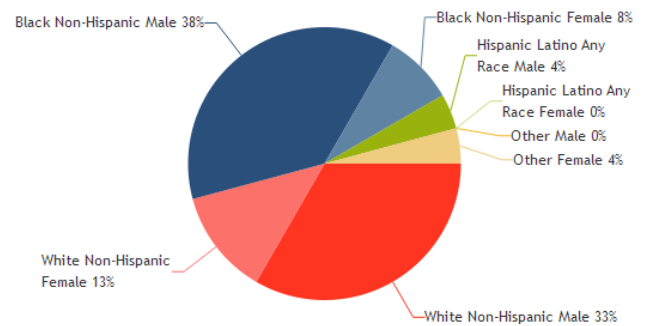
ECW Display



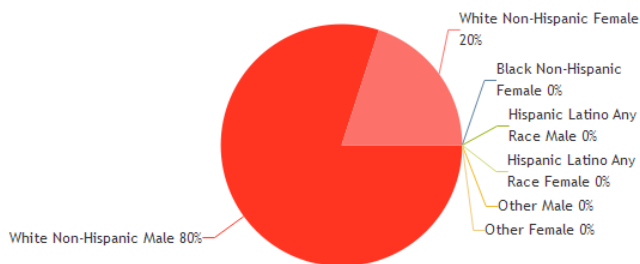
Weaponless



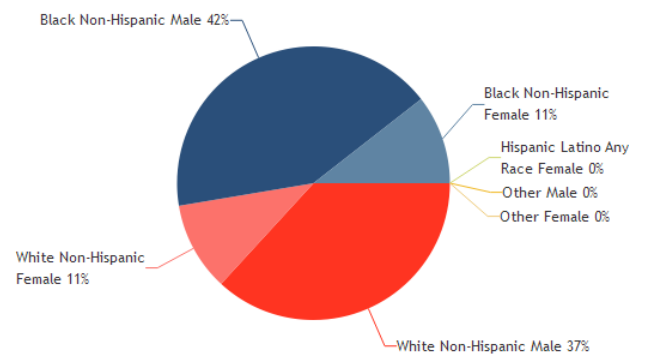
Total Uses of Force



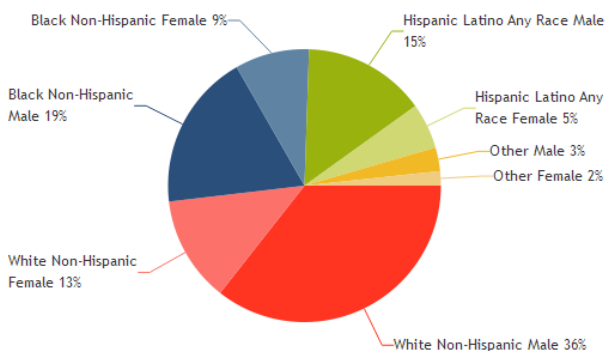
Total Number of Incidents Resulting in Officer Injury or Death



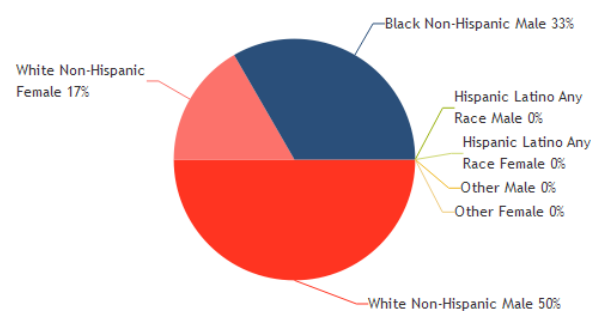
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Grievances	Year 1	Year 2	Year 3
Number	1	1	1

Reaccreditation Year 1 Notes:

One grievance was filed during the 2021 calendar year.

1. Officer was suspended from duty for 1 day, 12 hour shift. Management stated that officer violated Rule 2, Unbecoming Conduct; Rule 3A Fictitious Illness or Injury Reports; Rule 3L Courtesy, and Rule 10 Insubordination. Officer contested the level of discipline. Remedy sought was to rescind/reduce the suspension; reimburse the grievant for any lost wages or benefits; and make the grievant whole.

Reaccreditation Year 2 Notes:

The facts given by the union state that the Grievant was denied a 12-hour overtime work opportunity due to another officer accepting a split 4-hour shift by seniority. The remedy sought was to make the Grievant whole and reschedule 12 hours at the overtime rate. Make reasonable accommodations for officers to accept overtime when Sergeants are conducting manual calls. The grievance was handled with a step 1 and step 2. The grievance was resolved with a settlement agreement addressing the issues raised.

Reaccreditation Year 3 Notes:

This grievance was in reference to the Village implementing new Patrol Standards. The grievant stated that the Standards were unfair, unreasonable, and imposed an unequal standard among assignments. The remedy sought was to make the Grievant whole by rescinding the new standards, returning to status quo, and enter into negotiations over the creation of fair and reasonable performance standards for all. Two Step 1 meetings took place, the Union and Police Administration engaged in cooperative discussions. The Chief of Police modified the performance standards and the Union chose not to advance their grievance to Step 2.

Personnel Actions

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Year 3 Data Collection Period: 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3
Suspension	1	3	3
Demotion	0	0	0
Resign In Lieu of Termination	0	1	1
Termination	0	0	0
Other	21	4	6
Total	22	8	10
Commendations	25	25	31

Reaccreditation Year 1 Notes:

Other Personnel Actions can be but not limited to, verbal warnings or formal letter in personnel file.

Reaccreditation Year 2 Notes:

Other Personnel Actions can be but are not limited to, verbal warnings or a formal letter in the personnel file.

Reaccreditation Year 3 Notes:

Other includes; verbal counseling, input form, oral reprimand, and written reprimand.

Complaints and Internal Affairs - Reaccreditation Year 3

Data Collection Period: 1/2/2021 - 12/31/2023

	Year 1	Year 2	Year 3
External/Citizen Complaint			
Citizen Complaint	10	0	8
Sustained	0	0	0
Not Sustained	1	0	0
Unfounded	7	0	8
Exonerated	2	0	0
Internal/Directed Complaint			
Directed Complaint	9	8	10
Sustained	9	8	10
Not Sustained	0	0	0
Unfounded	0	0	0
Exonerated	0	0	0

Calls For Service / Crime Data - Reaccreditation Year 3

Data Collection Period: 1/1/2021 - 12/31/2023

	Year 1	Year 2	Year 3
Calls for Service			
Calls for Service	23113	23853	26633
Crime Data			
Murder	0	0	1
Forcible Rape	1	9	
Robbery	8	7	6
Aggravated Assault	25	13	
Burglary	50	172	132
Larceny-Theft	494	276	
Motor Vehicle Theft	22	43	
Arson	4	2	3

Reaccreditation Year 3 Notes:

* Forcible Rape category comments

The Downers Grove Police Department has a regional, Trauma 1 hospital (Good Samaritan Hospital), in our jurisdiction that increases calls for service in this category. Some of these reports are Assist Other Agency reports that are eventually referred to another jurisdiction. This category also focuses on incidents reported to the agency based on initial reporting. Depending on the investigation some charges may be related to other sex offenses or misdemeanors or even unfounded.

The Downers Grove Police Department also complies with Public Act 99-8801 which went into effect in January 2017. This law made changes regarding the handling of sexual assaults and sexual abuse crimes. The changes included: Mandatory Report Writing; Additional Responsibilities for the Responding Officer; Collecting/Storing/Testing of Sexual Assault Evidence, and release of information to the victim relating to the evidence testing.

It should be noted that forcible rape is referenced in the Illinois Compiled Statutes (ILCS) as Criminal Sexual Assault and/or Aggravated Criminal Sexual Assault.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Year 3 Data Collection Period: 1/1/2023-12/31/2023

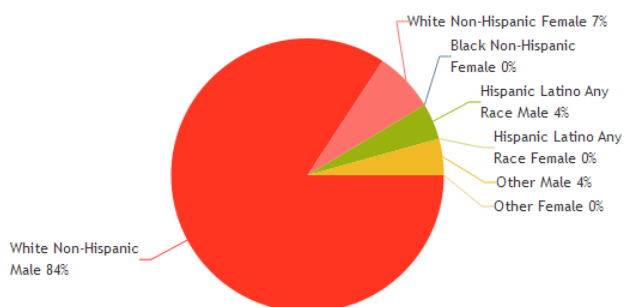
	Year 1	Year 2	Year 3
Pursuits			
Total Pursuits	13	19	23
Forcible stopping techniques used	0	0	2
Terminated by Agency	13	19	23
Policy Compliant	8	18	23
Policy Non-Compliant	3	1	0
Collisions			
Injuries			
Total Collisions	0	0	0
Officer	0	0	0
Suspect	0	0	0
ThirdParty	0	0	0
Reason Initiated			
Traffic	11	14	19
Felony	1	0	3
Misdemeanor	1	5	1

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	0	0	0	0	0	0	3
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	1	0	0	0	0	1	0	10
Non-Supervisory Positions	45	4	0	0	3	0	2	0	54
Sub Total									70
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	0	0	0	0	0	1
Supervisory Positions	1	1	0	0	0	0	0	0	2
Non-Supervisory Positions	4	7	0	0	0	2	0	1	14
Sub Total									17
Total									87

Total Sworn Personnel



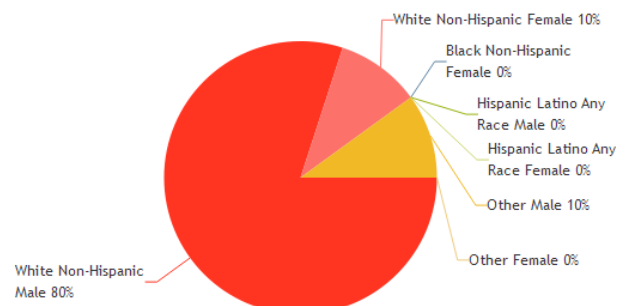
Sworn Personnel: Executive



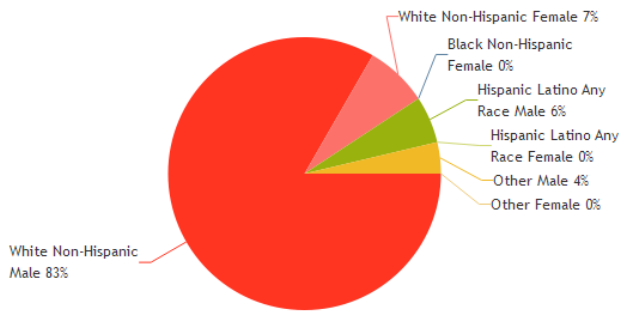
Sworn Personnel: Command



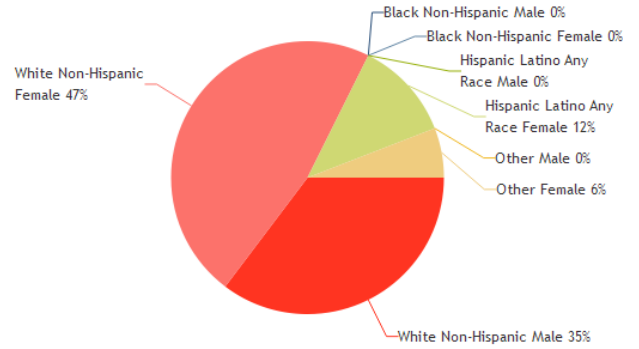
Sworn Personnel: Supervisory Positions



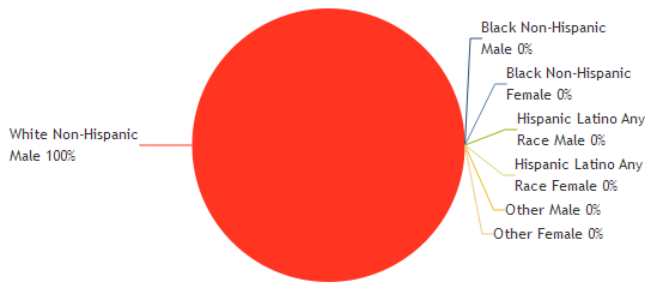
Sworn Personnel: Non-Supervisory Positions



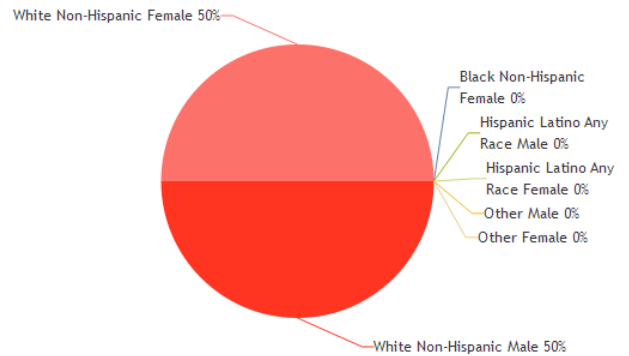
Total Non-Sworn Personnel



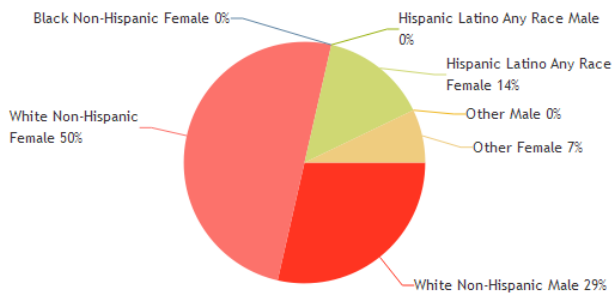
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

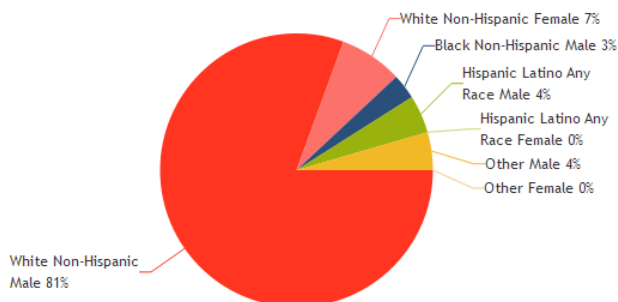
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	0	0	0	0	0	0	3
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	1	0	0	0	0	1	0	10
Non-Supervisory Positions	40	4	2	0	3	0	2	0	51
Sub Total									67
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	0	0	0	0	0	1
Supervisory Positions	1	1	0	0	0	0	0	0	2
Non-Supervisory Positions	5	7	0	0	0	2	0	1	15
Sub Total									18
Total									85

Total Sworn Personnel



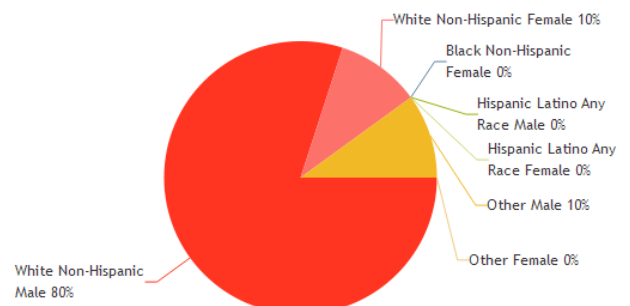
Sworn Personnel: Executive



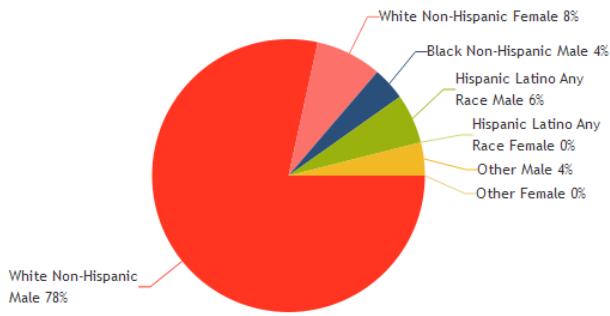
Sworn Personnel: Command



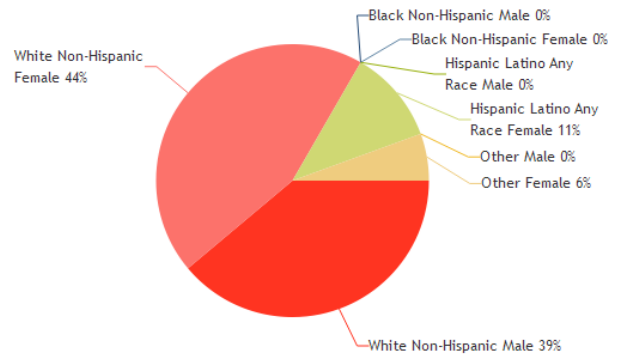
Sworn Personnel: Supervisory Positions



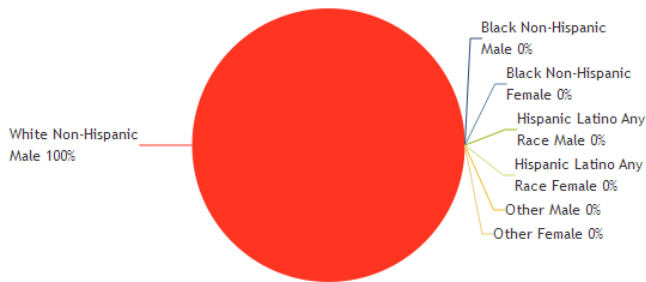
Sworn Personnel: Non-Supervisory Positions



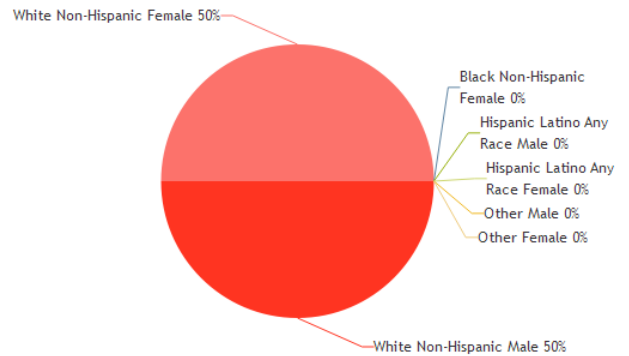
Total Non-Sworn Personnel



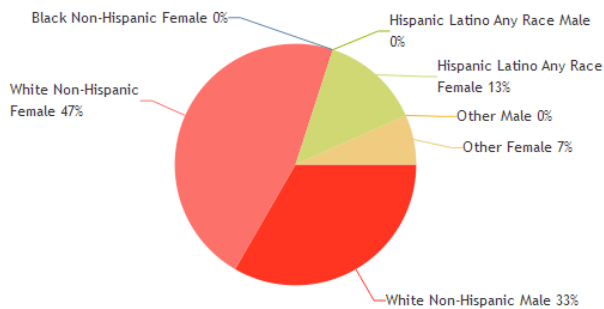
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

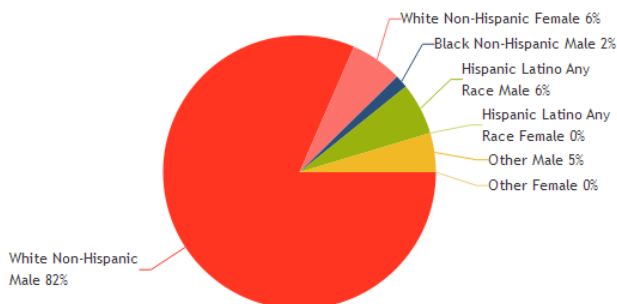
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	4	0	0	0	0	0	0	0	4
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	0	0	0	0	0	1	0	9
Non-Supervisory Positions	38	4	1	0	4	0	2	0	49
Sub Total									65
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	0	0	0	0	0	1
Supervisory Positions	1	1	0	0	0	0	0	0	2
Non-Supervisory Positions	5	7	0	0	0	2	0	1	15
Sub Total									18
Total									83

Total Sworn Personnel



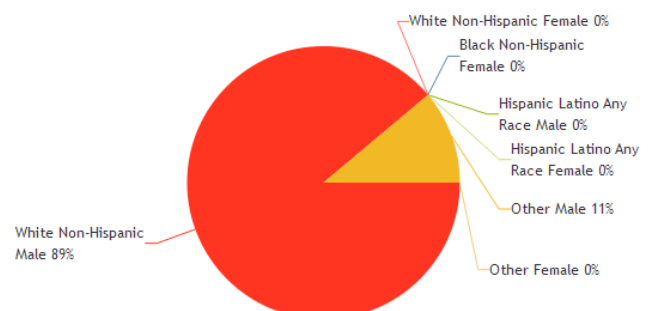
Sworn Personnel: Executive



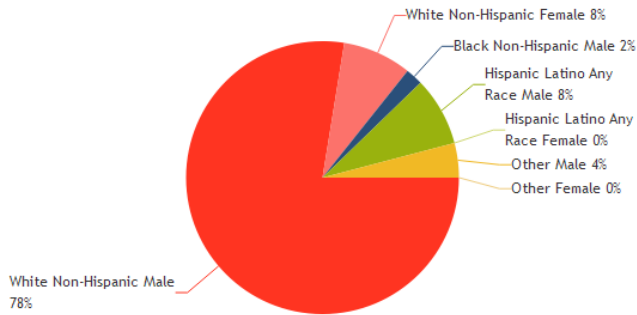
Sworn Personnel: Command



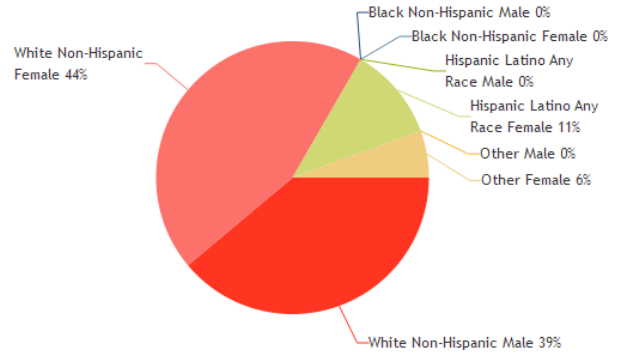
Sworn Personnel: Supervisory Positions



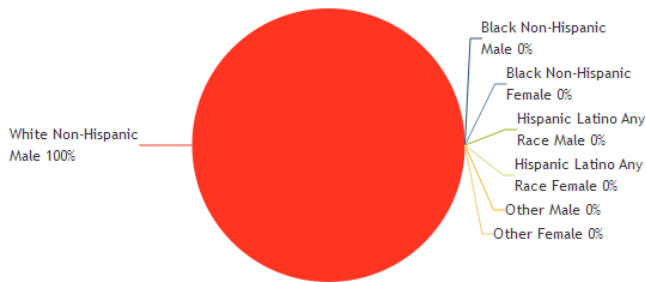
Sworn Personnel: Non-Supervisory Positions



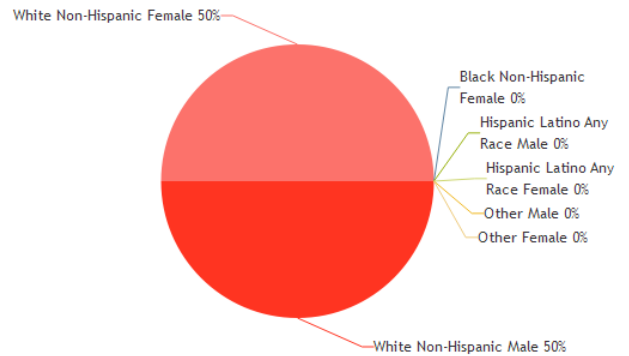
Total Non-Sworn Personnel



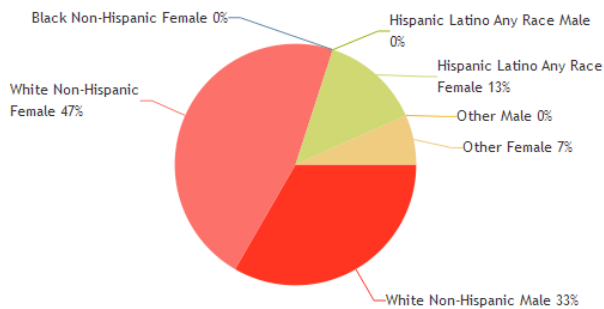
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

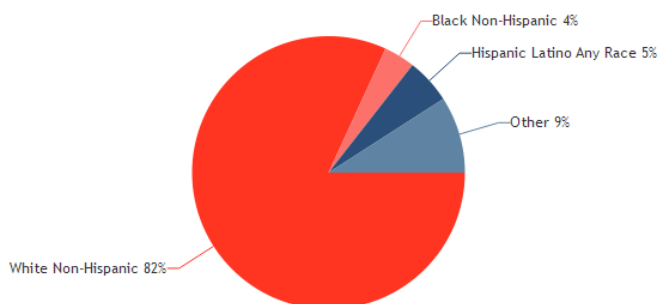
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	41133	82%	33574	84 %	64	91%	5	7%	63	91%	5	7%
Black Non-Hispanic	1855	4%	1214	3 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	2695	5%	1875	5 %	3	4%	0	0%	3	4%	0	0%
Other	4565	9%	3355	8 %	3	4%	0	0%	3	4%	0	0%
Total	50248		40018		70		5		69		5	

Reaccreditation Year 1 Notes:

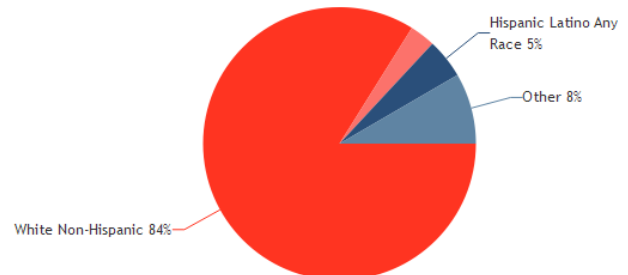
Service Population based on - US Census Bureau - 2020 Decennial Census Data

Available Work Force based on - US Census Bureau - 2020 American Community Survey Employment Status - population 16 years and older.

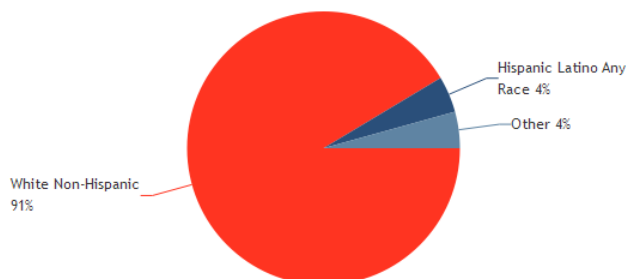
Service Population



Available Workforce



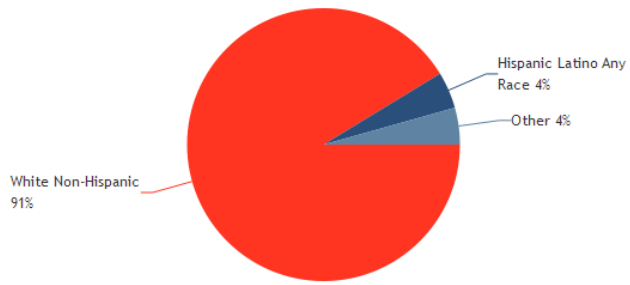
Current Sworn Officers



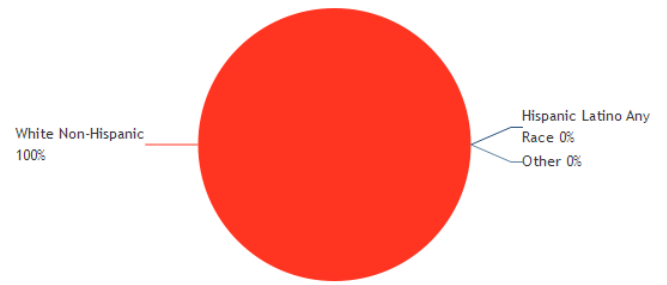
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

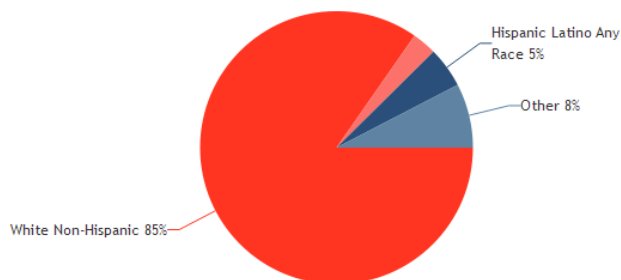
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	43696	85%	33546	84 %	59	88%	5	7%	64	91%	5	7%
Black Non-Hispanic	1489	3%	1214	3 %	2	3%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	2482	5%	2131	5 %	3	4%	0	0%	3	4%	0	0%
Other	3923	8%	3127	8 %	3	4%	0	0%	3	4%	0	0%
Total	51590		40018		67		5		70		5	

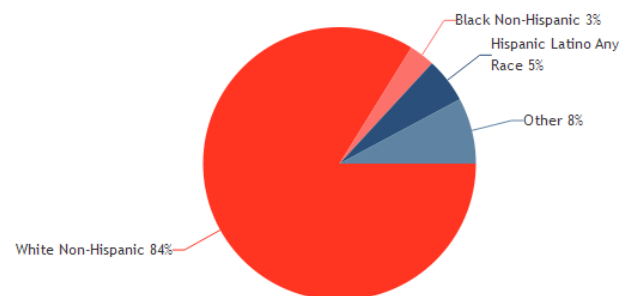
Reaccreditation Year 2 Notes:

The available workforce is 16+ years old, obtained from the US Census ACS Employment Status by Race.

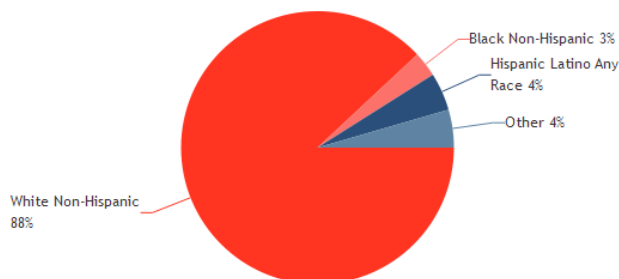
Service Population



Available Workforce



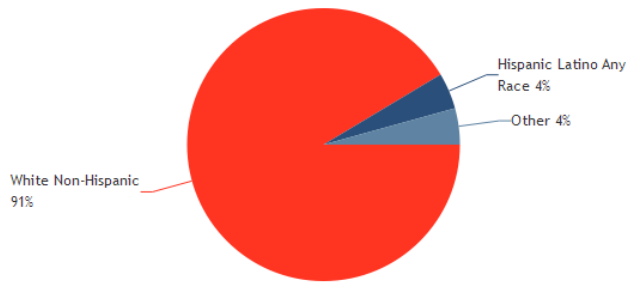
Current Sworn Officers



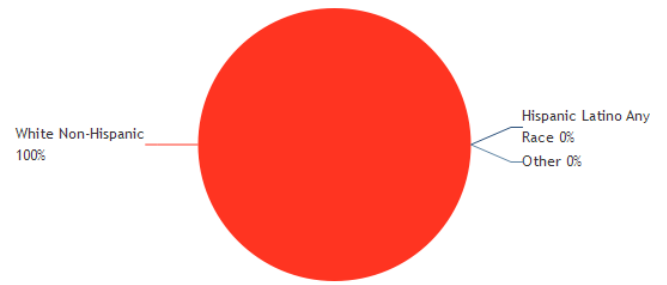
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

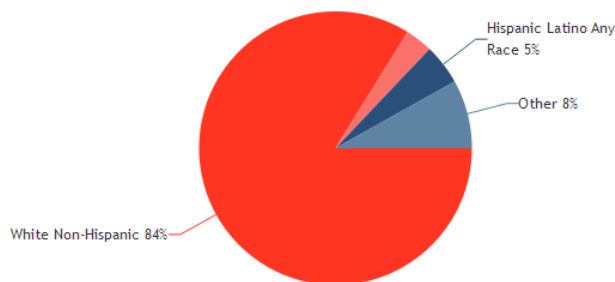
Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	43405	84%	33546	84 %	57	88%	4	6%	59	88%	5	7%
Black Non-Hispanic	1669	3%	1214	3 %	1	2%	0	0%	2	3%	0	0%
Hispanic Latino Any Race	2482	5%	2131	5 %	4	6%	0	0%	3	4%	0	0%
Other	4189	8%	3127	8 %	3	5%	0	0%	3	4%	0	0%
Total	51745		40018		65		4		67		5	

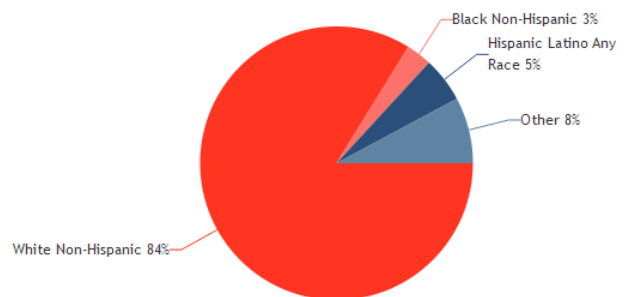
Reaccreditation Year 3 Notes:

The available workforce is from the US Census Bureau Employment Status, American Community Survey 2021, which estimates 5 years. Table ID: S2301

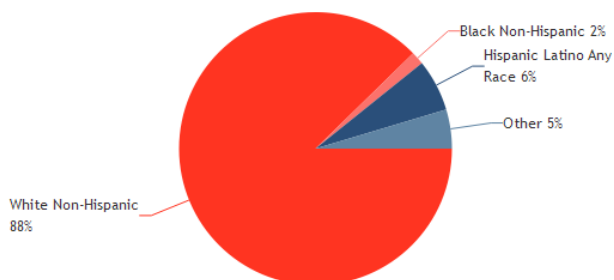
Service Population



Available Workforce



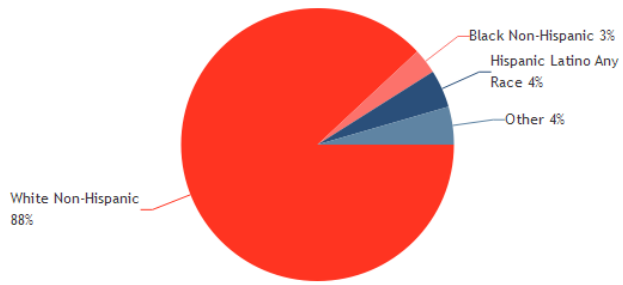
Current Sworn Officers



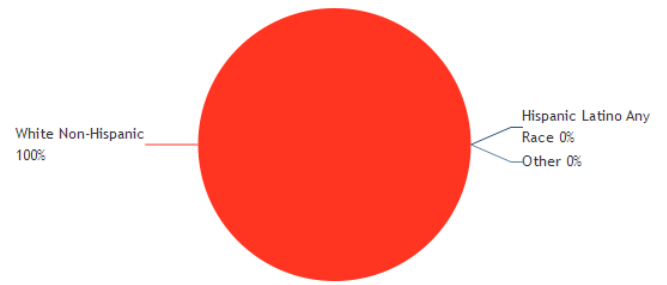
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

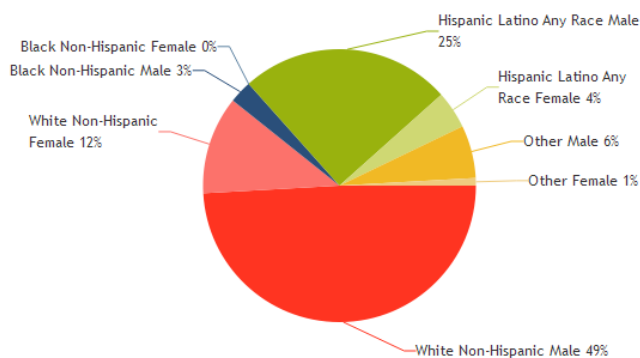


Sworn Officer Selection - Reaccreditation Year 1

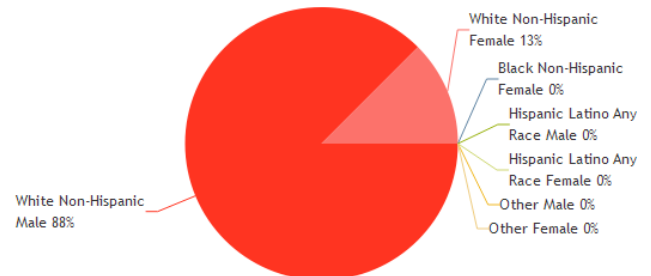
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	55	13	3	0	28	5	7	1	112
Applicants Hired	7	1	0	0	0	0	0	0	8
Percent Hired	13%	8%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	11%		0%		0%		0%		N/A

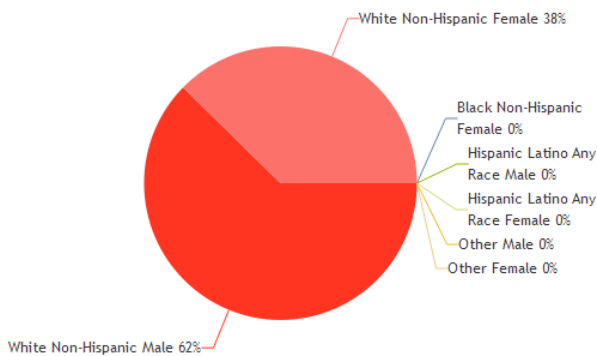
Applications Received



Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

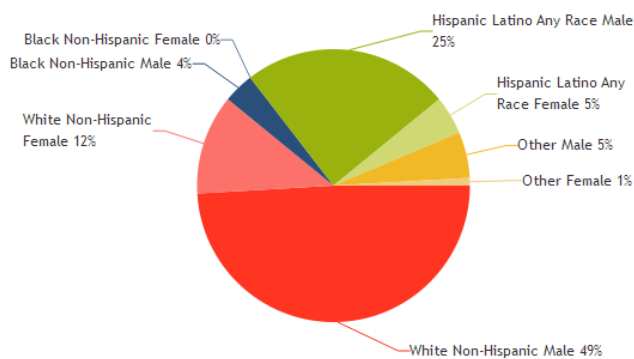
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	54	13	4	0	27	5	6	1	110
Applicants Hired	3	0	2	0	0	0	0	0	5
Percent Hired	6%	0%	50%	%	0%	0%	0%	0%	N/A
Percent of Workforce Population	4%		3%		0%		0%		N/A

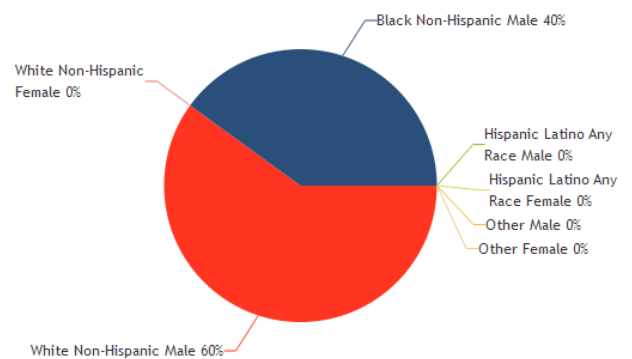
Reaccreditation Year 2 Notes:

Officers hired in 2022 were hired from our Entry Level Police Testing Process that occurred in 2021, that list was exhausted in 2022. Data for applications received is based on the 2021 testing process, some officers where hired in 2021, but this data only includes officers hired from the list in 2022.

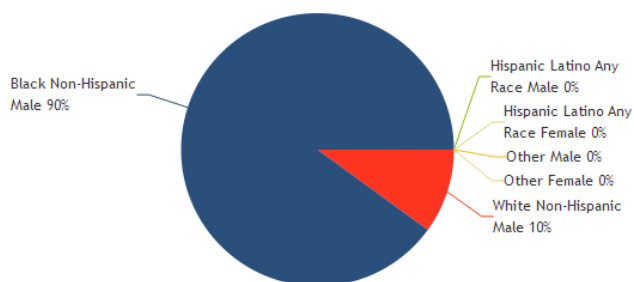
Applications Received



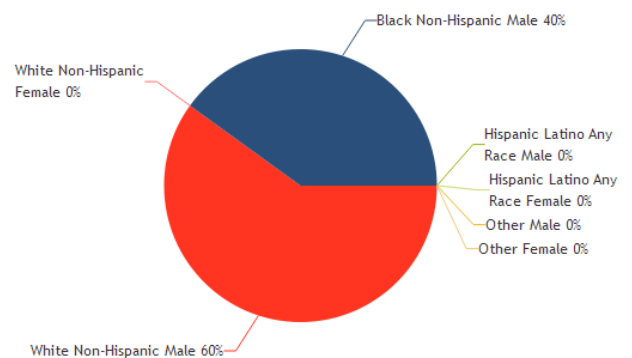
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

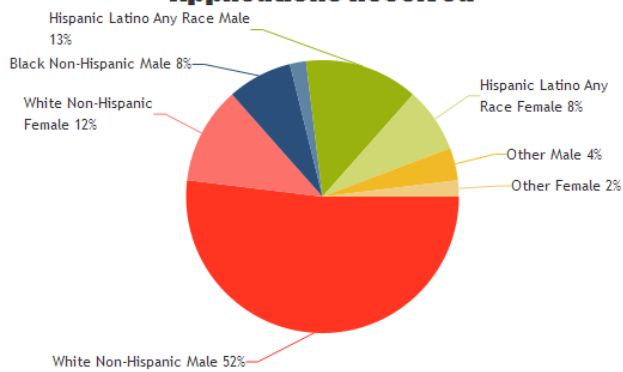
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

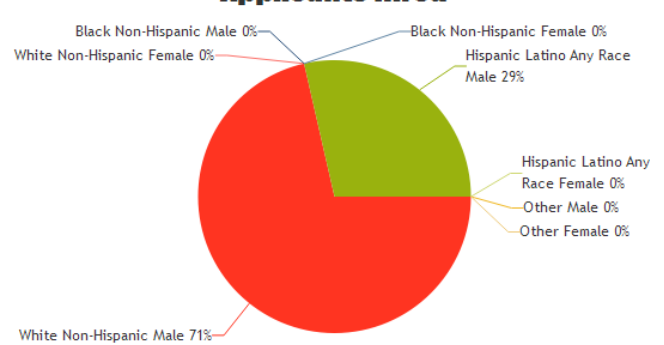
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	27	6	4	1	7	4	2	1	52
Applicants Hired	5	0	0	0	2	0	0	0	7
Percent Hired	19%	0%	0%	0%	29%	0%	0%	0%	N/A
Percent of Workforce Population	8%		0%		3%		0%		N/A

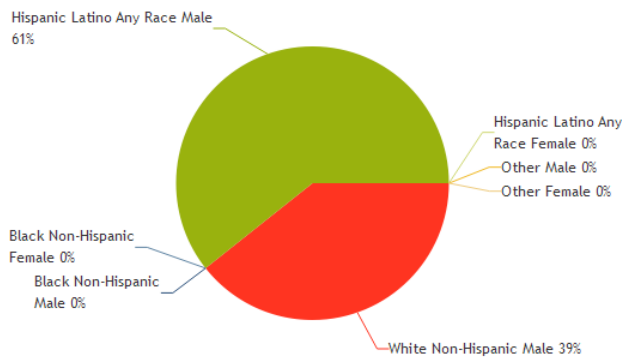
Applications Received



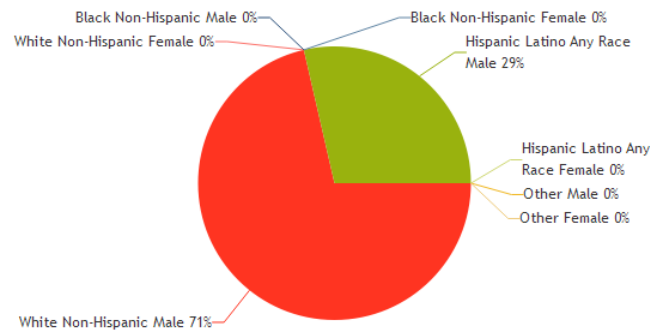
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	1	0	0	0	0	0	0	0	1
Eligible After Testing	1	0	0	0	0	0	0	0	1
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	400 %	%	%	%	%	%	%	%	N/A

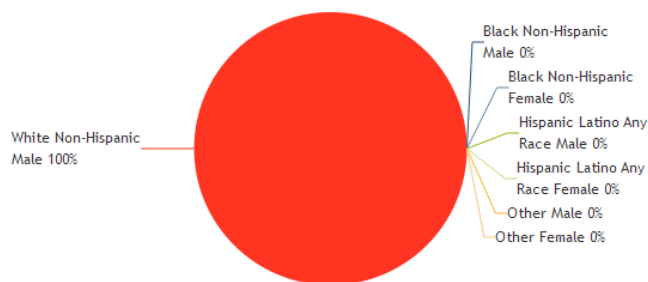
Reaccreditation Year 1 Notes:

Test conducted in 2021 was for the rank of Lieutenant, this test was conducted in May 5, 2021.

2 sergeants were promoted to rank of sergeant and 1 lieutenant was promoted to rank of lieutenant from tests that were conducted prior to 2021.

1 lieutenant was promoted to rank of lieutenant from the May 2021 test.

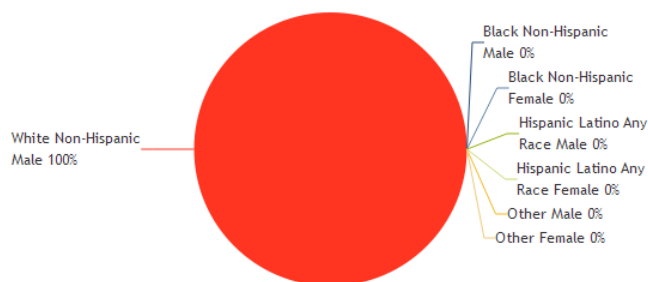
Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

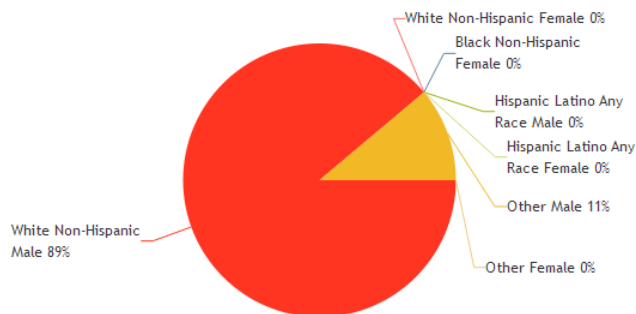
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	8	0	0	0	0	0	1	0	9
Eligible After Testing	7	0	0	0	0	0	1	0	8
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	13 %	%	%	%	%	%	0 %	%	N/A

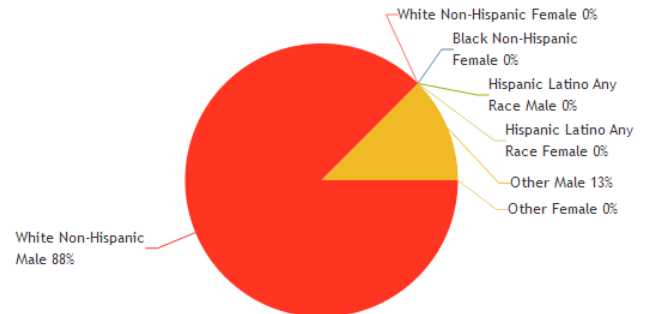
Reaccreditation Year 2 Notes:

There were two sworn officer promotion eligibility tests run in 2022, a Lieutenant Exam (list created 7/28/2022) and a Sergeant Exam (list created 12/2/2022). The one promotion was a sergeant who was from a previous list (created 2/26/2020) that was exhausted after his promotion.

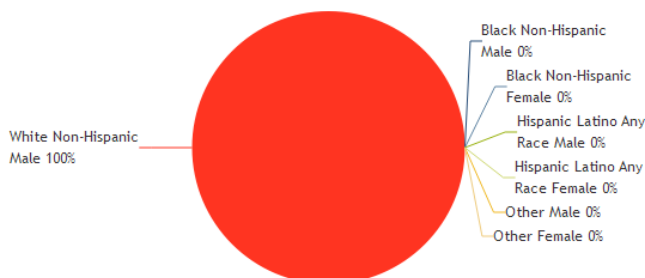
Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

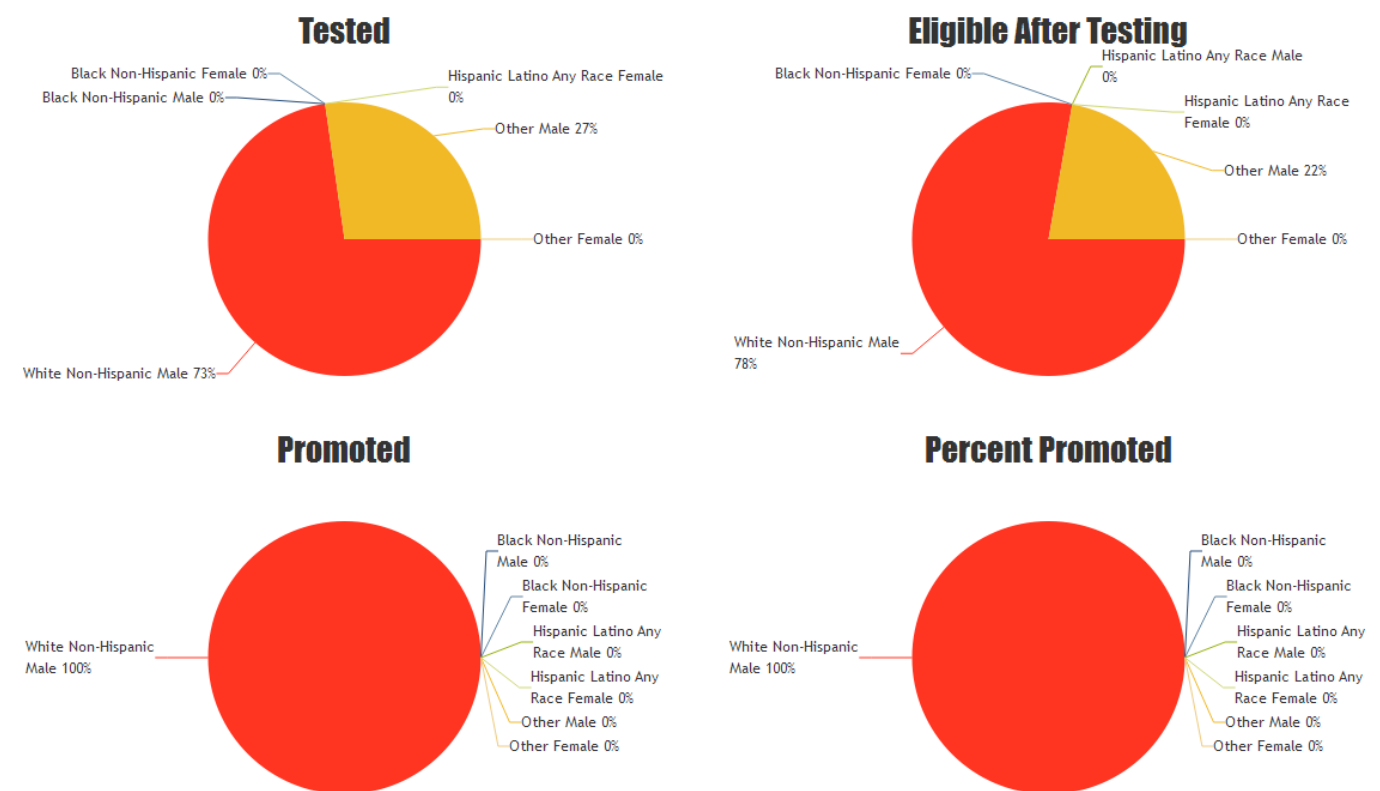
Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	8	0	0	0	0	0	3	0	11
Eligible After Testing	7	0	0	0	0	0	2	0	9
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	50 %	%	%	%	%	%	0 %	%	N/A

Reaccreditation Year 3 Notes:

These promotions are to the rank of Sergeant and Lieutenant.



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

