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November 19, 2021

Chief Douglas Flint  
Chief of Police  
Glendale Heights Police Department  
300 Civic Center Plaza  
Glendale Heights, IL 60139

Chief Flint:

CALEA® Accreditation serves as the *International Gold Standard for Public Safety Agencies*. This correspondence serves to recognize the Glendale Heights Police Department has been awarded Law Enforcement Accreditation effective November 19, 2021, for the Fifth time. This award remains in effect for four years and the agency retains all privileges associated with this status during that period.

The process of CALEA Accreditation begins with a rigorous self-assessment, requiring a review of policies, practices, and processes against internationally accepted public safety standards. This is followed with an assessment by independent assessors with significant public safety experience. Additionally, public feedback is received to promote community trust and engagement, and structured interviews are conducted with select agency personnel and others with knowledge to assess the agency's effectiveness and overall service delivery capacities. The decision to accredit is rendered by a governing body of twenty-one Commissioners following a public hearing and review of all reporting documentation.

CALEA Accreditation is a continuous process and serves as the foundation for a successful, well managed, transparent, community-focused public safety agency. To this end, an agency must maintain its accredited status by remaining in compliance with CALEA standards at all times.

CALEA congratulates the Glendale Heights Police Department for demonstrating a commitment to professional excellence through accreditation. The CALEA Accreditation indices are the *Marks of Professional Excellence* and should be displayed proudly by those that have earned them.

Sincerely,

A handwritten signature in black ink that reads "W. Craig Hartley, Jr." The signature is written in a cursive style.

W. Craig Hartley, Jr.  
Executive Director

# LAW ENFORCEMENT ACCREDITATION

## Glendale Heights (IL) Police Department

### *Agency*

Glendale Heights (IL) Police  
Department  
300 Civic Center Plaza  
Glendale Heights, IL 60139

### *Chief Executive Officer*

Chief Of Police  
Douglas R. Flint

### *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 ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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## EXECUTIVE SUMMARY

### *Overview:*

The Glendale Heights (IL) Police Department is currently commanded by Douglas R. Flint. 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 Service Review:*

CALEA Compliance Services Member(s) Rob Sofie remotely reviewed 79 standards for the agency on 1/18/2019 using Law Enforcement Manual 6.12. 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.

- 41.2.3 – Roadblocks and Forcible Stopping\* (LE1) – ISSUE: The agency Written Directive (WD) makes provision for various types of forcible stopping, albeit under limited circumstances. The agency reports just two such occurrences in the last 30 years. The file does not contain documentation for training on each specific type of permissible stopping, as bullet b mandates. Rather, the agency offers a review of the pursuit policy for training, but policy review alone does not fully meet CALEA criteria for training. The agency is currently revisiting their forcible stopping policy/practices, and report they are considering revising their WD to likely remove 'roadblocks', but continue to allow other types of forcible stopping. They are simultaneously seeking out training for these remaining forcible stopping techniques, but have asked this standard status remain 'in progress' pending this process. The agency fully understands the requirement that training must occur for compliance, and commits to ensuring this occurs well before their year two annual review. AGENCY ACTION NEEDED: It is recommended that the agency add documentation of actual completed training for each type of permissible forcible stopping. The training should include a review of policy, but not be limited to policy review. Documentation should include a roster of members who successfully completed the training, and inclusion of the training Lesson Plan is advisable. Suggest future year CSM review to verify compliance.

CALEA Compliance Services Member(s) Dorris Certain remotely reviewed 138 standards for the agency on 12/17/2019 using Law Enforcement Manual 6.12. 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.

- 33.1.1 – Training Committee – ISSUE: - Bullet E of the standard requires a written directive to identify the agency member to whom the committee reports. The agency directive stated that the committee reports to the Chief; however, reports provided as proofs were directed to a deputy chief. AGENCY ACTION NEEDED: The agency should consider either revision of their existing directive to reflect the current practice or correction of future reporting procedures. AGENCY ACTION TAKEN: The agency revised their directive to indicate the training committee will report to the deputy chief. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.
- 41.2.3 – Roadblocks and Forcible Stopping\* (LE1) – ISSUE: - AGENCY ACTION NEEDED: AGENCY ACTION: The agency directive now limits permissible roadblocks and forcible stopping techniques to the use of a Rolling Roadblock. The agency has provided proof of training through a video presentation and has documented officer receipt of the training. The agency also conducts annual training on their pursuit policy which includes forcible stopping techniques.

CALEA Compliance Services Member(s) Lou Moreto remotely reviewed 151 standards for the agency on 12/12/2020 using Law Enforcement Manual 6.12. 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) Danny Messimer remotely reviewed 110 standards for the agency on 6/23/2021 using Law Enforcement Manual 6.12. 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.

### *Site-Based Assessment Review:*

From 8/2/2021 to 8/4/2021, William Welch, Melissa Manrow visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- **COMMUNITY ORIENTED POLICING** - Community Oriented Policing is a strong suit of the agency, they are in constant community contact and are open with an exchange of dialog within its district. Events and meetings such as Neighborhood Watch, Civilian Police Academies, and contact with business and civic leaders regarding topics of concern and law enforcement matters of interest to the community and businesses.
- **PEER SUPPORT** - The agency peer support team insures that agency members have the recourses available to help officers mental stability which in turn reflects on the officers performance and decision making. While the peer support team does not make referrals to the early warning system, the early warning system can and will sometimes ask peer support to informally contact an employee.
- **CRITICAL INCIDENT TRAINING** - While the state of Illinois has a law requiring that officers be on the job for two years prior to receiving that training, Chief Flint differs and believes all officers should be trained from hire in CIT. Further, agency sworn personnel are mostly new to law enforcement, many having less than five years' experience. The agency received the IACP "One Mind Campaign" award for their efforts.
- **TECHNOLOGY** - The Glendale Heights Police Department has integrated several technological advancements since our previous reaccreditation in 2017. The State of Illinois recently enacted legislation mandating all law enforcement agencies to equip their officers with a body worn camera (BWC) by January 1, 2025. The department chose to move forward and implement BWC's in April 2021. The department has a Facebook page and Tik Tok account utilized to increase public interest, foster collaborative conversations, and continually provide new and innovative ways to get members of the community involved.
- **OFFICER RETENTION** - The Glendale Heights Police Department strives to maximize factors attracting new officers and minimize factors that may cause officers to leave. Since Chief Flint's appointment in 2016, departing employees stayed an average of 26 years. The department offers the following key elements that attribute to the successful retention of officers:  
Compensation, Scheduling, Rotating Specialized Assignments, Team Environment, and Training.  
The department assisted in certifying sworn members in becoming certified instructors with

During the Site-Based Assessment Review, the assessment team conducted 27 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

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## CHIEF EXECUTIVE OFFICER PROFILE

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### *Douglas R. Flint*

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Douglas R. Flint was appointed Chief of Police for the Glendale Heights Police Department on April 8, 2016. Chief Flint began his career with the Glendale Heights Police Department on July 10, 1988. During his 33 years of service Chief Flint served as a patrol officer, investigator, and special operations detective. He was promoted to patrol sergeant in 2003 and served as the firearms and range, training and Investigations Sergeant. Chief Flint is an instructor for Northeast Multi Regional Training (NEMRT) in the areas of supervisory leadership and ethics.

Chief Flint holds a Bachelor of Science degree from Illinois State University and a Master of Science in Management from American Military University. He is a graduate of Northwest University's School of Police Staff and Command, and is a member of the International Association of Chiefs of Police (IACP), the Illinois Association of Chiefs of Police (ILACP), and the DuPage County Chiefs of Police Association. Chief Flint also serves on the board of directors for DuPage Metropolitan Enforcement Group (DuMEG), DuPage County Chiefs, and DuPage County Major Crimes Task Force.

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## COMMUNITY PROFILE

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The Village of Glendale Heights is located in DuPage County, Illinois, approximately 25 miles northwest of the Chicago Loop and 15 miles southwest of O'Hare International Airport. Formerly a large rural area, Glendale Heights was incorporated as a village in 1959 with a population of 104 people.

With an area of about six square miles and a growing, culturally diverse population of 34,208 (2010 census), Glendale Heights is a developmentally balanced community with a variety of zoned areas. In addition to approximately 11,500 residential properties, the Village is home to a number of industrial, retail and religious venues, as well as two public school districts, two fire protection districts, a hospital, golf course, and numerous parks and sports fields.

Glendale Heights is a "home rule" municipality with a Village President/Administrator style of government. The Village President, Village Clerk and six district Trustees serve staggered four-year election terms. Ms. Linda Jackson serves as the Village President. Management oversight of department heads and the 197 full time employees is provided by Village Administrator, Michael Marron.

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## AGENCY HISTORY

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Until 1958 the area that is now Glendale Heights was largely rural with the exception of small pockets of subdivisions. In 1958, Midland Enterprises, operated by Charles and Harold Reskin bought two farms on Glen Ellyn Road, north of North Avenue. The first houses were built in Glendale Heights that year.

By early summer of 1959 with a population of 104, a petition to incorporate was circulated and filed, the court declared the Village organized and the first election was held on August 2, 1959. The first meeting of the Village board was on September 1, 1959 at the home of the newly elected Village President Anthony Larry. Through incorporated as Glendale, the name was changed to Glendale Heights in March 1960 because of a conflict with another Glendale in southern Illinois. The name chosen is appropriate for "Glendale" as it reflects a close geographic identity with two neighbors, Glen Ellyn to the south and Bloomingdale to the north. "Heights" describes the unique topography of the Village as it rests on two distinct elevations with 100-foot variation.

Today, Glendale Heights is a modern, residential, suburban community. Over the years, the Village has experienced significant growth, both in population, and within our business community. Its landscape is dotted with ranch homes, split levels, apartments, condominiums, shopping centers, churches, industrial business parks, beautiful community and neighborhood parks, modern service facilities, and two excellent elementary school systems.



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## AGENCY STRUCTURE AND FUNCTION

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The Glendale Heights Police Department is commanded by the Chief of Police appointed by the Village President in accordance with Village Code. The agency reorganized itself from three divisions: Administration, Patrol Operations, and Support Operations, into two divisions, Operations and Support in November 2013.

The Operations Division, headed by a Deputy Chief of Police, is responsible for providing 24-hour police services and includes patrol officers and sergeants, community service officers, and a canine unit. The Support Division, headed by a Deputy Chief of Police, includes the Investigations Section, school resource officers, Records Section, Communications, community outreach specialist, evidence officer, school crossing guards, emergency management, accreditation, planning and research and grant management.

The agency has fifty-four full time sworn officers and utilizes five part time reserve officers. The agency has twelve full time civilian personnel and twopart-time civilian personnel.

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## AGENCY SUCCESSES

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In 2019, The Glendale Heights Police Department implemented a peer support team that provides both individual support and assistance during critical incidents.

In June, 2019, the department hosted a fitness instructor training program and we now have a member who is a certified 911 Fitness Training Instructor. New fitness equipment was purchased and set up in the Departments gym. Existing unused office space has been repurposed with new equipment as well.

Development of a five year strategic plan for the department was completed in October, 2019.

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## FUTURE ISSUES FOR AGENCY

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Loss of Experienced Officers/Command Staff Reaching Retirement Age - The Department continues to lose experienced officers through either retirement or promotion. Each member of command staff has a minimum of twenty-five years of service and is either at or approaching retirement age.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Rob Sofie

On 1/18/2019, the Year 1 Remote Web-based Assessment of Glendale Heights (IL) Police Department was conducted. The review was conducted remotely and included 79 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	
1.1.1 Oath of Office (LE1) (MMMM)	<b>Compliance Verified</b>
1.1.2 Code of Ethics* (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.6 Alternatives to Arrest (MMMM)	<b>Compliance Verified</b>
1.2.7 Use of Discretion (MMMM)	<b>Compliance Verified</b>
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.3 Warning Shots (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.2.1 Direct Command, Component	<b>Compliance Verified</b>
11.3.2 Supervisory Accountability	<b>Compliance Verified</b>
11.4.3 Accreditation Maintenance	<b>Compliance Verified</b>
11.4.5 Electronic Data Storage	<b>Compliance Verified</b>
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	<b>Compliance Verified</b>
12.2.2 Dissemination and Storage (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
17.4.1 Accounting System*	<b>Compliance Verified</b>
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	<b>Agency Elected 20%</b>
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
22.2.1 Physical Examinations	<b>Compliance Verified</b>
22.2.3 Fitness and Wellness Program	<b>Agency Elected 20%</b>
22.4.2 Coordination/Control of Records	<b>Compliance Verified</b>
22.4.3 Annual Analysis*	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	<b>Compliance Verified</b>
26.2.3 CEO Direct Accessibility	<b>Compliance Verified</b>
26.2.5 Annual Statistical Summaries; Public Availability*	<b>Compliance Verified</b>
26.3.2 CEO, Notification (LE1)	<b>Compliance Verified</b>
26.3.7 Relieved from Duty	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.2.2 Annual Analysis	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.2 Training Attendance Requirements	<b>Compliance Verified</b>
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
35.1.6 Unsatisfactory Performance	<b>Compliance Verified</b>
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>

Standards	Findings
41.2.3 Roadblocks and Forcible Stopping* (LE1) <b>Notes:</b> ISSUE: The agency Written Directive (WD) makes provision for various types of forcible stopping, albeit under limited circumstances. The agency reports just two such occurrences in the last 30 years. The file does not contain documentation for training on each specific type of permissible stopping, as bullet b mandates. Rather, the agency offers a review of the pursuit policy for training, but policy review alone does not fully meet CALEA criteria for training. The agency is currently revisiting their forcible stopping policy/practices, and report they are considering revising their WD to likely remove 'roadblocks', but continue to allow other types of forcible stopping. They are simultaneously seeking out training for these remaining forcible stopping techniques, but have asked this standard status remain 'in progress' pending this process. The agency fully understands the requirement that training must occur for compliance, and commits to ensuring this occurs well before their year two annual review. AGENCY ACTION NEEDED: It is recommended that the agency add documentation of actual completed training for each type of permissible forcible stopping. The training should include a review of policy, but not be limited to policy review. Documentation should include a roster of members who successfully completed the training, and inclusion of the training Lesson Plan is advisable. Suggest future year CSM review to verify compliance.	<b>Standard Issue</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
41.3.5 Protective Vests (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.1 On-Call Schedule	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.3 Annual Program Review*	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	<b>Compliance Verified</b>
45.2.1 Community Input Process*	<b>Compliance Verified</b>
45.2.2 Citizens Survey*	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	<b>Compliance Verified</b>
46.1.3 Command Function* (LE1)	<b>Compliance Verified</b>
46.1.8 Equipment Inspection*	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
53 Inspectional Services	
53.2.1 Staff Inspections*	<b>Agency Elected 20%</b>
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	<b>Compliance Verified</b>
61 Traffic	
61.1.9 Impaired Driver Enforcement Program	<b>Compliance Verified</b>
61.3.4 School Crossing Guards*	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>
70.1.7 Procedures, Escape* (LE1)	<b>Compliance Verified</b>
70.4.1 Vehicle Safety Barriers	<b>Compliance Verified</b>
70.4.2 Rear Compartment Modifications (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	<b>Compliance Verified</b>
71.4.3 Inspections* (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	<b>Compliance Verified</b>
72.4.1 Securing Weapons (LE1)	<b>Compliance Verified</b>
72.4.10 Procedures, Escape	<b>Compliance Verified</b>
73 Court Security	
73.2.1 Facilities, Equipment, Security Survey*	<b>Compliance Verified</b>
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	<b>Compliance Verified</b>
82 Central Records	
82.1.3 Records Retention Schedule	<b>Compliance Verified</b>
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
82.3.6 ID Number and Criminal History	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	<b>Compliance Verified</b>
84.1.5 Records, Status of Property (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Dorris Certain

On 12/17/2019, the Year 2 Remote Web-based Assessment of Glendale Heights (IL) Police Department was conducted. The review was conducted remotely and included 138 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	
1.1.4 Consular Notification (MMMM)	<b>Compliance Verified</b>
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	<b>Compliance Verified</b>
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	<b>Not Applicable by Function</b>
2.1.3 Written Agreements for Mutual Aid (OOOO)	<b>Compliance Verified</b>
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	<b>Compliance Verified</b>
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	<b>Compliance Verified</b>
3.1.2 Employee Rights (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	<b>Compliance Verified</b>
11.3.1 Responsibility/Authority (LE1)	<b>Compliance Verified</b>
11.3.3 Notify CEO of Incident with Liability (LE1)	<b>Compliance Verified</b>
11.4.4 Computer Software Policy	<b>Compliance Verified</b>
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	<b>Compliance Verified</b>
12.1.2 Command Protocol (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	



Standards	Findings
15.1.3 Multiyear Plan	<b>Compliance Verified</b>
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
<b>17 Fiscal Management and Agency Property</b>	
17.4.3 Independent Audit	<b>Compliance Verified</b>
17.5.1 Inventory and Control	<b>Compliance Verified</b>
17.5.2 Operational Readiness (LE1)	<b>Compliance Verified</b>
<b>21 Classification and Delineation of Duties and Responsibilities</b>	
21.1.1 Job Analysis	<b>Compliance Verified</b>
<b>22 Personnel Management System</b>	
22.1.9 Military Deployment and Reintegration (LE1)	<b>Compliance Verified</b>
22.2.2 General Health and Physical Fitness (LE1)	<b>Compliance Verified</b>
22.2.5 Extra-Duty Employment (LE1)	<b>Compliance Verified</b>
22.4.1 Grievance Procedures (LE1)	<b>Compliance Verified</b>
<b>26 Disciplinary Procedures and Internal Investigations</b>	
26.1.1 Code of Conduct (LE1)	<b>Compliance Verified</b>
26.1.4 Disciplinary System (LE1)	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.2.4 Complaint/Commendation Registering Procedures (LE1)	<b>Compliance Verified</b>
26.3.3 Investigation Time Limits (LE1)	<b>Compliance Verified</b>
26.3.5 Statement of Allegations/Rights (LE1)	<b>Compliance Verified</b>
<b>31 Recruitment and Selection</b>	
31.4.1 Selection Process Described (LE1)	<b>Compliance Verified</b>
31.5.1 Background Investigations (LE1)	<b>Compliance Verified</b>
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.1 Training Committee	<b>Standard Issue</b>
<p><b>Notes:</b> ISSUE: - Bullet E of the standard requires a written directive to identify the agency member to whom the committee reports. The agency directive stated that the committee reports to the Chief; however, reports provided as proofs were directed to a deputy chief. <b>AGENCY ACTION NEEDED:</b> The agency should consider either revision of their existing directive to reflect the current practice or correction of future reporting procedures. <b>AGENCY ACTION TAKEN:</b> The agency revised their directive to indicate the training committee will report to the deputy chief. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.</p>	
33.2.1 Academy Administration and Operation	<b>Not Applicable by Function</b>
33.2.2 Academy Facilities	<b>Not Applicable by Function</b>

Standards	Findings
33.4.2 Recruit Training Program (LE1)	<b>Compliance Verified</b>
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
33.6.2 Tactical Team Training Program (LE1)	<b>Compliance Verified</b>
33.8.2 Skill Development Training Upon Promotion (LE1)	<b>Compliance Verified</b>
<b>34 Promotion</b>	
34.1.1 Agency Role, Authority and Responsibility (LE1)	<b>Compliance Verified</b>
34.1.5 Eligibility Lists	<b>Compliance Verified</b>
<b>41 Patrol</b>	
41.1.5 Police Service Canines (LE1)	<b>Compliance Verified</b>
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1) <b>Notes:</b> ISSUE: - AGENCY ACTION NEEDED: AGENCY ACTION: The agency directive now limits permissible roadblocks and forcible stopping techniques to the use of a Rolling Roadblock. The agency has provided proof of training through a video presentation and has documented officer receipt of the training. The agency also conducts annual training on their pursuit policy which includes forcible stopping techniques.	<b>Compliance Verified</b>
41.2.4 Notification Procedures (LE1)	<b>Compliance Verified</b>
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	<b>Compliance Verified</b>
41.3.9 License Plate Recognition Systems	<b>Not Applicable by Function</b>
<b>42 Criminal Investigation</b>	
42.2.6 Informants (LE1)	<b>Compliance Verified</b>
42.2.9 Line-ups	<b>Compliance Verified</b>
<b>43 Vice, Drugs, and Organized Crime</b>	
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
<b>44 Juvenile Operations</b>	
44.2.4 School Services Program	<b>Compliance Verified</b>
<b>46 Critical Incidents, Special Operations, and Homeland Security</b>	
46.2.7 Special Events Plan (LE1)	<b>Compliance Verified</b>
46.2.8 Event Deconfliction Process	<b>Compliance Verified</b>
46.3.2 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
<b>54 Public Information</b>	
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
<b>55 Victim/Witness Assistance</b>	
55.2.5 Assistance, Suspect Arrest	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
55.2.6 Next-of-Kin Notification	<b>Compliance Verified</b>
61 Traffic	
61.3.2 Direction/Control Procedures (LE1)	<b>Compliance Verified</b>
61.4.1 Motorist Assistance (LE1)	<b>Compliance Verified</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Risk (LE1)	<b>Compliance Verified</b>
70.2.1 Detainee Restraint Methods (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	<b>Compliance Verified</b>
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Compliance Verified</b>
73 Court Security	
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.3.2 Use of Restraints	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Compliance Verified</b>
73.5.1 Training*	<b>Not Applicable by Function</b>
73.5.2 Detainee Searches	<b>Not Applicable by Function</b>
73.5.3 Detainee Property Security	<b>Not Applicable by Function</b>
73.5.4 Segregation	<b>Not Applicable by Function</b>
73.5.5 Procedure for Medical Assistance	<b>Not Applicable by Function</b>
73.5.6 First Aid Kit*	<b>Not Applicable by Function</b>
73.5.7 Access of Nonessential Persons	<b>Not Applicable by Function</b>
73.5.8 Minimum Conditions*	<b>Not Applicable by Function</b>
73.5.9 Fire Alarm System*	<b>Not Applicable by Function</b>
73.5.10 Evacuation Plan	<b>Not Applicable by Function</b>
73.5.11 Pest Control Inspection*	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.13 Entering Occupied Cells	<b>Not Applicable by Function</b>
73.5.14 Key Control	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
73.5.15 Facility Door Security	<b>Not Applicable by Function</b>
73.5.16 Cell Security Checks	<b>Not Applicable by Function</b>
73.5.17 Facility Security Inspections*	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
73.5.19 Panic Alarms*	<b>Not Applicable by Function</b>
73.5.20 Escape Procedures	<b>Not Applicable by Function</b>
73.5.22 Posted Access to Medical Service	<b>Not Applicable by Function</b>
73.5.23 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
73.5.24 Supervision of Opposite Gender	<b>Not Applicable by Function</b>
<b>74 Legal Process</b>	
74.1.1 Information, Recording (LE1)	<b>Compliance Verified</b>
<b>81 Communications</b>	
81.2.1 24 Hour, Toll-Free Service (LE1)	<b>Not Applicable by Function</b>
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Not Applicable by Function</b>
81.2.3 Recording Information (LE1)	<b>Not Applicable by Function</b>
81.2.4 Radio Communications Procedures (LE1)	<b>Not Applicable by Function</b>
81.2.5 Access to Resources (LE1)	<b>Not Applicable by Function</b>
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	<b>Not Applicable by Function</b>
81.2.7 Recording and Playback (LE1)	<b>Not Applicable by Function</b>
81.2.8 Local/State/Federal CJI Systems	<b>Not Applicable by Function</b>
81.2.9 Alternative Methods of Communication	<b>Not Applicable by Function</b>
81.2.10 Emergency Messages (LE1)	<b>Not Applicable by Function</b>
81.2.11 Misdirected Emergency Calls (LE1)	<b>Not Applicable by Function</b>
81.2.12 Private Security Alarms	<b>Not Applicable by Function</b>
81.2.13 First Aid Over Phone (LE1)	<b>Not Applicable by Function</b>
81.3.1 Communications Center Security (LE1)	<b>Not Applicable by Function</b>
81.3.2 Alternate Power Source* (LE1)	<b>Not Applicable by Function</b>
81.3.3 Mobile/Portable Radios	<b>Not Applicable by Function</b>
<b>82 Central Records</b>	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
82.3.4 Traffic Citation Maintenance (LE1)	<b>Compliance Verified</b>
<b>83 Collection and Preservation of Evidence</b>	

<b>Standards</b>	<b>Findings</b>
83.2.1 Guidelines and Procedures (LE1)	<b>Compliance Verified</b>
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
83.3.2 Evidence, Laboratory Submission (LE1)	<b>Compliance Verified</b>
<b>84 Property and Evidence Control</b>	
84.1.1 Evidence/Property Control System (LE1)	<b>Compliance Verified</b>
84.1.2 Storage and Security (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>
<b>91 Campus Law Enforcement</b>	
91.1.1 Risk Assessment and Analysis* (LE1)	<b>Not Applicable by Function</b>
91.1.2 Out of Agency Budget Coordination	<b>Not Applicable by Function</b>
91.1.3 Campus Background Investigation (LE1)	<b>Not Applicable by Function</b>
91.1.4 Campus Security Escort Service (LE1)	<b>Not Applicable by Function</b>
91.1.5 Emergency Notification System (LE1)	<b>Not Applicable by Function</b>
91.1.6 Behavioral Threat Assessment (LE1)	<b>Not Applicable by Function</b>
91.1.7 Security Camera Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.1.8 Emergency Only Phones and Devices* (LE1)	<b>Not Applicable by Function</b>
91.1.9 Administrative Investigation Procedures (LE1)	<b>Not Applicable by Function</b>
91.2.1 Agency Role and Responsibilities (LE1)	<b>Not Applicable by Function</b>
91.2.2 Personnel Assigned to Medical Centers	<b>Not Applicable by Function</b>
91.2.3 First Responses Responsibilities	<b>Not Applicable by Function</b>
91.3.1 Agency Role and Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.4.1 Position Responsible for Clery Act* (LE1)	<b>Not Applicable by Function</b>

***Response from Agency Regarding Findings:***

I would like to thank Calea Compliance Service Member Dorris Certain for her thorough review of our standards. Mrs. Certain was open minded during conversations with CALEA Coordinator Katie Pentecost and all issues were resolved without incident. Overall the CALEA process has professionalized our departments standards, created living documents that guide administration, supervisors and officers through major incidents and by partnering with Power DMS created the most user friendly and efficient policy search engine in law enforcement.

Doug Flint  
Chief of Police

## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Lou Moreto

On 12/12/2020, the Year 3 Remote Web-based Assessment of Glendale Heights (IL) Police Department was conducted. The review was conducted remotely and included 151 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	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	<b>Compliance Verified</b>
1.2.1 Legal Authority Defined (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.4 Search and Seizure (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.10 Duty to Intervene (LE1) (M M M M)	<b>Compliance Verified</b>
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.7 Choke Holds (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.5 Assault on Sworn Officer Review* (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.3.4 Police Action Death Investigations	<b>Compliance Verified</b>
11.4.1 Administrative Reporting Program	<b>Compliance Verified</b>
11.5.1 Temporary/Rotating Assignments	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	<b>Compliance Verified</b>
15.1.2 Organizational Placement/Planning and Research	<b>Compliance Verified</b>
15.1.4 Succession Planning	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	<b>Compliance Verified</b>
17.3.1 Requisition and Purchasing Procedures	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.4 Personnel Support Services Program	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
22.1.6 Clothing and Equipment	<b>Compliance Verified</b>
22.1.7 Employee Assistance Program	<b>Compliance Verified</b>
22.1.8 Employee Identification (LE1)	<b>Compliance Verified</b>
22.3.1 Agency Role	<b>Compliance Verified</b>
22.3.2 Ratification Responsibilities	<b>Compliance Verified</b>
<b>26 Disciplinary Procedures and Internal Investigations</b>	
26.1.2 Employee Awards	<b>Compliance Verified</b>
26.1.7 Termination Procedures	<b>Compliance Verified</b>
26.2.2 Records, Maintenance and Security (LE1)	<b>Compliance Verified</b>
<b>31 Recruitment and Selection</b>	
31.2.3 Equal Employment Opportunity Plan	<b>Compliance Verified</b>
31.5.2 Training	<b>Compliance Verified</b>
31.5.3 Truth Verification	<b>Compliance Verified</b>
31.5.4 Conducted by Certified Personnel	<b>Compliance Verified</b>
31.5.5 Use of Results	<b>Compliance Verified</b>
31.5.6 Medical Examinations	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.1 Training Committee	<b>Compliance Verified</b>
33.1.3 Outside Training Reimbursement	<b>Compliance Verified</b>
33.1.7 Training Class Records Maintenance	<b>Compliance Verified</b>
33.5.2 Shift Briefing Training	<b>Compliance Verified</b>
33.5.3 Accreditation Training (LE1)	<b>Compliance Verified</b>
33.5.4 Accreditation Manager Training	<b>Compliance Verified</b>
33.6.1 Specialized Training	<b>Compliance Verified</b>
33.8.1 Training for Career Development Personnel Training	<b>Compliance Verified</b>
33.8.3 Career Development Program	<b>Compliance Verified</b>
33.8.4 Educational Incentives	<b>Compliance Verified</b>
<b>34 Promotion</b>	
34.1.2 Promotional Process Described	<b>Compliance Verified</b>
34.1.4 Promotional Announcement	<b>Compliance Verified</b>
34.1.6 Promotional Probation	<b>Compliance Verified</b>
<b>35 Performance Evaluation</b>	

<b>Standards</b>	<b>Findings</b>
35.1.7 Employee Consultation	<b>Compliance Verified</b>
35.1.8 Rater Evaluation	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	<b>Compliance Verified</b>
41 Patrol	
41.1.1 Shift/Beat Assignment	<b>Compliance Verified</b>
41.1.2 Shift Briefing	<b>Compliance Verified</b>
41.1.3 Special-Purpose Vehicles	<b>Compliance Verified</b>
41.3.2 Equipment Specification/Replenishment (LE1)	<b>Compliance Verified</b>
41.3.3 Occupant Safety Restraints	<b>Compliance Verified</b>
41.3.4 Authorized Personal Equipment	<b>Compliance Verified</b>
42 Criminal Investigation	
42.2.3 Communication with Patrol Personnel	<b>Compliance Verified</b>
42.2.4 Investigative Task Forces	<b>Compliance Verified</b>
42.2.5 Deception Detection Examinations	<b>Compliance Verified</b>
42.2.7 Cold Cases	<b>Compliance Verified</b>
42.2.10 Show-ups	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	<b>Compliance Verified</b>
43.1.2 Records, Storage and Security	<b>Compliance Verified</b>
43.1.3 Confidential Funds	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	<b>Compliance Verified</b>
44.1.2 Policy Input, Others	<b>Compliance Verified</b>
44.2.5 Community Youth Programs	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.3.1 Program Description	<b>Compliance Verified</b>
45.3.2 Training	<b>Compliance Verified</b>
45.3.3 Uniforms	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.11 Personnel Identification	<b>Compliance Verified</b>
46.1.12 Crowd Control Response Training	<b>Compliance Verified</b>



<b>Standards</b>	<b>Findings</b>
46.2.6 VIP Security Plan	<b>Compliance Verified</b>
46.3.1 Providing Awareness Information	<b>Compliance Verified</b>
53 Inspectional Services	
53.1.1 Line Inspections	<b>Compliance Verified</b>
53.2.1 Staff Inspections*	<b>Compliance Verified</b>
54 Public Information	
54.1.1 Activities	<b>Compliance Verified</b>
54.1.2 Policy Input	<b>Compliance Verified</b>
54.1.4 Public Information Officer Training	<b>Compliance Verified</b>
61 Traffic	
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.1.11 License Reexamination Referrals	<b>Compliance Verified</b>
61.1.12 Parking Enforcement	<b>Compliance Verified</b>
61.3.3 Escorts (LE1)	<b>Compliance Verified</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>
61.4.4 Traffic Safety Materials	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	<b>Compliance Verified</b>
70.1.4 Interruption of Transport	<b>Compliance Verified</b>
70.1.5 Prisoner Communication	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	<b>Compliance Verified</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.4.2 Entering Occupied Cells	<b>Compliance Verified</b>
72.4.3 Key Control	<b>Compliance Verified</b>
72.4.9 Panic Alarms* (M M M M)	<b>Compliance Verified</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Compliance Verified</b>
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	<b>Not Applicable by Function</b>
73.2.1 Facilities, Equipment, Security Survey*	<b>Not Applicable by Function</b>
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
73.3.2 Use of Restraints	<b>Not Applicable by Function</b>
73.4.1 Identification, Availability, Operational Readiness	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.4.3 Duress Alarms*	<b>Not Applicable by Function</b>
73.5.1 Training*	<b>Not Applicable by Function</b>
73.5.2 Detainee Searches	<b>Not Applicable by Function</b>
73.5.3 Detainee Property Security	<b>Not Applicable by Function</b>
73.5.4 Segregation	<b>Not Applicable by Function</b>
73.5.5 Procedure for Medical Assistance	<b>Not Applicable by Function</b>
73.5.6 First Aid Kit*	<b>Not Applicable by Function</b>
73.5.7 Access of Nonessential Persons	<b>Not Applicable by Function</b>
73.5.8 Minimum Conditions*	<b>Not Applicable by Function</b>
73.5.9 Fire Alarm System*	<b>Not Applicable by Function</b>
73.5.10 Evacuation Plan	<b>Not Applicable by Function</b>
73.5.11 Pest Control Inspection*	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.13 Entering Occupied Cells	<b>Not Applicable by Function</b>
73.5.14 Key Control	<b>Not Applicable by Function</b>
73.5.15 Facility Door Security	<b>Not Applicable by Function</b>
73.5.16 Cell Security Checks	<b>Not Applicable by Function</b>
73.5.17 Facility Security Inspections*	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
73.5.19 Panic Alarms*	<b>Not Applicable by Function</b>
73.5.20 Escape Procedures	<b>Not Applicable by Function</b>
73.5.22 Posted Access to Medical Service	<b>Not Applicable by Function</b>
73.5.23 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
73.5.24 Supervision of Opposite Gender	<b>Not Applicable by Function</b>
<b>74 Legal Process</b>	
74.1.2 Execution/Attempt Service, Recording	<b>Compliance Verified</b>
74.3.1 Procedure, Criminal Process	<b>Compliance Verified</b>
<b>81 Communications</b>	
81.1.1 Agreements, Shared/Regional Facility	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
81.1.2 Operations Meet FCC Requirements	<b>Compliance Verified</b>
81.2.1 24 Hour, Toll-Free Service (LE1)	<b>Compliance Verified</b>
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>
81.2.4 Radio Communications Procedures (LE1)	<b>Compliance Verified</b>
81.2.5 Access to Resources (LE1)	<b>Compliance Verified</b>
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	<b>Compliance Verified</b>
81.2.7 Recording and Playback (LE1)	<b>Compliance Verified</b>
81.2.8 Local/State/Federal CJIS Systems	<b>Compliance Verified</b>
81.2.9 Alternative Methods of Communication	<b>Compliance Verified</b>
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.11 Misdirected Emergency Calls (LE1)	<b>Compliance Verified</b>
81.2.12 Private Security Alarms	<b>Compliance Verified</b>
81.2.13 First Aid Over Phone (LE1)	<b>Compliance Verified</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
81.3.3 Mobile/Portable Radios	<b>Compliance Verified</b>
<b>82 Central Records</b>	
82.2.3 Case Numbering System (LE1)	<b>Compliance Verified</b>
82.2.5 Reports by Phone, Mail or Internet	<b>Compliance Verified</b>
82.3.1 Master Name Index	<b>Compliance Verified</b>
<b>83 Collection and Preservation of Evidence</b>	
83.3.1 Collecting from Known Source	<b>Compliance Verified</b>
<b>84 Property and Evidence Control</b>	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	<b>Compliance Verified</b>
84.1.7 Final Disposition	<b>Compliance Verified</b>
84.1.8 Property Acquired through the Civil Process	<b>Compliance Verified</b>

***Response from Agency Regarding Findings:***

Thank you to the assessors who are taking their time and conducting their due diligence to ensure CALEA Accredited agencies are maintaining the highest standards within law enforcement. No more important time to ensure agency policies and procedures are in place and followed.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer

On 6/23/2021, the Year 4 Remote Web-based Assessment of Glendale Heights (IL) Police Department was conducted. The review was conducted remotely and included 110 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	
1.1.2 Code of Ethics* (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	<b>Compliance Verified</b>
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.5 Firearms Range (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.4.2 Accountability for Agency Forms	<b>Compliance Verified</b>
12 Direction	
12.1.4 Functional Communication/Cooperation	<b>Compliance Verified</b>
12.2.1 The Written Directive System (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.2 System for Evaluation/Goals and Objectives	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	<b>Compliance Verified</b>
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.3 Position Management System	<b>Compliance Verified</b>
21.2.4 Workload Assessment*	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.1 Salary Program	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
22.1.2 Leave Program	<b>Compliance Verified</b>
22.1.3 Benefits Program (LE1)	<b>Compliance Verified</b>
22.1.10 Bonding/Liability Protection (M M M M)	<b>Compliance Verified</b>
22.2.3 Fitness and Wellness Program	<b>Compliance Verified</b>
22.2.4 Off-Duty Employment	<b>Compliance Verified</b>
22.4.3 Annual Analysis*	<b>Compliance Verified</b>
<b>26 Disciplinary Procedures and Internal Investigations</b>	
26.1.5 Role and Authority of Supervisors	<b>Compliance Verified</b>
26.1.6 Appeal Procedures	<b>Compliance Verified</b>
26.1.8 Records	<b>Compliance Verified</b>
26.3.1 Complaint Types	<b>Compliance Verified</b>
26.3.4 Informing Complainant	<b>Compliance Verified</b>
26.3.6 Submission to Tests, Procedures	<b>Compliance Verified</b>
<b>31 Recruitment and Selection</b>	
31.1.1 Agency Participation	<b>Compliance Verified</b>
31.1.2 Assignment/Recruitment	<b>Compliance Verified</b>
31.2.1 Recruitment Plan (LE1)	<b>Compliance Verified</b>
31.3.1 Job Announcements	<b>Compliance Verified</b>
31.3.2 Notification Expectations	<b>Compliance Verified</b>
31.3.3 Maintaining Applicant Contact	<b>Compliance Verified</b>
31.4.4 Candidate Information	<b>Compliance Verified</b>
31.4.5 Notification of Ineligibility	<b>Compliance Verified</b>
31.4.8 Sworn Appointment Requirements (M M M M)	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.4 Lesson Plan Requirements	<b>Compliance Verified</b>
33.2.3 Outside Academy, Role	<b>Compliance Verified</b>
33.2.4 Outside Academy, Agency Specific Training	<b>Compliance Verified</b>
33.3.1 Instructor Training	<b>Not Applicable by Function</b>
33.4.1 Recruit Training Required (LE1)	<b>Compliance Verified</b>
33.4.4 Entry Level Training (LE1) (M M M M)	<b>Compliance Verified</b>
33.7.1 Non-sworn Orientation	<b>Compliance Verified</b>
33.7.2 Non-Sworn Pre-Service and In-Service Training	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
34 Promotion	
34.1.3 Job Relatedness	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.1 Performance Evaluation System	<b>Compliance Verified</b>
35.1.4 Evaluation Criteria	<b>Compliance Verified</b>
35.1.5 Evaluation Components	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	<b>Compliance Verified</b>
40.2.2 Intelligence Analysis Procedures	<b>Compliance Verified</b>
41 Patrol	
41.1.4 Agency Service Animals	<b>Not Applicable by Function</b>
41.2.5 Missing Persons (LE1)	<b>Compliance Verified</b>
41.2.6 Missing Children (LE1)	<b>Compliance Verified</b>
41.3.1 Patrol Vehicles Lights, Sirens	<b>Compliance Verified</b>
41.3.7 Mobile Data Access	<b>Compliance Verified</b>
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.2 Case-Screening System	<b>Compliance Verified</b>
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
42.1.4 Accountability, Preliminary/Follow-Up Investigations	<b>Compliance Verified</b>
42.1.5 Habitual/Serious Offenders	<b>Compliance Verified</b>
42.2.1 Preliminary Investigations Steps (LE1)	<b>Compliance Verified</b>
42.2.2 Follow-Up Investigations Steps	<b>Compliance Verified</b>
42.2.8 Interview Rooms (LE1)	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.4 Equipment, Authorization and Control	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	<b>Compliance Verified</b>
44.2.2 Procedures for Custody (LE1)	<b>Compliance Verified</b>
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
45.1.3 Prevention Input	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	<b>Compliance Verified</b>
46.1.5 Planning Function (LE1)	<b>Compliance Verified</b>
46.1.6 Logistics Function (LE1)	<b>Compliance Verified</b>
46.1.7 Finance/Administration Function (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.5 Uniform Enforcement Policies (LE1)	<b>Compliance Verified</b>
61.1.7 Stopping/Approaching (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.3.1 Sick, Injured, Disabled	<b>Compliance Verified</b>
70.3.2 Hospital Security and Control	<b>Compliance Verified</b>
70.3.3 Special Situations	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	<b>Compliance Verified</b>
71.4.1 Physical Conditions (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	<b>Compliance Verified</b>
72.3.2 Posted Evacuation Plan	<b>Compliance Verified</b>
72.3.3 Sanitation Inspection*	<b>Compliance Verified</b>
72.4.5 Security Checks	<b>Compliance Verified</b>
72.4.6 Security Inspections*	<b>Compliance Verified</b>
72.4.8 Alerting Control Point	<b>Compliance Verified</b>
72.4.9 Panic Alarms* (M M M M)	<b>Compliance Verified</b>
72.4.11 Report, Threats to Facility*	<b>Compliance Verified</b>
72.5.1 Detainee Searches	<b>Compliance Verified</b>
72.5.2 Intake	<b>Compliance Verified</b>
72.6.1 Procedure, Medical Assistance	<b>Compliance Verified</b>
72.6.2 First Aid Kit*	<b>Compliance Verified</b>
72.7.1 Procedure, Detainee Rights	<b>Compliance Verified</b>

Standards	Findings
72.8.1 Monitoring of Detainees (M M M M)	<b>Compliance Verified</b>
72.8.2 Audio/Visual Surveillance	<b>Compliance Verified</b>
72.8.3 Supervision, Opposite Gender	<b>Compliance Verified</b>
74 Legal Process	
74.1.3 Warrant/Wanted Person Procedures	<b>Compliance Verified</b>
74.2.1 Procedure, Civil Process	<b>Compliance Verified</b>
82 Central Records	
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
82.2.1 Field Reporting System (LE1)	<b>Compliance Verified</b>
82.2.2 Reporting Requirements (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	<b>Compliance Verified</b>
83.2.3 Fingerprinting	<b>Compliance Verified</b>
83.2.5 Procedures, Seizure of Electronic Equipment	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

***Response from Agency Regarding Findings:***

CEO Feedback not provided.



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## SITE-BASED ASSESSMENT

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9/28/2021

### *Planning and Methodology:*

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Chief Douglas Flint and Katie Pentecost, accreditation manager were contact in mid June to develop a plan for the upcoming assessment on August 2-4, 2021. Focus areas were discussed and assigned along with with dates and times for the call in session and a Zoom public hearing, both were scheduled for August 3, 2021. Provided was a video tour of the agency along with related equipment. During the on-site a scheduled National Night out was planned by the agency and a YouTube video was recorded and presented to the assessment team.

### *COMMUNITY ORIENTED POLICING*

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The agency convenes monthly neighborhood watch meetings, circulating through the four zones of the jurisdiction by meeting in schools, apartment complexes, civic organizations, and other locations walkable by the citizens of that zone. The agency shares crime statistics, offers speakers of interest, and provides safety and crime prevention information to attendees.

The agency also maintains contact with business and civic leaders regarding topics of concern and law enforcement matters of interest to the community and businesses. Community Outreach staff provide monthly reports of ongoing concerns and activity to the agency CEO, including resolution or escalation of previously reported matters.

The agency has offered a Citizens' Police Academy for over 26 years, participates in National Night Out, attends Park Parties offered by the village, and continues to see the benefits of allowing officers autonomy to problem-solve and take action in the community. One clear tangible benefit was catching many car break-ins in progress last year, apparently by the same few individuals known to officers and the community.

Another fine example of problem-solving came when an employee with a cybersecurity degree approached him with an elaborate presentation explaining the shortfalls of the agency's social media profile. The chief gave this three-year veteran the responsibility for the profile after that presentation, recognizing that officer's engagement with the topic and investment in improving the agency's visibility.

### *Standards Issues:*

n/a

### *Suggestions*

N/A

### *PEER SUPPORT*

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Chief Flint believes that good mental health and wellness for employees is as critical as recognizing the possible mental illness of citizens and formed a peer support team to improve staff mental health. The team has seven members who were chosen by a semi-anonymous poll of employees. The poll asked which six staff members of their peers they would most want by their side in a time of crisis. The seventh member is a chaplain who is also a trained professional counselor. While the peer support team does not make referrals to the early warning system, the early warning system can and will sometimes ask peer support to informally contact an employee.

Ongoing training is the foundation for the program's success, and believes it is more effective for law enforcement

personnel than EAP because the team members are likewise from law enforcement. The agency continues to pursue various efforts to increase mental health care, including the approval of a comfort K9.

**Standards Issues:**

n/a

**Suggestions**

N/A

**CRITICAL INCIDENT TRAINING**

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The agency shares that in 2018 the agency formed a goal of training 100% of their officers in Critical Incident Training, (CIT). While the state of Illinois has a law requiring that officers be on the job for two years prior to receiving that training, Chief Flint differs and believes all officers should be trained from hire in CIT. Further, agency sworn personnel are mostly new to law enforcement, many having less than five years' experience. Despite this hurdle, he and his team believed so strongly in the value of CIT that they diligently trained all who were eligible until meeting their goal in April 2020, when they received the IACP "One Mind Campaign" award for their efforts. Chief Flint shared that this goal arose from their belief in the importance of understanding and meeting the mental health needs of their community as well as their own workforce, but also with the knowledge of how uses of force affect the community and the agency. They strive continually to reduce uses of force, and while his background is tactical, he is well aware of the impact of use of force upon all involved in that use.

**Standards Issues:**

N/A

**Suggestions**

N/A

**TECHNOLOGY**

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The Glendale Heights Police Department has integrated several technological advancements since the previous reaccreditation in 2017. Most recently, the Department purchased Axon Body 3 cameras and replaced aging in-car systems with the Axon Fleet 2. Each supervisor, patrol officer, community service officer and investigations unit member is equipped with the Axon Body 3 camera.

The State of Illinois recently enacted legislation mandating all law enforcement agencies to equip their officers with a body worn camera (BWC) by January 1, 2025. The department chose to move forward and implement BWC's in April 2021.

The department purchased an additional pole camera, covert camera, two trail cameras, and a GPS tracker. These tools are deployed in areas where specific crime patterns and trends have been identified. The Chicago area suburbs have seen a dramatic increase in crime that include offenders from Chicago gangs committing vehicular car jackings, robbery, retail theft, and vehicle pursuits. The addition of these technological tools assist in investigations and offer a dynamic surveillance solution.

The department has designated members responsible for social media content. The department has a Facebook page and Tik Tok account utilized to increase public interest, foster collaborative conversations, and continually provide new and innovative ways to get members of the community involved.

**Standards Issues:**

N/A

### Suggestions

N/A

### OFFICER RETENTION

The Glendale Heights Police Department strives to maximize factors attracting new officers and minimize factors that may cause officers to leave. Since Chief Flint's appointment in 2016, departing employees stayed an average of 26 years. The

department offers the following key elements that attribute to the successful retention of officers: Compensation –To attract and retain good employees, the department provides competitive salaries that match or exceed the market average. In addition to competitive salaries, the village of Glendale Heights offers health insurance, retirement benefits and leave.

Scheduling – In 2016, the department moved to a ten and twelve hour hybrid patrol schedule. Officers have fewer consecutive working days and more full days off. Rotating Specialized Assignments – The department offers a multitude of rotating specialized assignments that include the following positions with three to five year assignment period. Task Forces Participation– The department offers participation in multiple county/state wide task forces providing officers with a valuable opportunity to work with others, develop networking skills, and learn new techniques to perform their jobs. Team Environment – The department fosters a team environment with each unit/division providing special activities towards the successful accomplishment of its mission. Training- The Glendale Heights Police Department biennially publishes a career development survey to determine the career goals and aspirations of department members. Curriculum is delivered various ways to include roll-call training, discussions, practical exercises, webinars, and scenario-based exercises. The department assisted in certifying sworn members in becoming certified instructors with North East Multi-Regional Training, Inc. They are one of fourteen Mobile Teams of the Illinois ASSIST Program that provide in-service training to our officers.

### Standards Issues:

N/A

### Suggestions

N/A

### Summary:

**Number of Interviews Conducted:** 27

**Assessors' Names:** William Welch, Melissa Manrow

**Site-Based Assessment Start Date:** 08/02/2021

**Site-Based Assessment End Date:** 08/04/2021

<b>Mandatory (M) Compliance</b>	356
<b>Other-Than-Mandatory (O) Compliance</b>	57
<b>Standards Issues</b>	0
<b>Waiver</b>	0
<b>(O) Elect 20%</b>	0
<b>Not Applicable</b>	46
<b>Total:</b>	459

**Percentage of applicable other-than-mandatory standards:**

100 %

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## COMMUNITY FEEDBACK AND REVIEW

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### *Public Information Session*

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Three people spoke at the Public Hearing, to Village Trustees, Bill Schmidt and Chester Pojack, both spoke highly of the agency and certainly took pride in the department and their commitment to the accreditation process and to the citizens of Glendale Heights. Both supported the re-accreditation of the Agency. The other speaker was Bruce Christian, CEO of AMITA Medical Center, he also supports the agency, noting its partnership and response to issues at the medical center, as well as assisting with planning with the need of the medical center.

### *Telephone Contacts*

---

Five phone calls were received, all were from surrounding law enforcement and the local prosecutor. Everyone that called supported the re-accreditation of the Glendale Heights Police Department. All noted their professionalism, commitment to the accreditation process, transparency with the community and willingness to partner with other law enforcement agencies.

### *Correspondence*

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Two letters of support were received during the on-site evaluation. State Senator Tom Cullerton, District 23, cited the commitment to transparency, to the community and the accreditation process. Interim Chief Jason Arres, Naperville Police Department supported the re-accreditation of the agency based on the professionalism, willingness to partner with other local agencies in forming task forces and sharing information.

### *Media Interest*

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No media interest during the on-site.

### *Public Information Material*

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The agency distributed public information material to all media outlets and the village website, and posted announcements in key locations around the village. A copy of the material was provided to the assessment team.

### *Community Outreach Contacts*

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The team spoke with seven community members including the former Mayor Linda Jackson, Superintendent of Schools, Dr. Joseph Williams, Neighborhood Watch member Sil Gomez, Ms. Shannon Harnett Executive Director for Northeast Dupage Family Youth Services, Tim Perry Nationwide Chaplain Services, Ms. Gie Turqueza, Century Point Apartments Manager and Mr. Vladimir Radovojevic, Chief Operating Officer at AMITA Health Adventist Medical Center. All were very positive about the agency and were extremely impressed with the professionalism and caring manner in which the Glendale Heights police department did their job. All supported the re-accreditation of the Police Department.

# STATISTICS AND DATA TABLES

## Overview

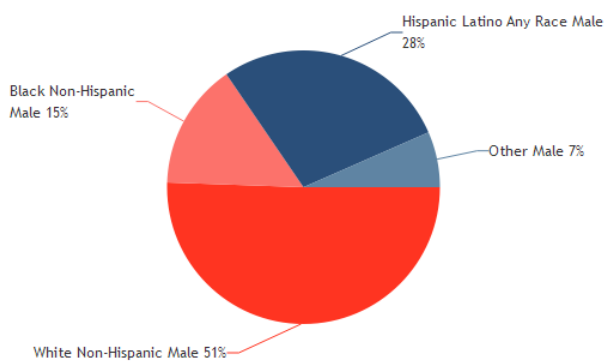
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

## Traffic Warnings & Citations - Reaccreditation Year 1

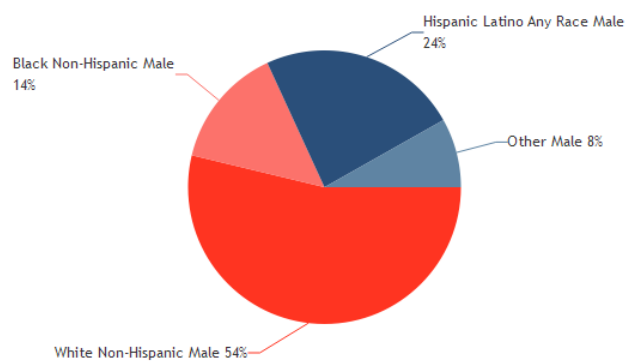
Data Collection Period: 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1109	1106	2215
Black Non-Hispanic Male	327	296	623
Hispanic Latino Any Race Male	614	488	1102
Other Male	144	168	312
White Non-Hispanic Female	730	667	1397
Black Non-Hispanic Female	233	223	456
Hispanic Latino Any Race Female	287	353	640
Other Female	99	96	195
TOTAL	3543	3397	6940

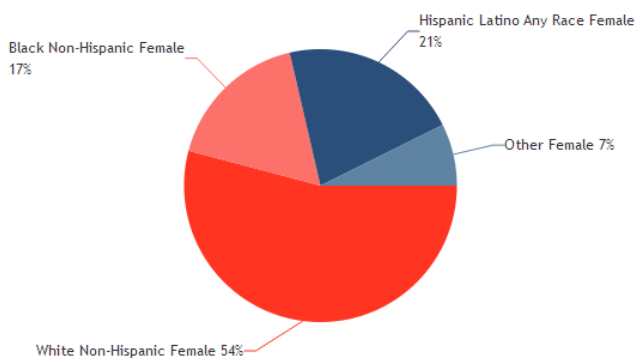
**Male Warnings**



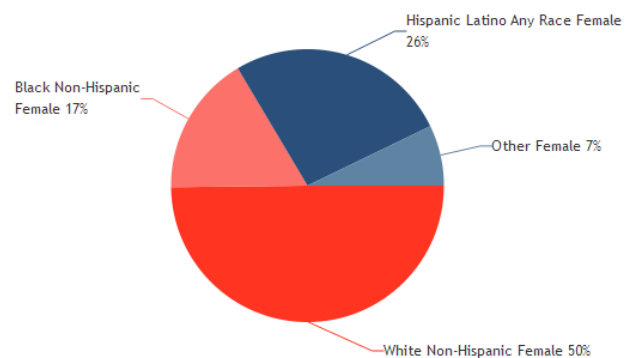
**Male Citations**



**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

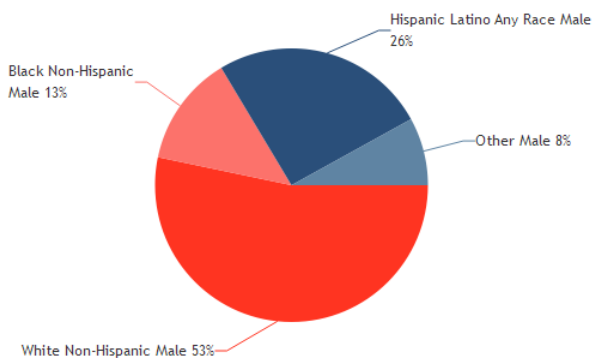
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1218	1119	2337
Black Non-Hispanic Male	300	287	587
Hispanic Latino Any Race Male	585	626	1211
Other Male	183	195	378
White Non-Hispanic Female	856	663	1519
Black Non-Hispanic Female	300	287	587
Hispanic Latino Any Race Female	257	195	452
Other Female	124	114	238
TOTAL	3823	3486	7309

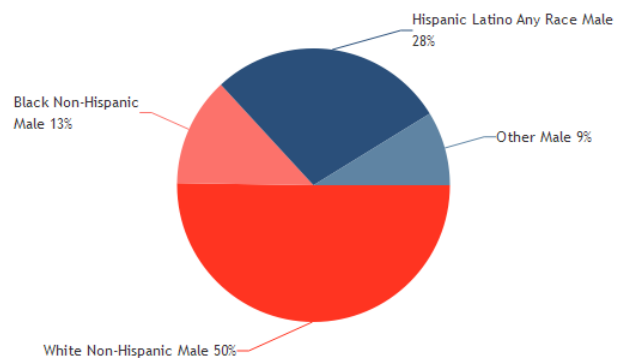
### Reaccreditation Year 2 Notes:

Please also include any other notes relevant to this summary.

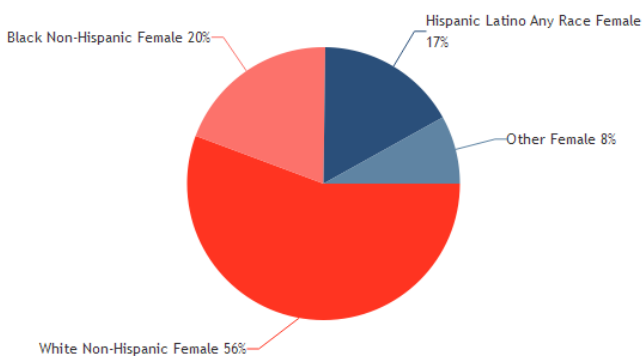
#### Male Warnings



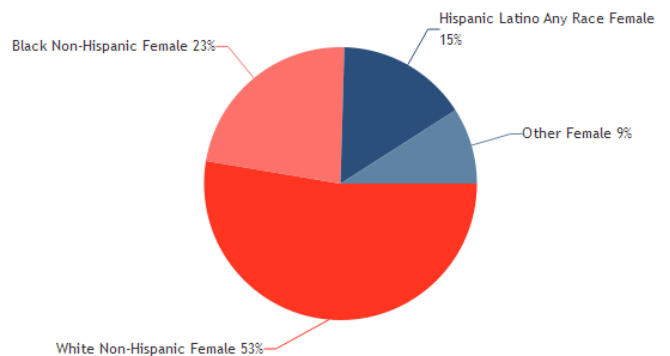
#### Male Citations



#### 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

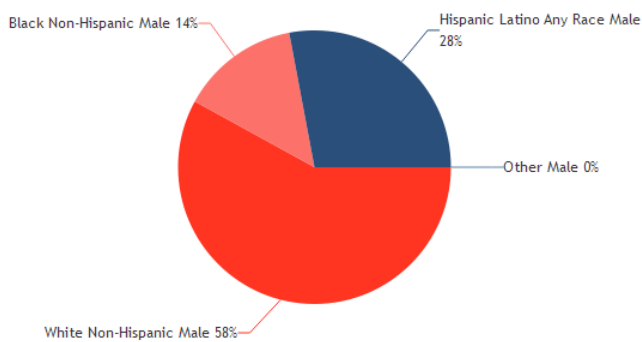
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1105	1072	2177
Black Non-Hispanic Male	268	277	545
Hispanic Latino Any Race Male	533	675	1208
Other Male			
White Non-Hispanic Female	633	605	1238
Black Non-Hispanic Female	208	192	400
Hispanic Latino Any Race Female	305	360	665
Other Female			
TOTAL	3052	3181	6233

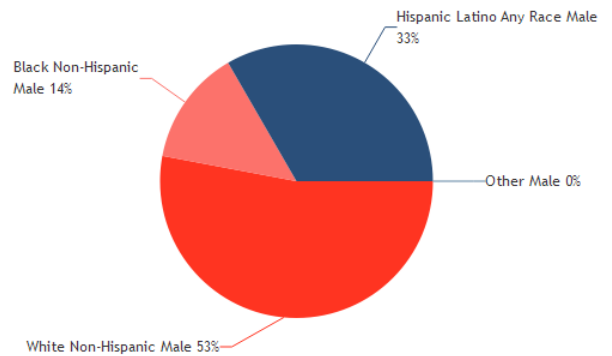
### Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.

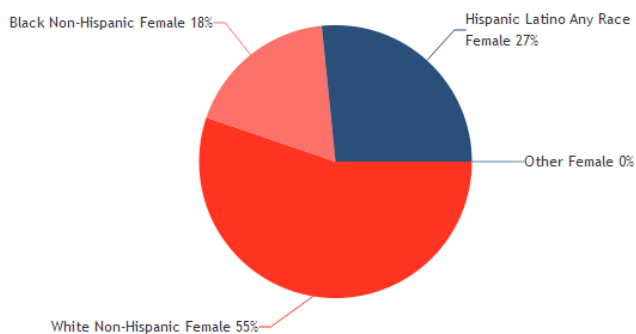
#### Male Warnings



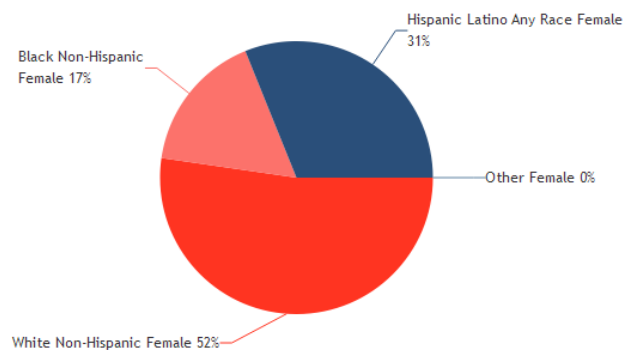
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

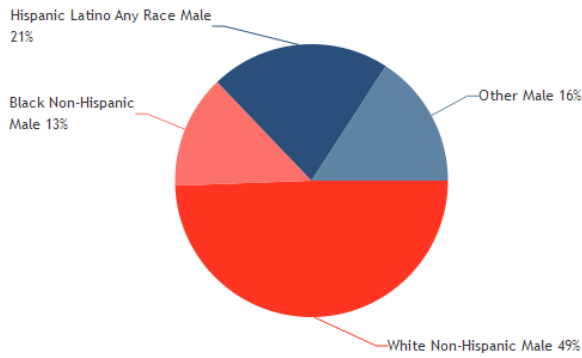


## Traffic Warnings & Citations - Reaccreditation Year 4

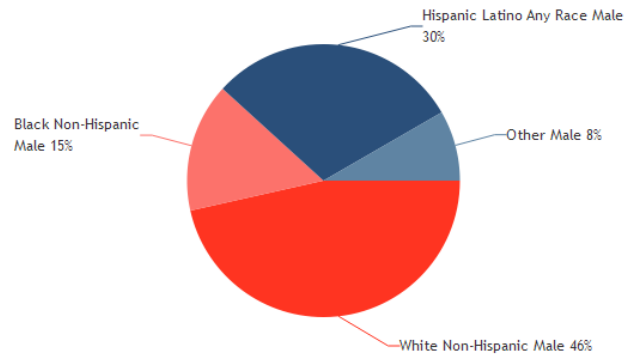
Data Collection Period: 1/2/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	515	502	1017
Black Non-Hispanic Male	140	165	305
Hispanic Latino Any Race Male	222	323	545
Other Male	165	90	255
White Non-Hispanic Female	350	243	593
Black Non-Hispanic Female	112	106	218
Hispanic Latino Any Race Female	148	150	298
Other Female	41	47	88
<b>TOTAL</b>	<b>1693</b>	<b>1626</b>	<b>3319</b>

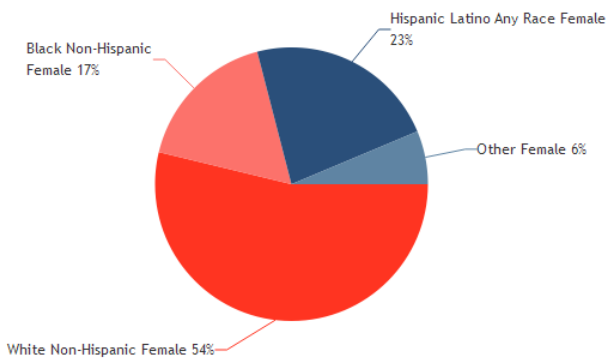
### Male Warnings



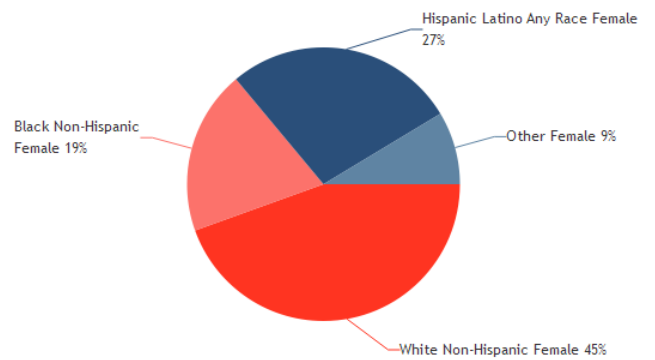
### Male Citations



### 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:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/2/2020-12/31/2020

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	0	1	1
Field Contacts	1	2	3	0
Asset Forfeiture	0	0	0	0

### ***Reaccreditation Year 1 Notes:***

#### ***December, 2017 Complaint***

On 12/10/2017, a sergeant received an in-person complaint from a subject who had been involved in a customer/management dispute at LA Fitness, 265 E Army Trail Road. The male black complainant alleged the officer sent to investigate the dispute stood too close while speaking with him and made him feel that he should leave the business due to the color of his skin. A second officer on the scene said the officer named by the complaint did not act in an unprofessional or discourteous manner. The reviewing sergeant contacted the complainant who was satisfied with the result of the investigation. The complaint was unfounded and no further action was taken.

### ***Reaccreditation Year 2 Notes:***

#### ***March, 2018 Complaint***

On 3/22/2018, a sergeant received a complaint via telephone from a subject who had reported a group of loud subjects near 236 Robert Court. The complainant alleged an officer sent to investigate made contact with her after she called to complain about the inadequate police action, and the officer called her a name (bigot) after she referred to the area as a ghetto. The involved officer admitted to calling the complainant a bigot. The reviewing sergeant warned the officer not to call people names and documented the incident as a coaching session in the LEA Database. The complaint of bias-based policing was determined to be unfounded.

#### ***June, 2018 Complaint***

On 6/28/2018, a sergeant received an in person complaint from a subject who alleged her son was racially profiled by officers due to him being male black with dreadlocks. A review of the incident determined the officers were investigating a recovered stolen auto and the drivers license of the complainant's son was located in the recovered stolen auto. The officers responded to the complainant's address to speak with her son and her other son was uncooperative, closing the door on the officers when they tried to speak with him. The reviewing sergeant advised the complainant of the facts of the matter, and she was satisfied with the sergeant's explanation. The complaint was determined to be unfounded.

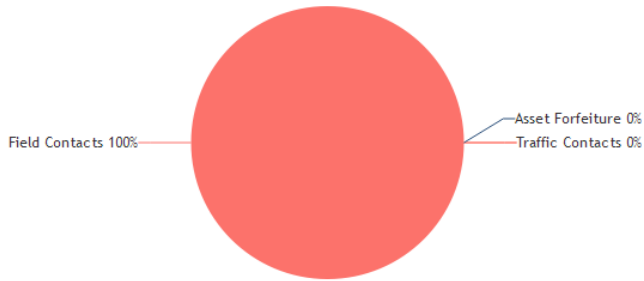
### ***Reaccreditation Year 3 Notes:***

Three of the above bias based complaints were investigated and determined to be unfounded, one of the bias based complaints was not sustained.

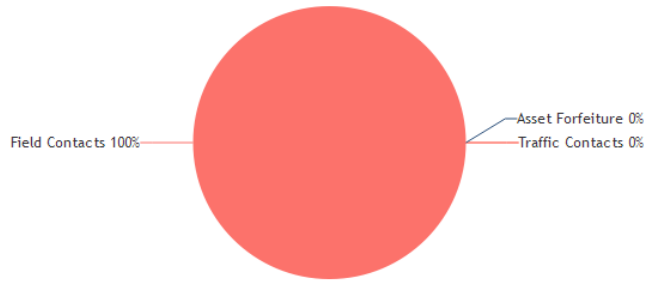
**Reaccreditation Year 4 Notes:**

A complaint was made that a traffic stop was only initiated due to the race of the driver, an African American male. This complaint was investigated by the shift sergeant, which included the review of WatchGuard audio and video. The actions by the officer were determined not to be bias-based. Based upon the findings of the investigation, the complaint was unfounded.

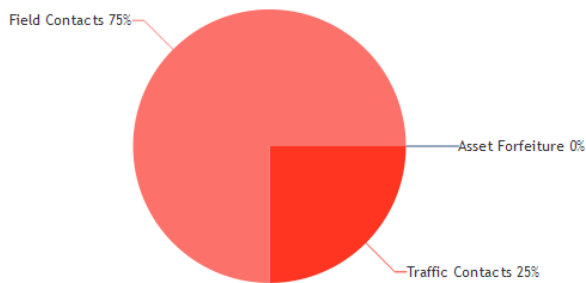
**Complaints**



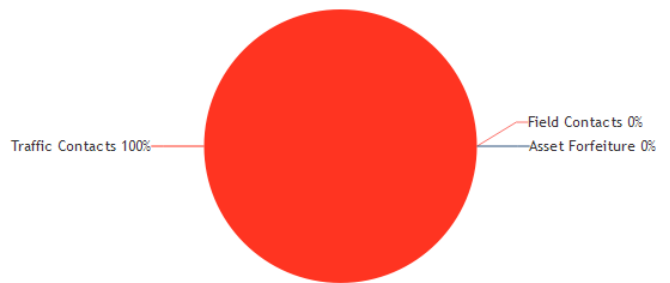
**Complaints**



**Complaints**



**Complaints**



**Legend**

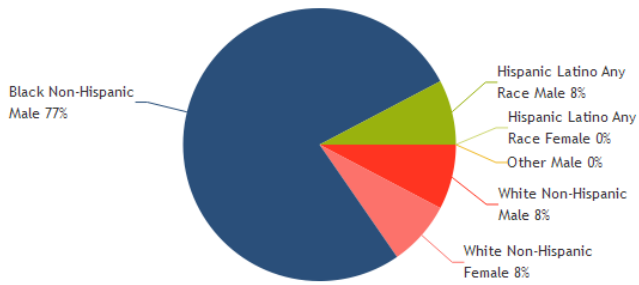
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

*Use Of Force - Reaccreditation Year 1*

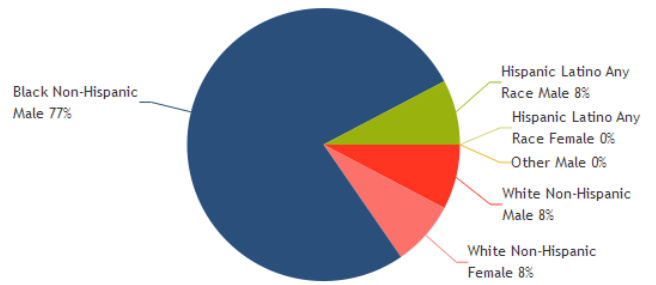
**Data Collection Period: 1/1/2017 - 12/31/2017**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									13
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	1	10	0	1	0	0	0	13
ECW									6
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	1	0	2	0	3	0	0	0	6
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	12	6	16	4	8	0	0	0	46
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	14	7	28	4	12	0	0	0	65
Total Number of Incidents Resulting In Officer Injury or Death	5	1	0	0	1	0	0	0	7
Total Use of Force Arrests	9	4	12	4	5	0	0	0	34
Total Number of Suspects Receiving Non-Fatal Injuries	2	1	1	1	0	0	0	0	5
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	137	57	129	57	137	59	32	7	615
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

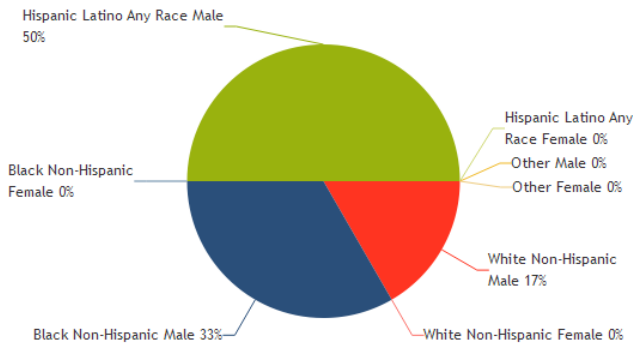
### Total Firearm



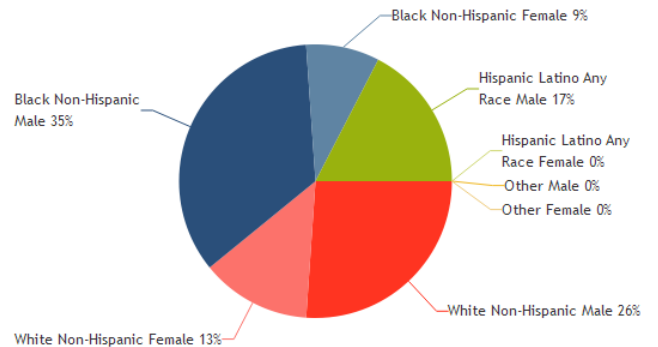
### Firearm Display



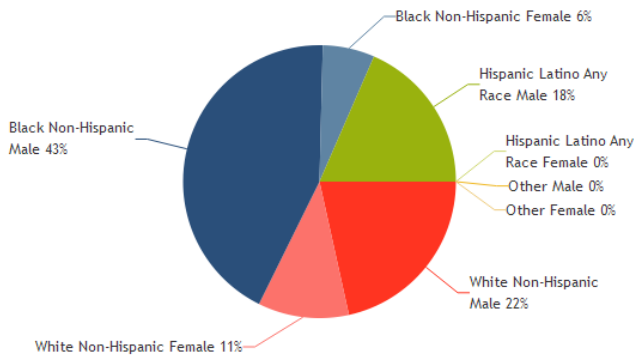
### ECW Display



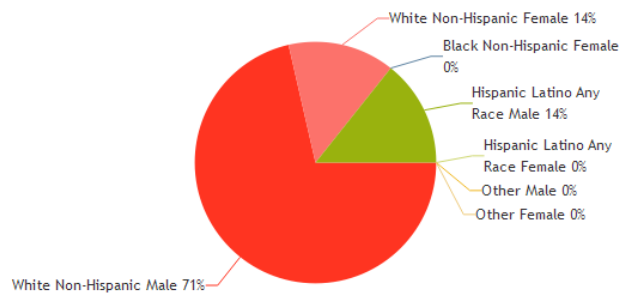
### Weaponless



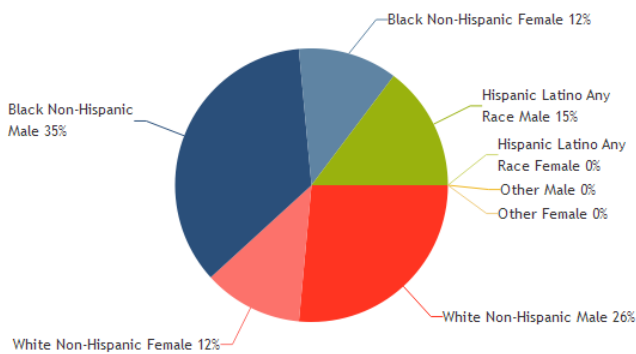
### Total Uses of Force



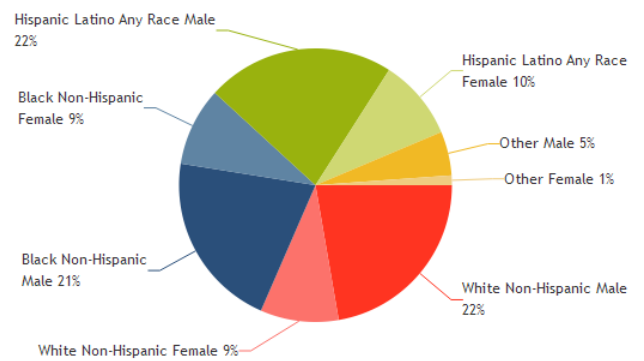
### Total Number of Incidents Resulting in Officer Injury or Death



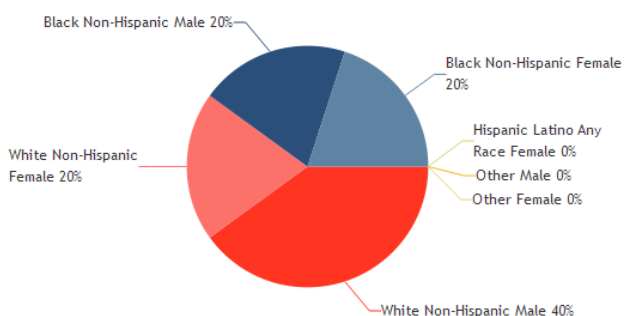
### Total Use of Force Arrests



### 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

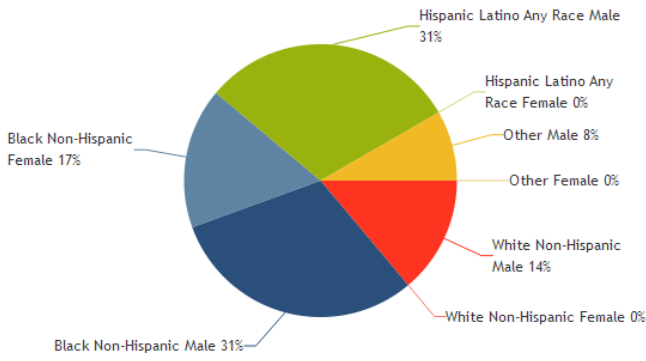
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									36
Discharge	0	0	0	0	1	0	0	0	1
Display Only	5	0	11	6	10	0	3	0	35
ECW									3
Discharge Only	0	0	0	0	1	0	0	0	1
Display Only	1	0	0	0	1	0	0	0	2
Baton	0	0	0	0	1	0	0	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	3	20	0	14	3	0	0	41
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	7	3	31	6	28	3	3	0	81
Total Number of Incidents Resulting In Officer Injury or Death	1	0	5	0	4	0	0	0	10
Total Use of Force Arrests	3	0	9	1	12	1	0	0	26
Total Number of Suspects Receiving Non-Fatal Injuries	0	1	1	0	2	1	0	0	5
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	107	60	143	62	147	35	28	2	584
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

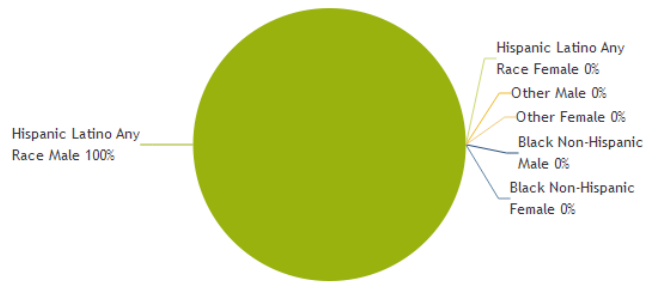
### Reaccreditation Year 2 Notes:

Please also include any other notes relevant to this summary.

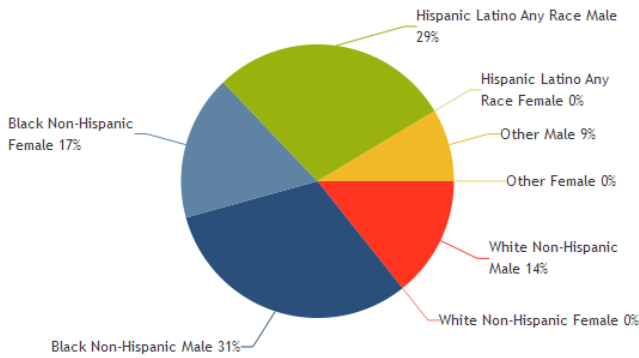
### Total Firearm



### Firearm Discharge



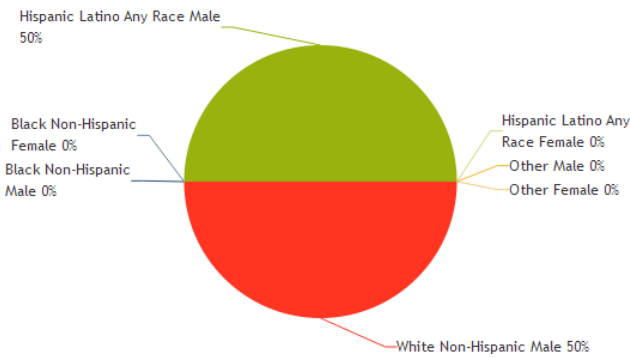
### Firearm Display



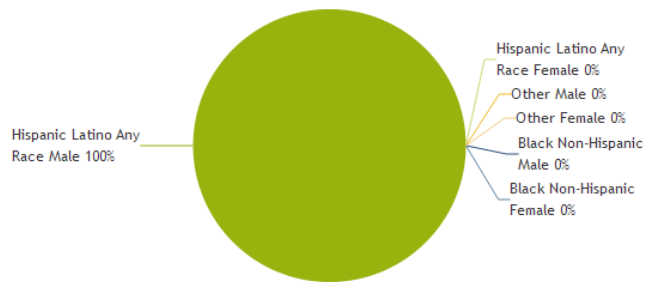
### ECW Discharge



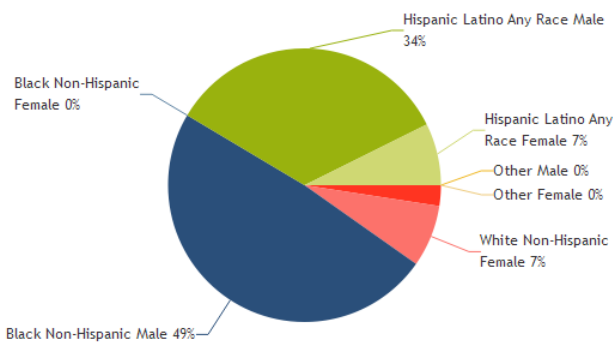
### ECW Display



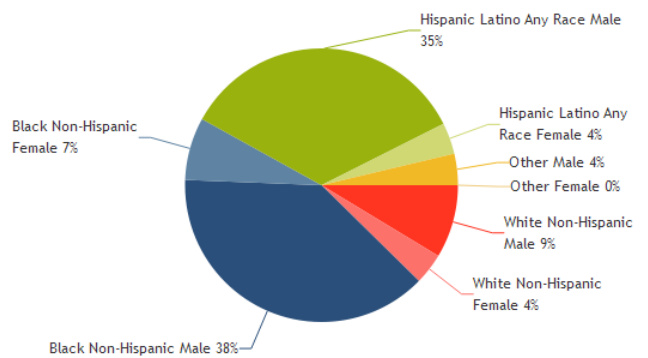
### Baton



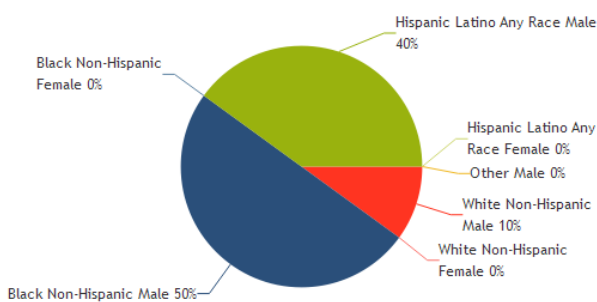
### Weaponless



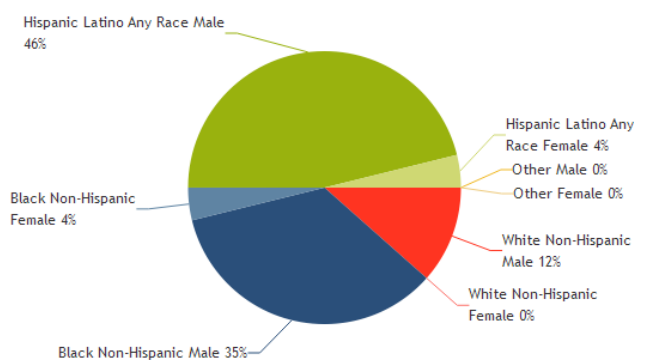
### Total Uses of Force



### Total Number of Incidents Resulting in Officer Injury or Death

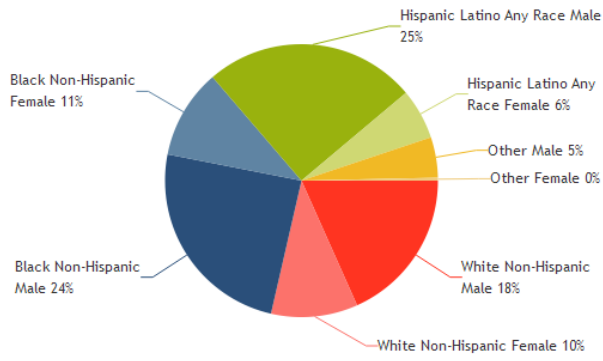


### Total Use of Force Arrests

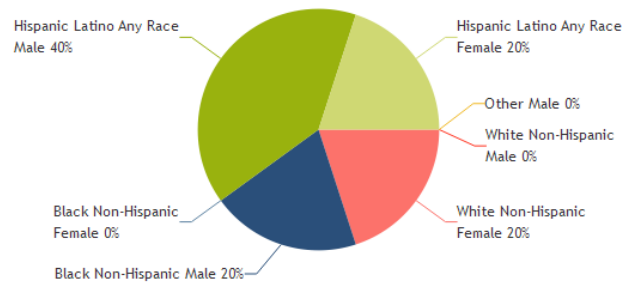




### Total Agency Custodial Arrests



### 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

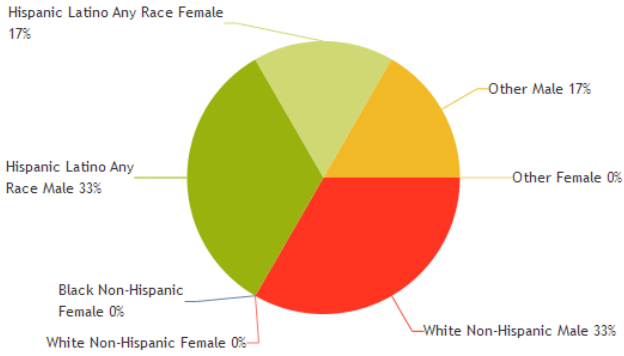
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									6
Discharge	0	0	0	0	0	0	0	0	0
Display Only	2	0	0	0	2	1	1	0	6
ECW									4
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	1	3	0	0	0	0	0	4
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	9	1	24	4	9	4	0	0	51
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	2	27	4	11	5	1	0	61
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	1	0	1	0	0	3
Total Use of Force Arrests	4	1	9	2	4	2	0	0	22
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	4	0	0	1	0	0	6
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	134	47	95	40	135	29	9	2	491
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

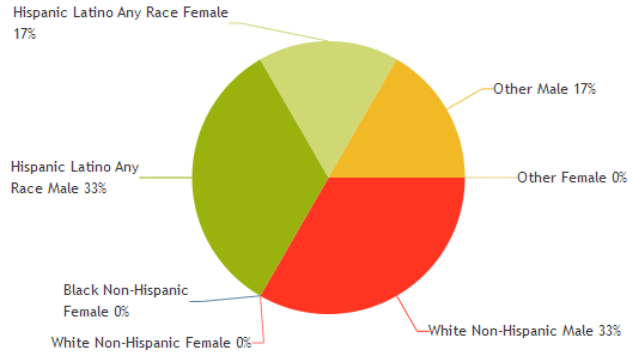
#### Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.

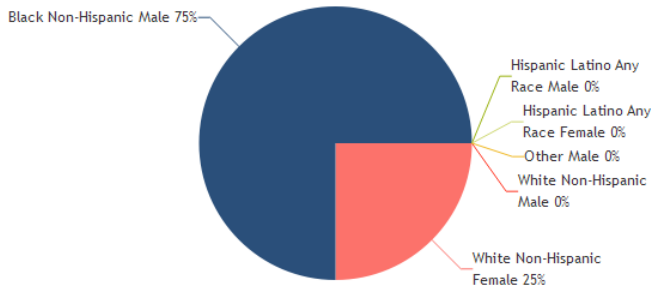
### Total Firearm



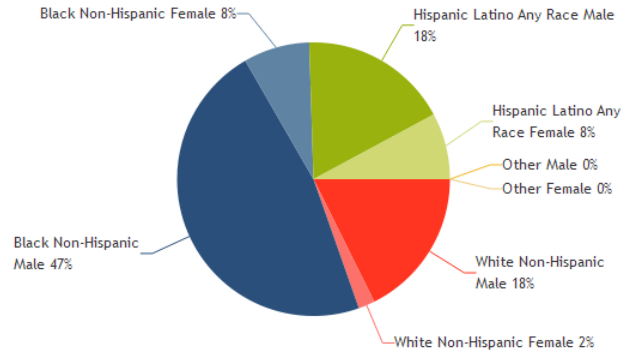
### Firearm Display



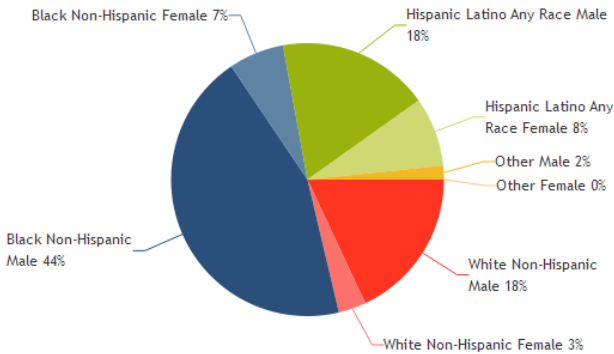
### ECW Display



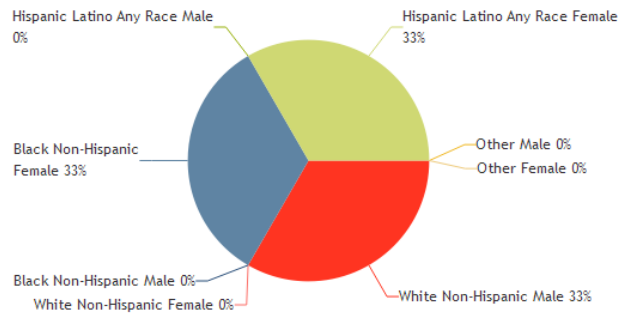
### Weaponless



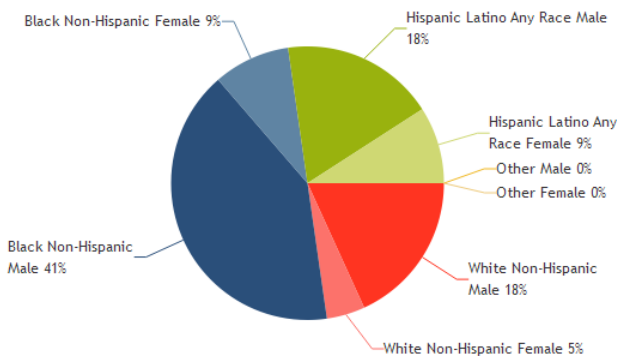
### Total Uses of Force



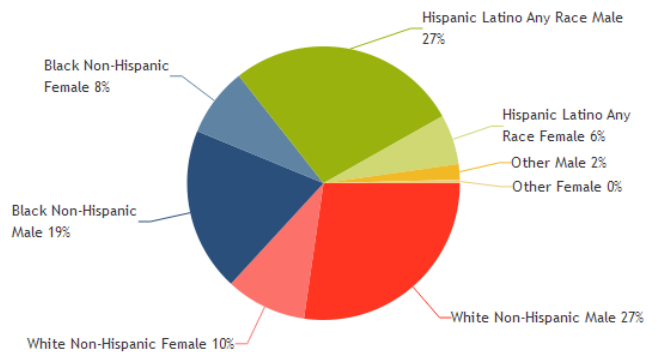
### Total Number of Incidents Resulting in Officer Injury or Death



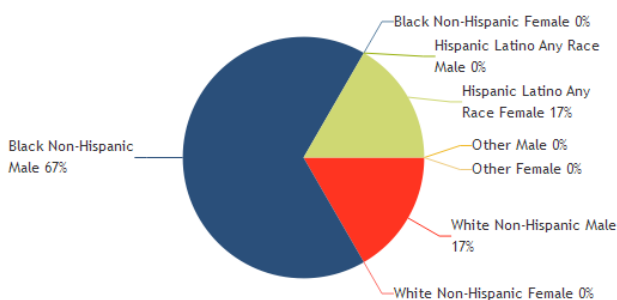
### Total Use of Force Arrests



### Total Agency Custodial Arrests



### Total Number of Suspects Receiving Non-Fatal Injuries



*Legend*

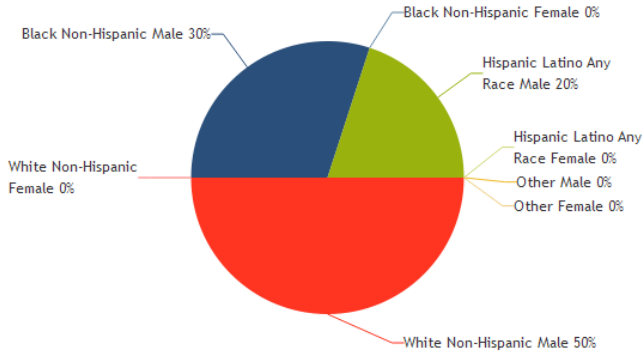
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

*Use Of Force - Reaccreditation Year 4*

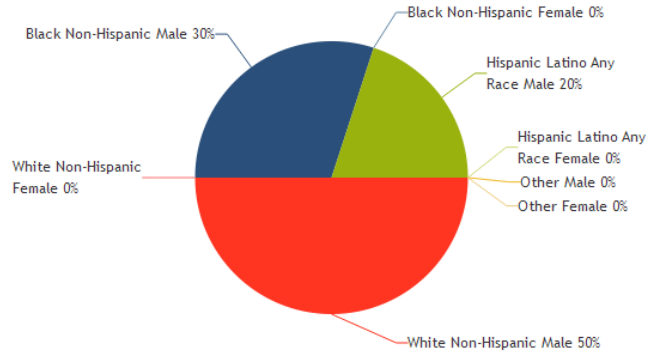
**Data Collection Period: 1/2/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									10
Discharge	0	0	0	0	0	0	0	0	0
Display Only	5	0	3	0	2	0	0	0	10
ECW									1
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	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	2	2	0	1	1	0	15
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	13	2	5	2	2	1	1	0	26
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	1	0	0	1	0	4
Total Use of Force Arrests	4	0	5	2	0	1	1	0	13
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	1	2	0	0	1	0	4
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	122	44	72	27	139	34	13	1	452
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

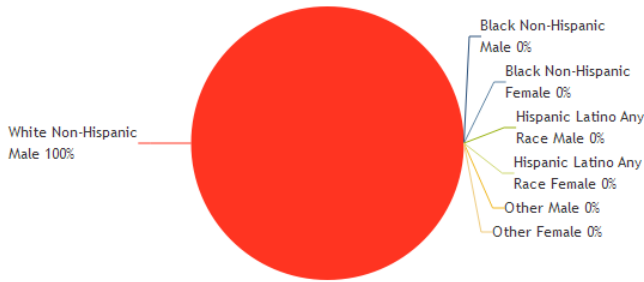
### Total Firearm



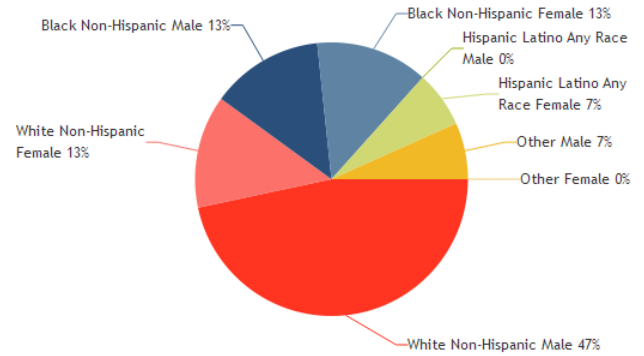
### Firearm Display



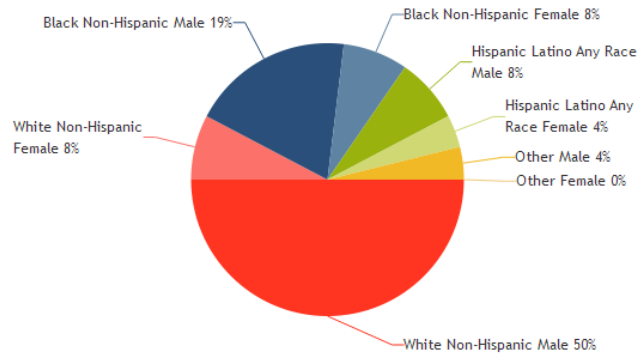
### ECW Display



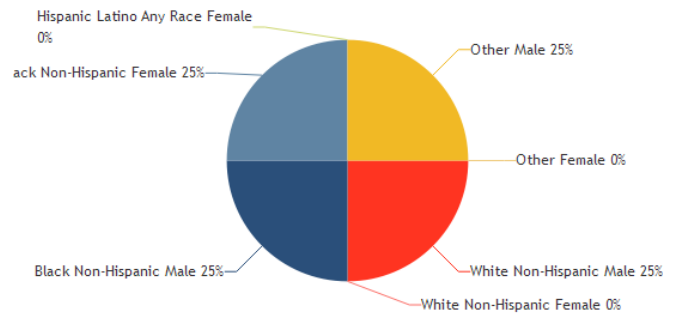
### Weaponless



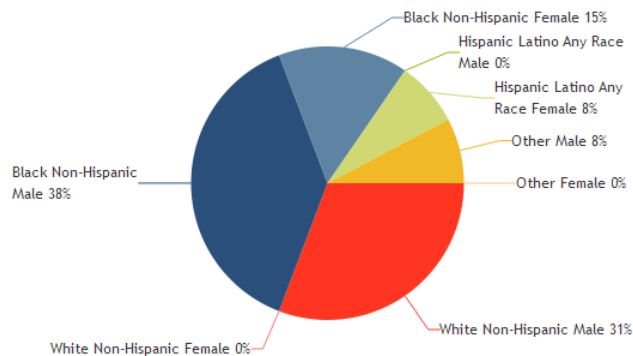
### Total Uses of Force



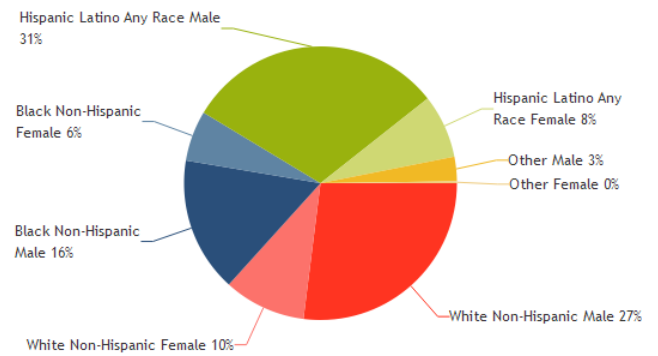
### Total Number of Incidents Resulting in Officer Injury or Death



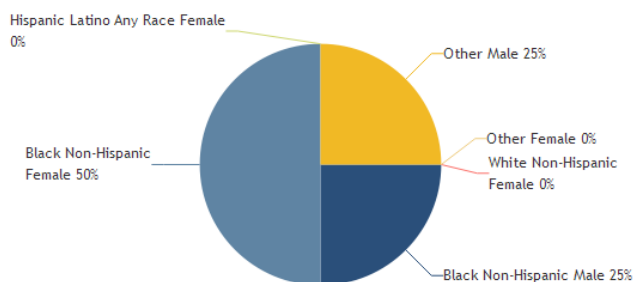
### Total Use of Force Arrests



### 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:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/2/2020-1/1/2021

Grievances	Year 1	Year 2	Year 3	Year 4
Number	2	2	1	1

### Reaccreditation Year 1 Notes:

#### February 9, 2017 (Grievance #1) [Grievance resolved]

*An AFSCME Bargaining Unit Member grieved that they were issued a two-day suspension for inaccurate timecards, failure to report to designated work location at the prescribed time, and failure to notify supervisory personnel at least thirty minutes prior to designated starting time.*

*\*The matter was resolved in Step One with the Village maintaining the two-day suspension was warranted. The grievant accepted the two-day suspension and the grievance was resolved.*

#### February 22, 2017 (Grievance #2) [Grievances not resolved]

*Three FOP – Officers Bargaining Unit Members grieved that the Village violated Section 24.7 of the collective bargaining agreement by compensating officers with two (2) hours of overtime to attend traffic court in Wheaton, IL on February 17, 2017.*

*\*The matter could not be resolved at Step Two with the Village maintaining there was no violation of the collective bargaining agreement as it does not provide a minimum of three (3) hours compensation for any court appearance in the Wheaton courthouse. The contract only provides for a minimum of three (3) hours compensation for a felony, misdemeanor or summary suspension court appearance. The grievants appeared for traffic court citations. This matter has been arbitrated and both sides continue to work toward an appropriate settlement.*

### Reaccreditation Year 2 Notes:

#### February 6, 2018 (Grievance #1) [Grievance resolved]

An FOP officer bargaining unit member grieved that they were issued a three-day suspension for a violation of General Order #1350 – Professional Code of Conduct.

The matter was resolved at Step Three with the Village maintaining the three-day suspension was warranted. The grievant accepted the three-day suspension and the grievance was resolved.

#### July 31, 2018 (Grievance #2) [Grievances resolved]

An FOP officer bargaining unit member grieved the denial of a compensatory time off request.

The matter was resolved at Step Three with the Department maintaining the denial of the compensatory time off request. The grievant accepted the denial and the grievance was resolved.

### Reaccreditation Year 3 Notes:

An FOP officer bargaining unit member grieved that they were entitled to holiday pay for the overtime they worked on a non-holiday because it was bridged by the end of shift overtime that began on a holiday.

The matter was resolved at Step Two with a denial of holiday pay for the overtime worked on the non-holiday.



***Reaccreditation Year 4 Notes:***

After an officer was ordered to submit to drug and alcohol testing, an FOP officer bargaining unit member grieved that the language within village policy #315 VP – Drug & Alcohol Free Workplace and Testing conflicts with the FOP collective bargaining agreement.

The matter was resolved at Step Two with acknowledgment of the conflict in language and removal of testing documentation from the involved officer's personnel file.

***Personnel Actions***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/2/2020-1/1/2021

	Year 1	Year 2	Year 3	Year 4
Suspension	4	2	2	2
Demotion	0	0	0	0
Resign In Lieu of Termination	2	0	1	1
Termination	0	0	0	0
Other	0	0	0	0
Total	6	2	3	3
Commendations	32	36	32	

***Reaccreditation Year 2 Notes:***

Please also include any other notes relevant to this summary.

***Reaccreditation Year 3 Notes:***

Please also include any other notes relevant to this summary.

*Complaints and Internal Affairs - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
<b>External/Citizen Complaint</b>				
Citizen Complaint	9	4	16	2
Sustained	6	2	2	0
Not Sustained	0	0	1	0
Unfounded	3	2	13	1
Exonerated	0	0		1
<b>Internal/Directed Complaint</b>				
Directed Complaint	4	2	4	1
Sustained	4	1	2	0
Not Sustained	0	0	1	0
Unfounded	0	1	1	0
Exonerated	0	0	0	1

*Calls For Service - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
Calls for Service	23574	22891	26409	24368
<b>UCR/NIBRS Part 1 Crimes</b>				
Murder	2	0	0	1
Forcible Rape	19	16	16	11
Robbery	9	12	8	11
Aggravated Assault	24	11	21	25
Burglary	84	83	70	106
Larceny-Theft	344	281	271	211
Motor Vehicle Theft	26	33	19	20
Arson	2	2	1	3

### ***Motor Vehicle Pursuit***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/2/2020-1/1/2021

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits	3	3	4	5
Forcible stopping techniques used	0	0	0	0
Terminated by Agency	1	1	1	3
Policy Compliant	1	1	0	3
Policy Non-Compliant	2	2	3	2
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions	0	0	0	0
Officer	0	0	0	0
Suspect	1	0	0	0
ThirdParty	0	0	0	0
<b>Reason Initiated</b>				
Traffic	1	1	3	1
Felony	1	1	0	1
Misdemeanor	1	1	1	3

### ***Reaccreditation Year 2***

Please also include any other notes relevant to this summary.

### ***Reaccreditation Year 3***

Please also include any other notes relevant to this summary.

**Agency Breakdown Report - Reaccreditation Year 1**

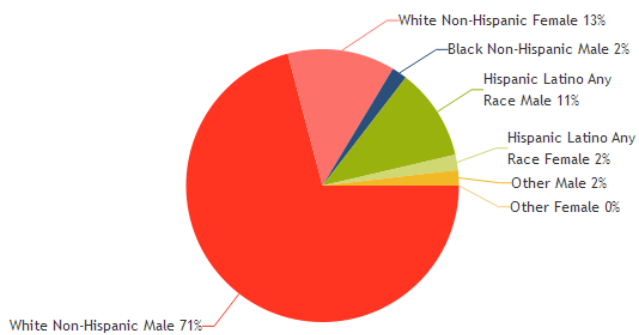
**Data Collection Period: 1/1/2017 - 12/31/2017**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	1	1	0	0	0	0	0	0	2
Supervisory Positions	6	1	0	0	0	0	0	0	7
Non-Supervisory Positions	31	5	1	0	6	1	1	0	45
<b>Sub Total</b>									<b>55</b>
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	1	0	0	0	0	0	0	1
Non-Supervisory Positions	0	10	0	0	1	1			12
<b>Sub Total</b>									<b>13</b>
<b>Total</b>									<b>68</b>

**Reaccreditation Year 1 Notes:**

Note: Data is based on full time sworn officers as of December 2018. There are five part-time sworn officers, all male.

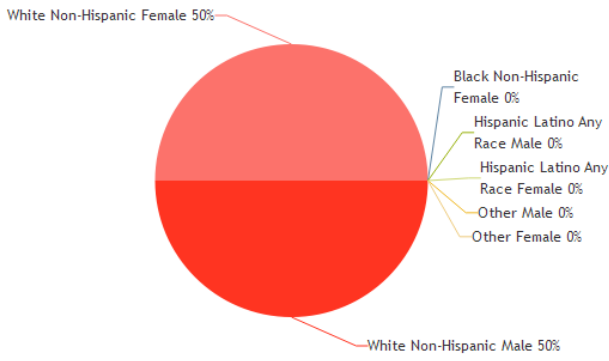
**Total Sworn Personnel**



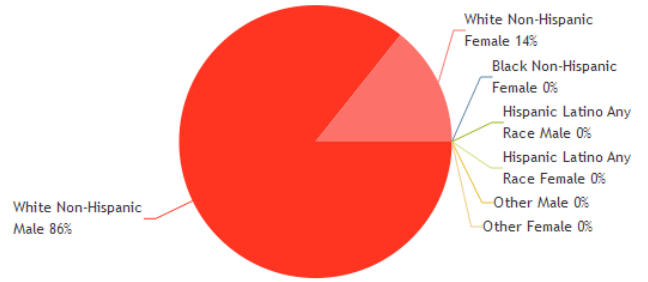
**Sworn Personnel: Executive**



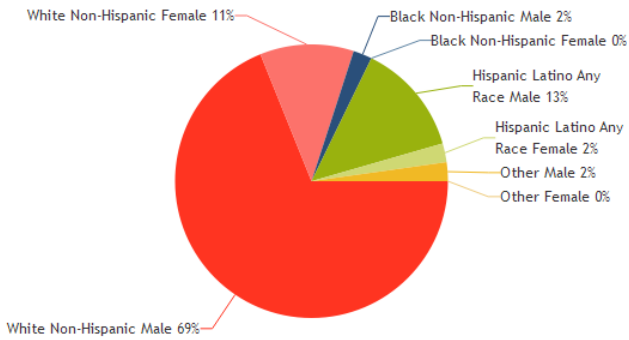
### Sworn Personnel: Command



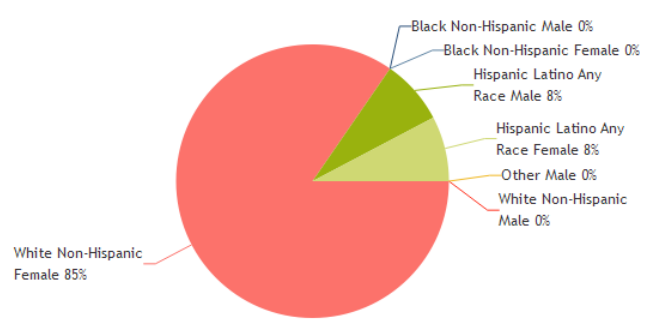
### Sworn Personnel: Supervisory Positions



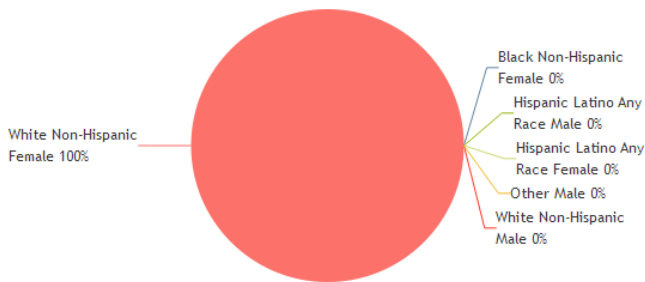
### Sworn Personnel: Non-Supervisory Positions



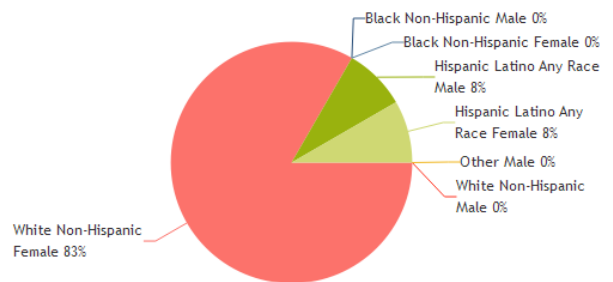
### Total Non-Sworn Personnel



### Non-Sworn Personnel: 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**

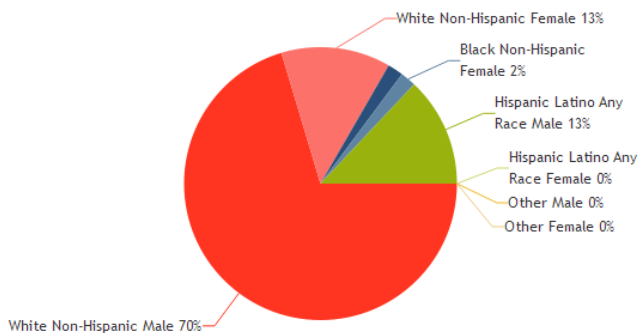
**Data Collection Period: 1/1/2018 - 12/31/2018**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	1	1	0	0	0	0	0	0	2
Supervisory Positions	6	1	0	0	0	0	0	0	7
Non-Supervisory Positions	30	5	1	1	7	0	0	0	44
<b>Sub Total</b>									<b>54</b>
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	1	0	0	0	0	0	0	1
Non-Supervisory Positions	5	9	0	0	1	5	0	0	20
<b>Sub Total</b>									<b>21</b>
<b>Total</b>									<b>75</b>

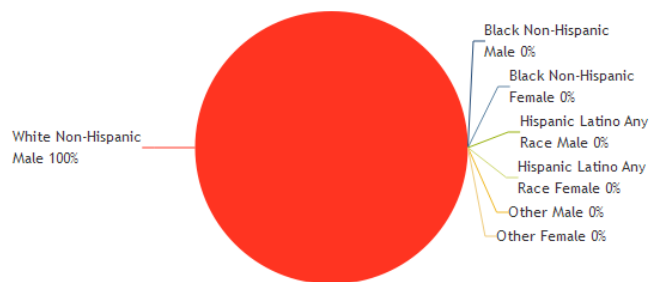
**Reaccreditation Year 2 Notes:**

Please also include any other notes relevant to this summary.

**Total Sworn Personnel**

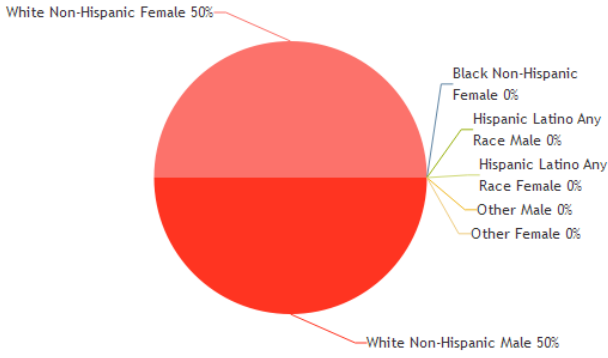


**Sworn Personnel: Executive**

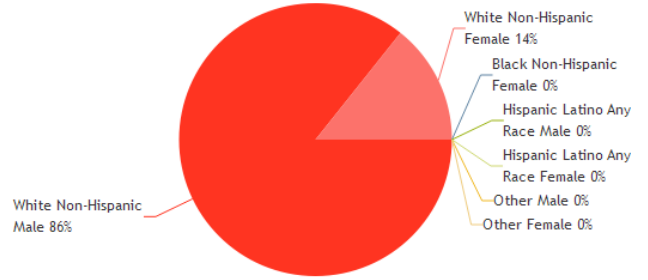




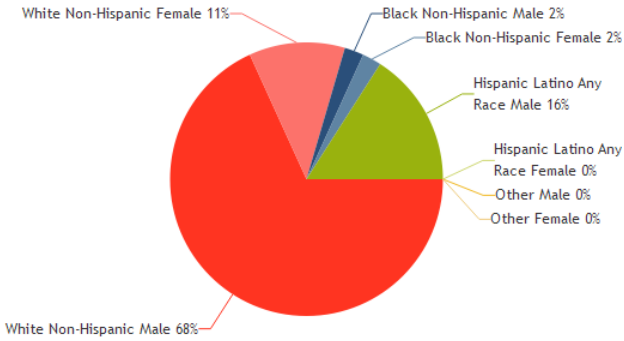
### Sworn Personnel: Command



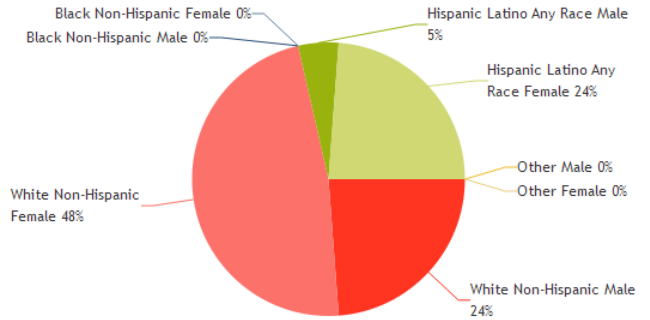
### Sworn Personnel: Supervisory Positions



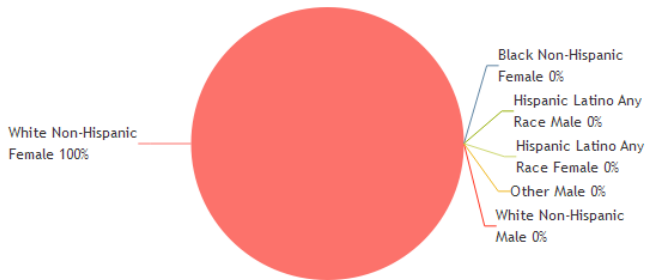
### Sworn Personnel: Non-Supervisory Positions



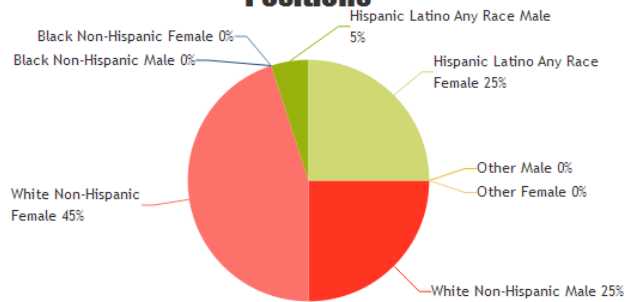
### Total Non-Sworn Personnel



### Non-Sworn Personnel: 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**

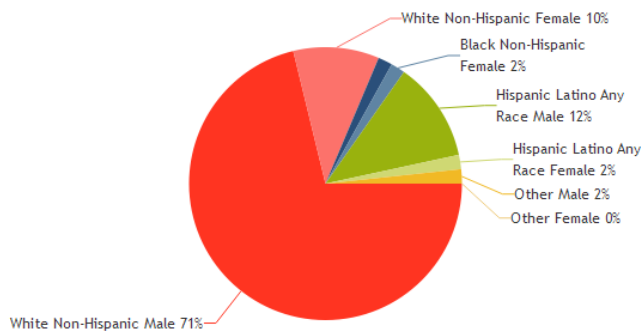
**Data Collection Period: 1/1/2019 - 12/31/2019**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	6	1	1	0	0	0	0	0	8
Non-Supervisory Positions	33	5	0	1	7	1	1	0	48
<b>Sub Total</b>									<b>59</b>
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	1	0	0	1
Non-Supervisory Positions	10	19	0	0	1	2	0	0	32
<b>Sub Total</b>									<b>33</b>
<b>Total</b>									<b>92</b>

**Reaccreditation Year 3 Notes:**

Please also include any other notes relevant to this summary.

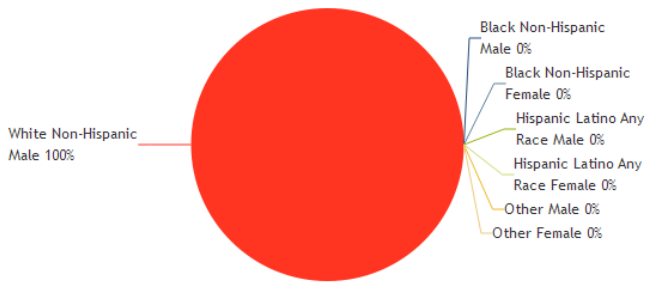
**Total Sworn Personnel**



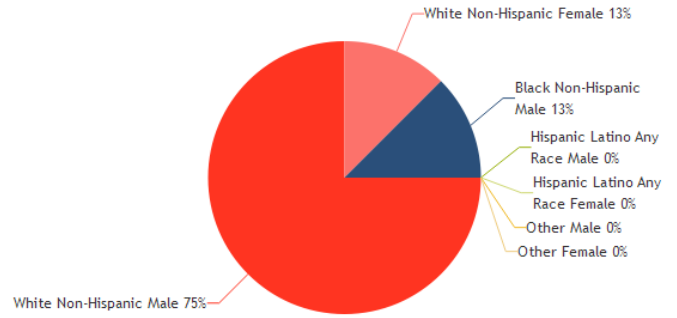
**Sworn Personnel: Executive**



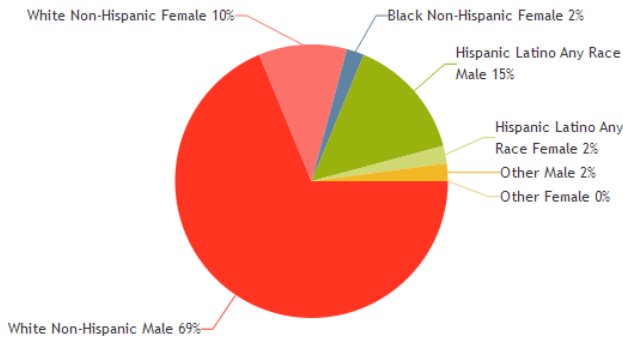
### Sworn Personnel: Command



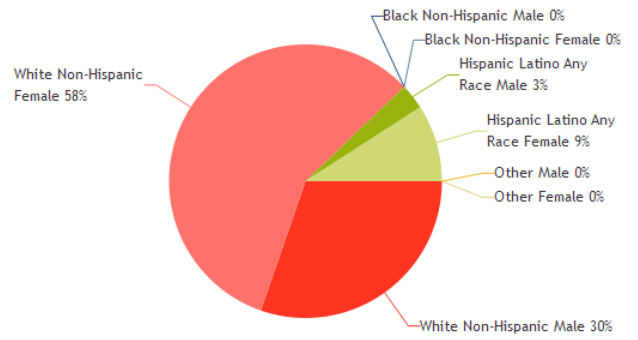
### Sworn Personnel: Supervisory Positions



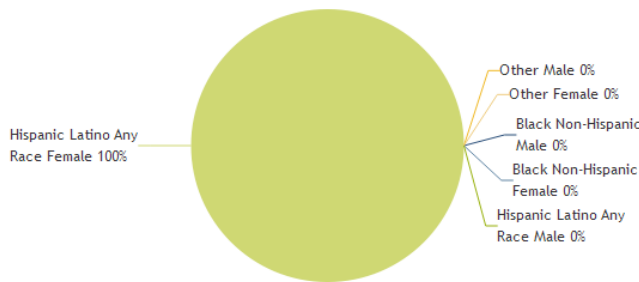
### Sworn Personnel: Non-Supervisory Positions



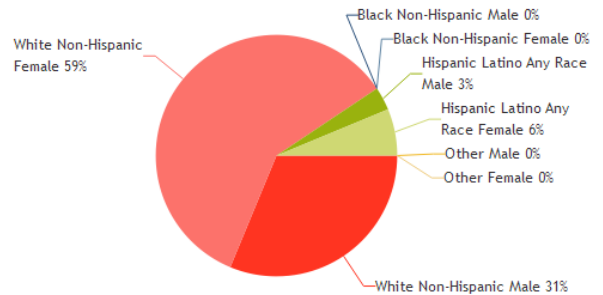
### Total Non-Sworn Personnel



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

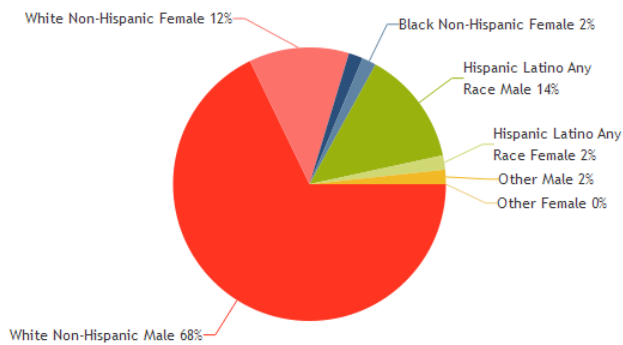
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Agency Breakdown Report - Reaccreditation Year 4**

**Data Collection Period: 1/2/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	1	1	0	0	0	0	0	0	2
Supervisory Positions	6	0	1	0	0	0	0	0	7
Non-Supervisory Positions	32	6	0	1	8	1	1	0	49
<b>Sub Total</b>									59
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	1	0	0	1
Non-Supervisory Positions	10	19	0	0	1	2	0	0	32
<b>Sub Total</b>									33
<b>Total</b>									92

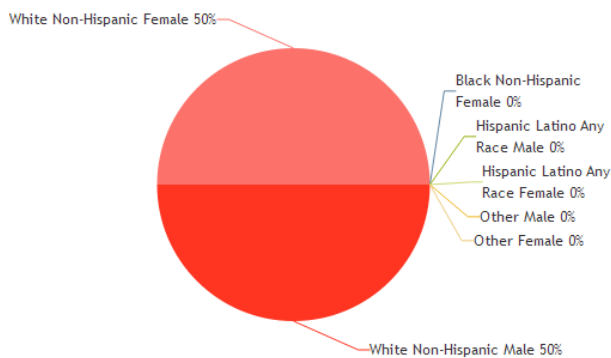
**Total Sworn Personnel**



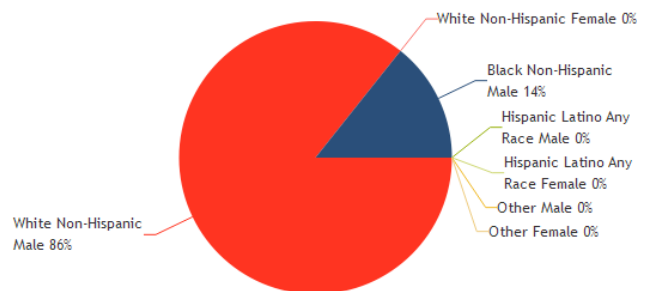
**Sworn Personnel: Executive**



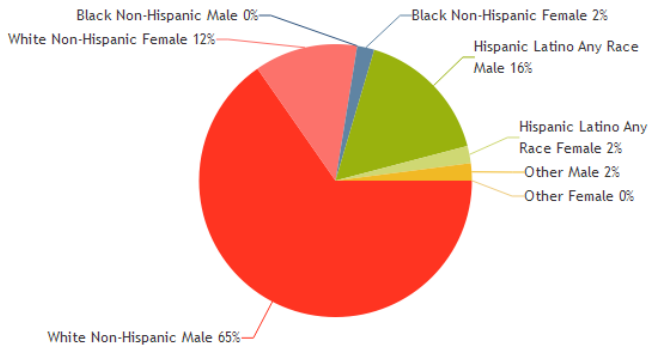
**Sworn Personnel: Command**



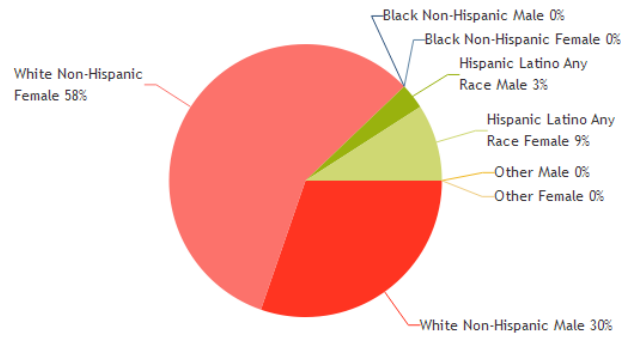
**Sworn Personnel: Supervisory Positions**



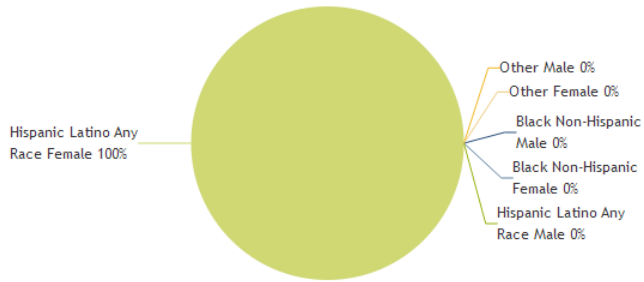
### Sworn Personnel: Non-Supervisory Positions



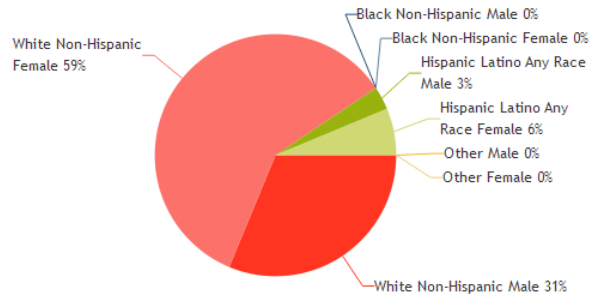
### Total Non-Sworn Personnel



### Non-Sworn Personnel: 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

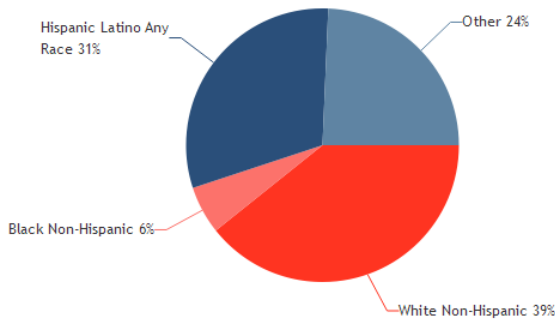
Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	13438	39%	411641	80 %	46	84%	7	13%	48	89%	7	13%
Black Non-Hispanic	1939	6%	24124	5 %	1	2%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	10512	31%	68040	13 %	7	13%	1	2%	5	9%	0	0%
Other	8319	24%	12946	3 %	1	2%	0	0%	0	0%	0	0%
<b>Total</b>	<b>34208</b>		<b>516751</b>		<b>55</b>		<b>8</b>		<b>54</b>		<b>7</b>	

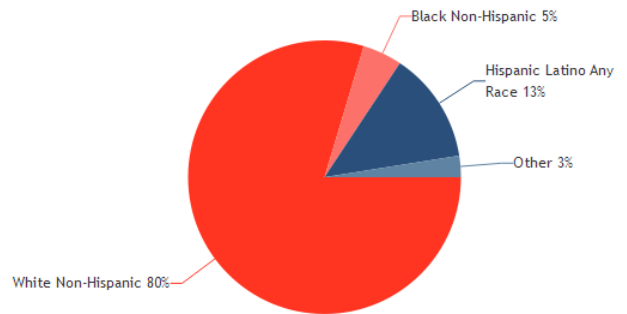
### Reaccreditation Year 1 Notes:

Available workforce data taken from the Illinois Department of Employment Security - DuPage County workforce availability information.

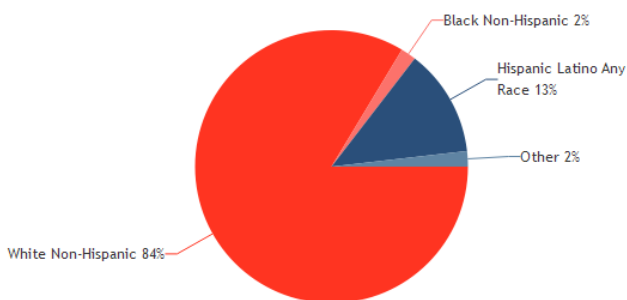
#### Service Population



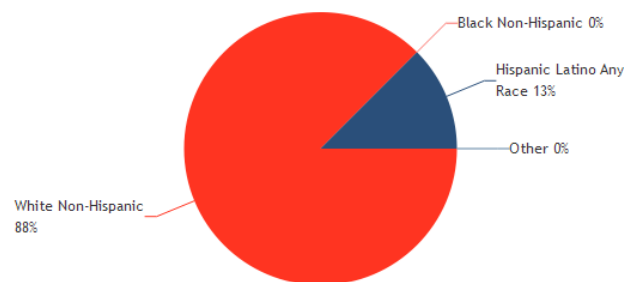
#### Available Workforce



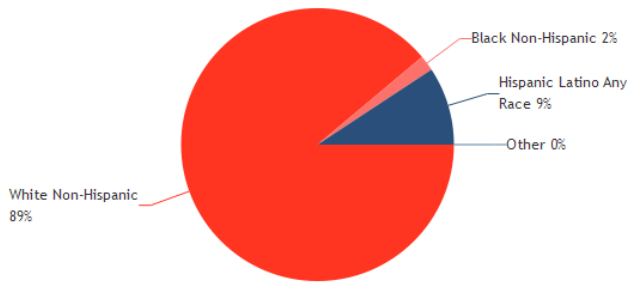
#### Current Sworn Officers



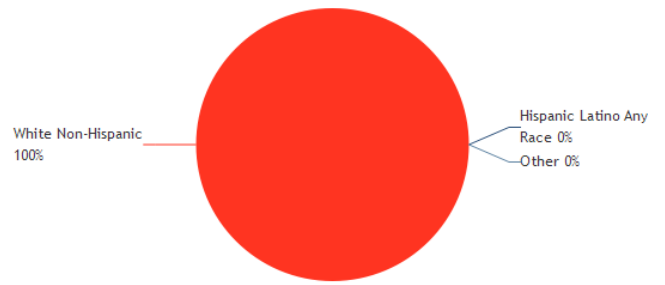
#### Current Sworn Female Officers



## Prior Sworn Officers



## Prior Sworn Female Officers



**Agency Demographics Report - Reaccreditation Year 2**

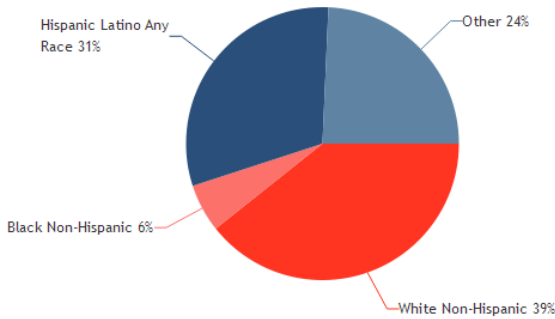
**Data Collection Period: 1/1/2018 - 12/31/2018**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	13443	39%	407733	71 %	46	84%	7	13%	46	84%	7	13%
Black Non-Hispanic	1950	6%	24363	4 %	2	4%	1	2%	2	4%	1	2%
Hispanic Latino Any Race	10502	31%	72216	13 %	7	13%	0	0%	7	13%	0	0%
Other	8313	24%	68958	12 %	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>34208</b>		<b>573270</b>		<b>55</b>		<b>8</b>		<b>55</b>		<b>8</b>	

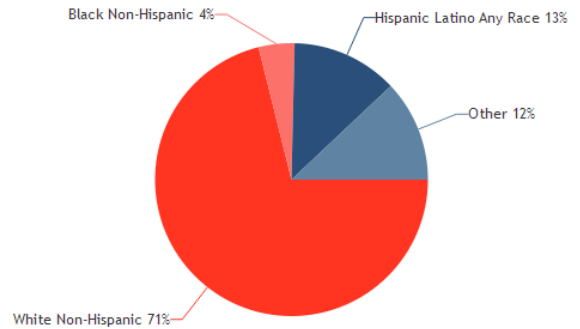
**Reaccreditation Year 2 Notes:**

Available workforce data taken from the Illinois Department of Employment Security. Workforce demographics are not available for the village of Glendale Heights therefore data has been provided for DuPage County for comparison purposes.

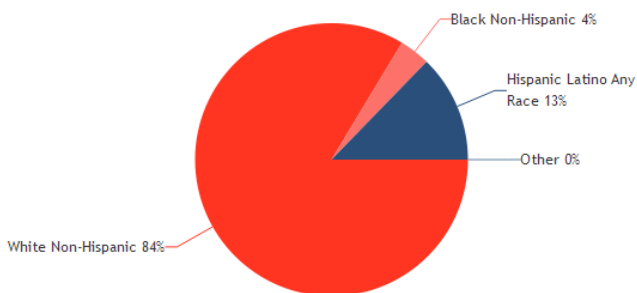
**Service Population**



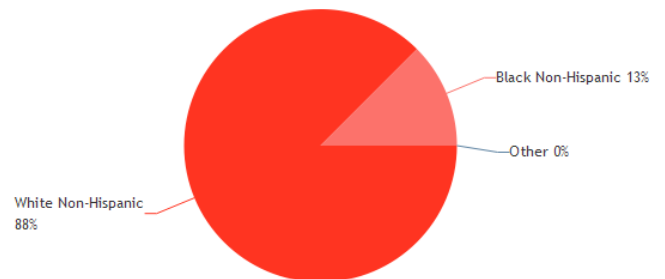
**Available Workforce**



**Current Sworn Officers**

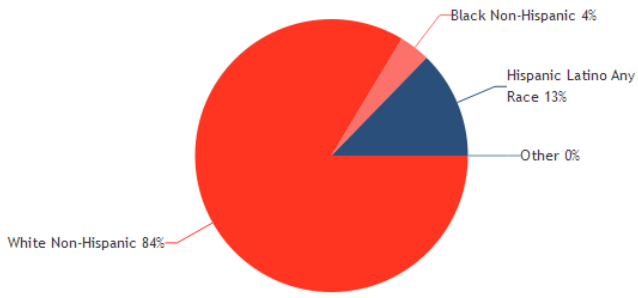


**Current Sworn Female Officers**

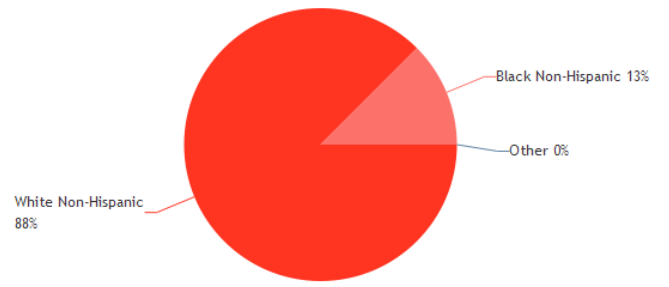




## Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 3

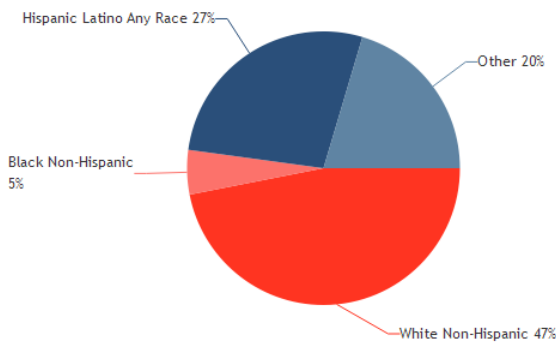
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	17953	47%	402590	70 %	42	86%	5	10%	46	84%	7	13%
Black Non-Hispanic	2005	5%	25319	4 %	1	2%	1	2%	2	4%	1	2%
Hispanic Latino Any Race	10512	27%	69642	12 %	5	10%	1	2%	7	13%	0	0%
Other	7805	20%	76182	13 %	1	2%	0	0%	0	0%	0	0%
Total	38275		573733		49		7		55		8	

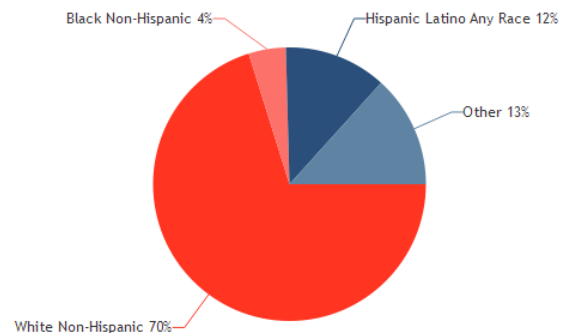
### Reaccreditation Year 3 Notes:

Available workforce data taken from the Illinois Department of Employment Security. Workforce demographics are not available for the village of Glendale Heights therefore data has been provided for DuPage County for comparison purposes.

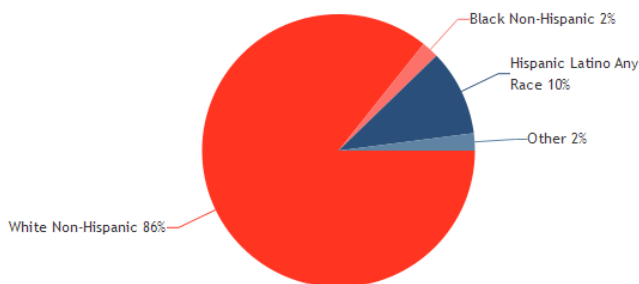
#### Service Population



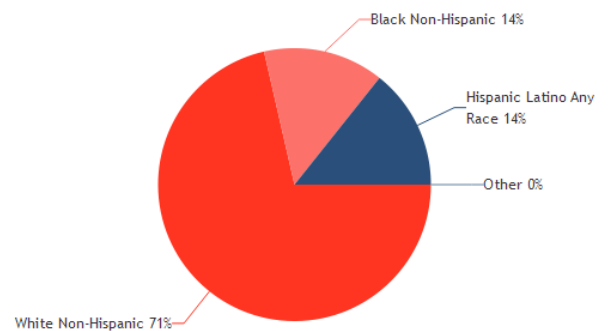
#### Available Workforce



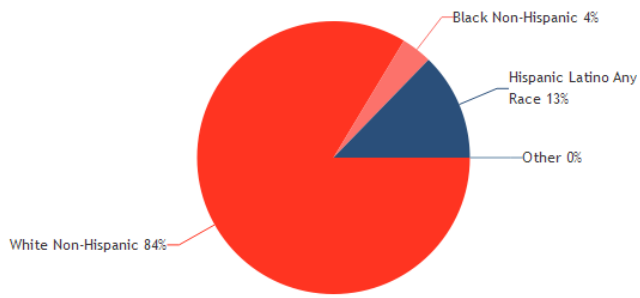
#### Current Sworn Officers



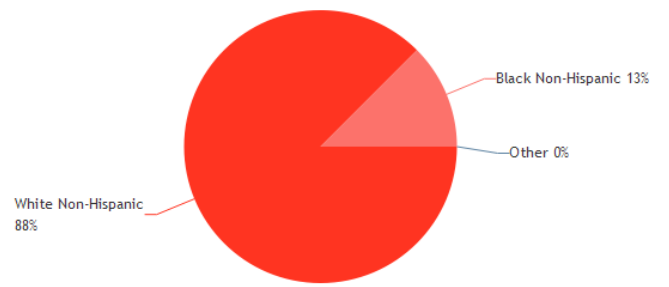
#### Current Sworn Female Officers



### Prior Sworn Officers



### Prior Sworn Female Officers

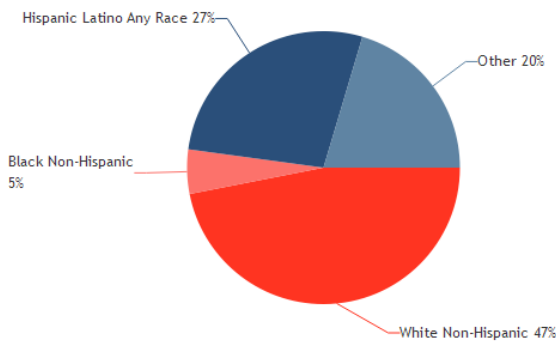


# Agency Demographics Report - Reaccreditation Year 4

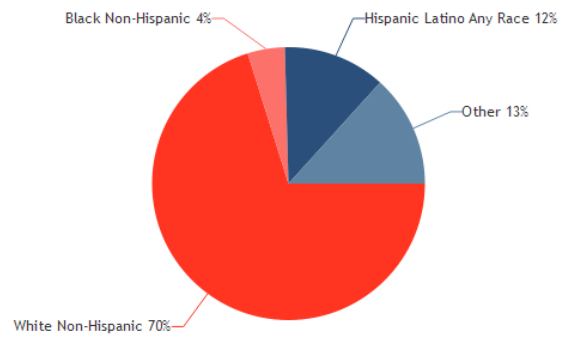
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	17953	47%	402590	70 %	40	80%	7	14%	42	86%	5	10%
Black Non-Hispanic	2005	5%	25319	4 %	1	2%	1	2%	1	2%	1	2%
Hispanic Latino Any Race	10512	27%	69642	12 %	8	16%	1	2%	5	10%	1	2%
Other	7805	20%	76182	13 %	1	2%	0	0%	1	2%	0	0%
<b>Total</b>	<b>38275</b>		<b>573733</b>		<b>50</b>		<b>9</b>		<b>49</b>		<b>7</b>	

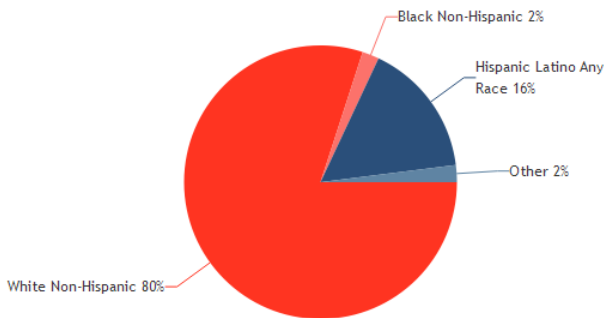
**Service Population**



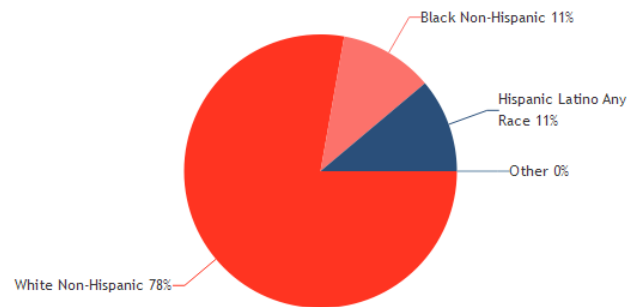
**Available Workforce**



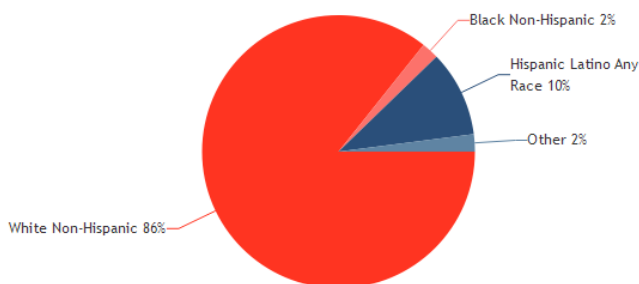
**Current Sworn Officers**



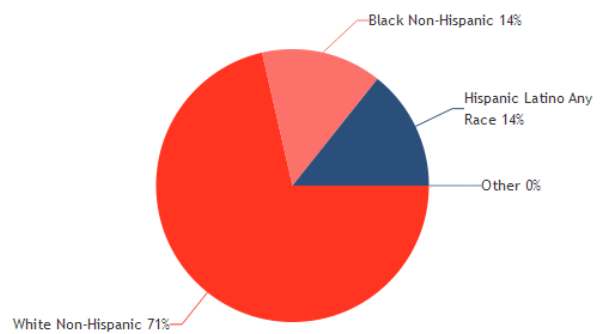
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



**Sworn Officer Selection - Reaccreditation Year 1**

**Data Collection Period: 1/1/2017 - 12/31/2017**

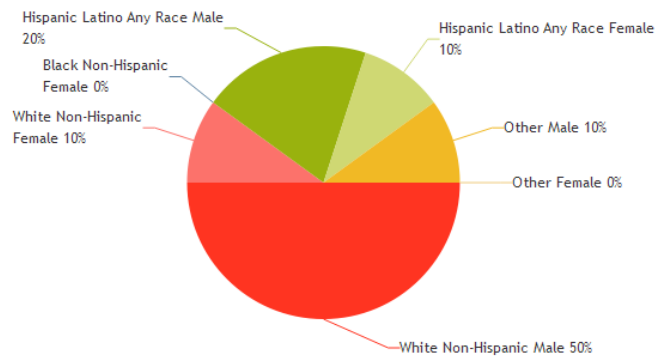
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	5	1	0	0	2	1	1	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	11%		0%		5%		2%		N/A

**Reaccreditation Year 1 Notes:**

Data includes applicants hired through December 2018. All officers were hired from the 2016 eligibility list which expired September, 2018. Police officer testing began September, 2018. Data from this test will be included on our Year 2 tables.

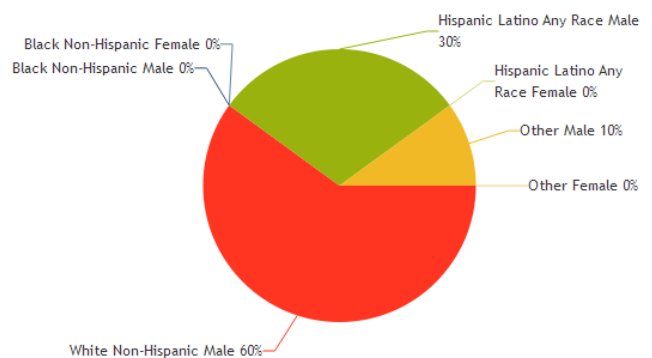
**Applications Received**

**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**

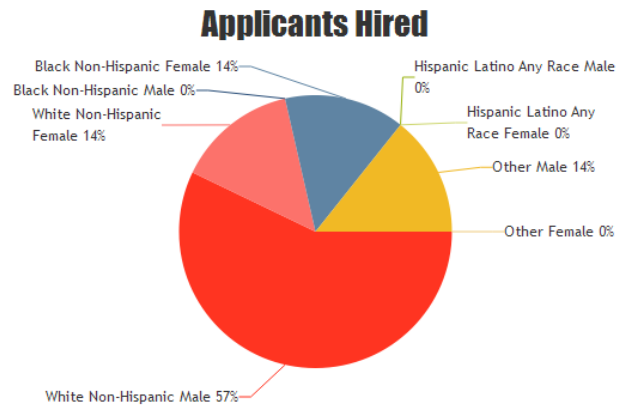
**Data Collection Period: 1/1/2018 - 12/31/2018**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	4	1	0	1	0	0	1	0	7
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	9%		2%		0%		2%		N/A

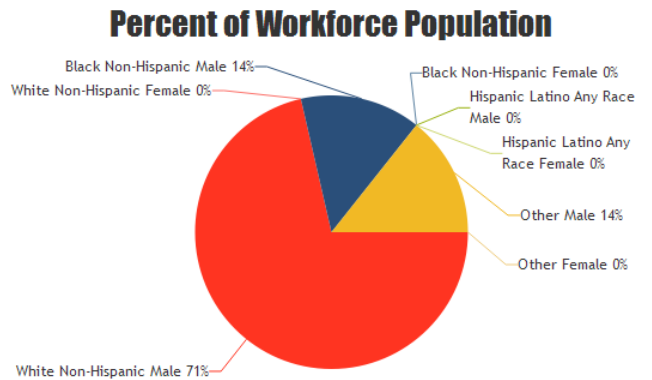
**Reaccreditation Year 2 Notes:**

Police applicants are requested to complete a voluntary survey as part of the application process. The total number of applicants in 2018 was 148, of the 148 applicants, 109 competed and returned the survey.

**Applications Received**



**Percent Hired**



**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**

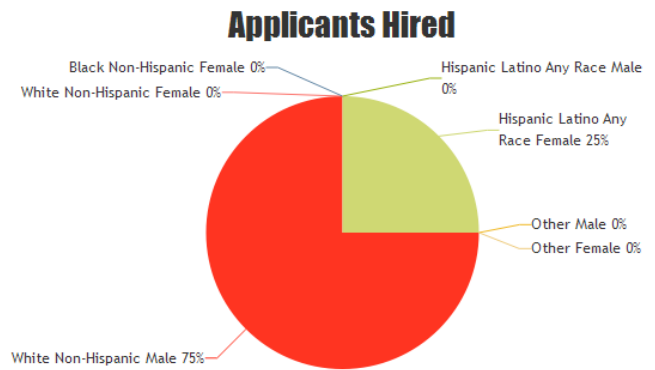
**Data Collection Period: 1/1/2019 - 12/31/2019**

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

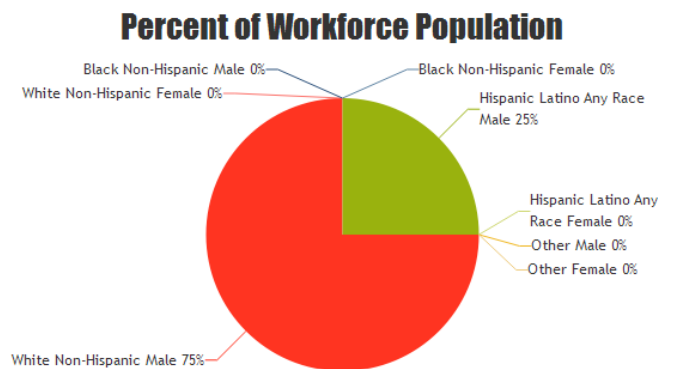
**Reaccreditation Year 3 Notes:**

Data includes applicants hired through December 2019. All officers were hired from the 2018 eligibility list which expired September, 2020. Police officer testing began September, 2020. Data from this test will be included on our Year 4 tables.

**Applications Received**



**Percent Hired**



**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 4**

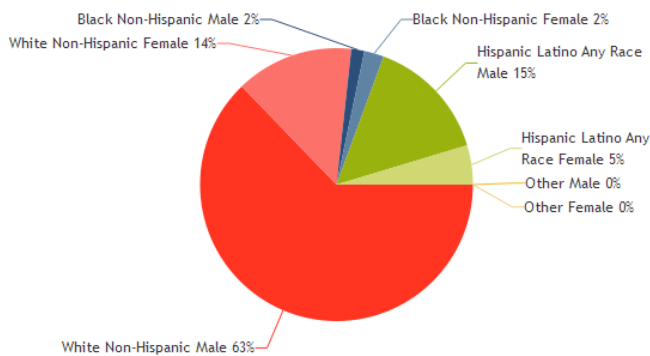
**Data Collection Period: 1/2/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	81	18	2	3	19	6	0	0	129
Applicants Hired	1	1	0	0	1	0	0	0	3
Percent Hired	1%	6%	0%	0%	5%	0%	%	%	N/A
Percent of Workforce Population	4%		0%		2%		0%		N/A

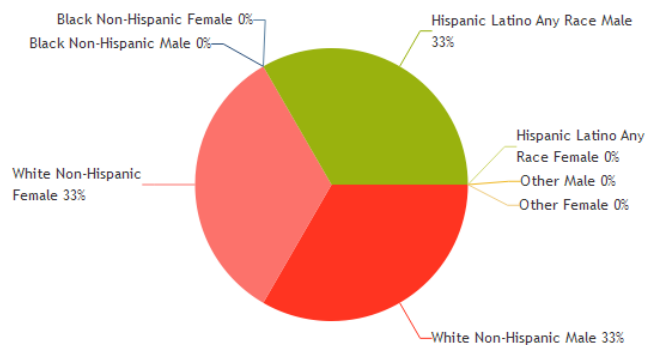
**Reaccreditation Year 4 Notes:**

The department held a testing process for police officers in September 2020. The above statistics are based on a voluntary survey offered at the written exam session.

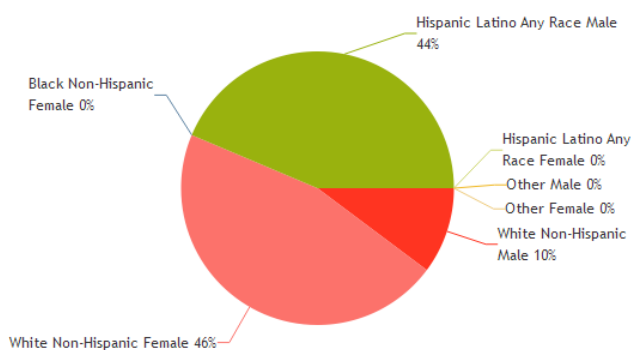
**Applications Received**



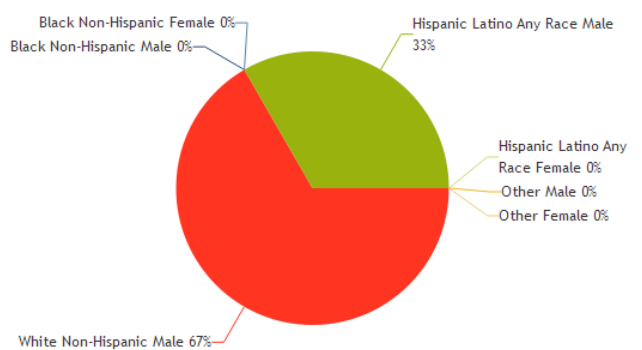
**Applicants Hired**



**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: 1/1/2017 - 12/31/2017**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	2	0	0	0	0	0	0	0	2
Percent Promoted	%	%	%	%	%	%	%	%	N/A

**Reaccreditation Year 1 Notes:**

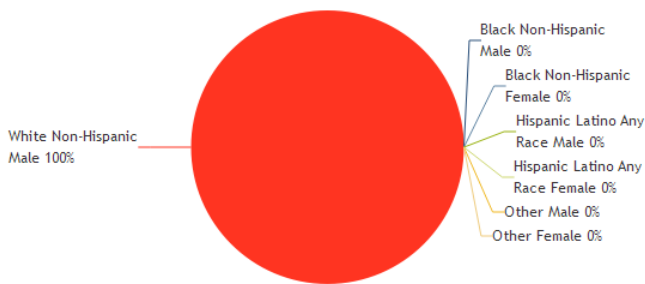
All officers were promoted from the 2015 Sergeant Eligibility list which expired in October, 2018. Data from the October, 2018 testing process will be included in our Year 2 tables.

**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	

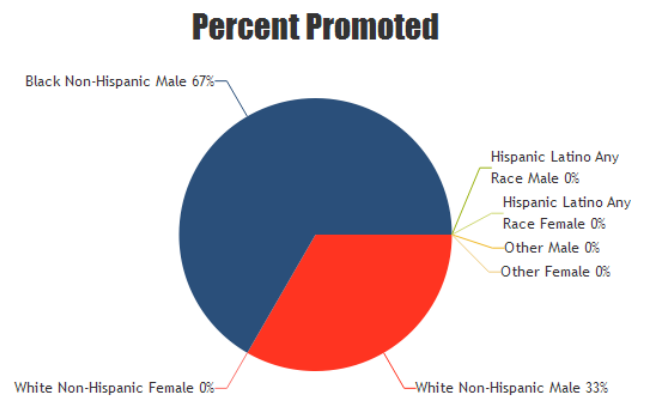
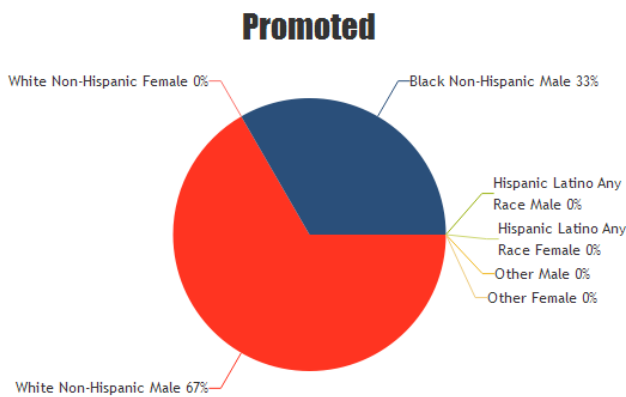
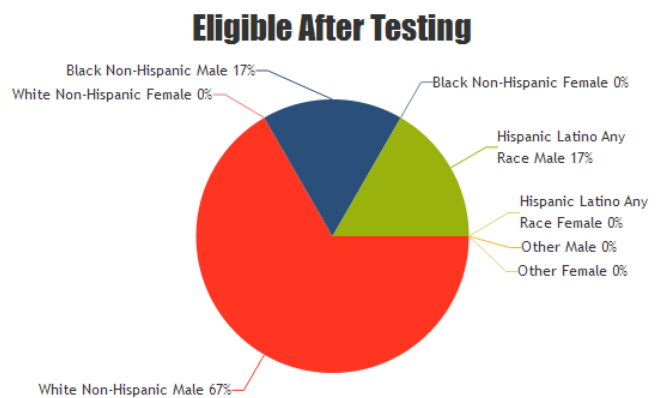
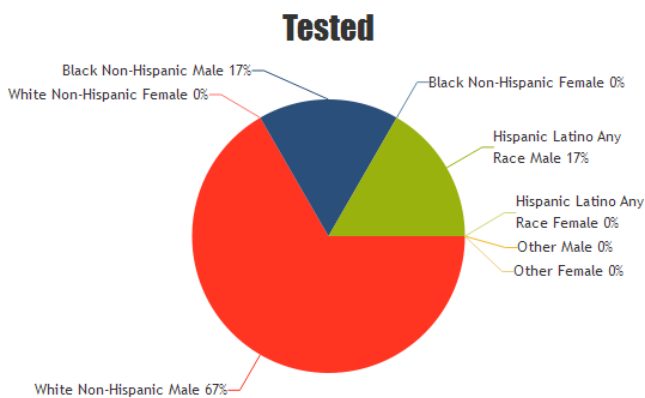
## Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	4	0	1	0	1	0	0	0	6
Eligible After Testing	4	0	1	0	1	0	0	0	6
Promoted	2	0	1	0	0	0	0	0	3
Percent Promoted	50 %	%	100 %	%	0 %	%	%	%	N/A

### Reaccreditation Year 2 Notes:

Please also include any other notes relevant to this summary.



### 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: 1/1/2017 - 12/31/2017

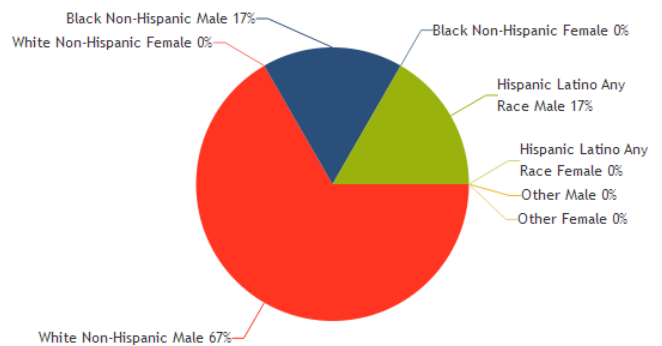
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	4	0	1	0	1	0	0	0	6
Promoted	2	0	1	0	0	0	0	0	3
Percent Promoted	%	%	%	%	%	%	%	%	N/A

### Reaccreditation Year 3 Notes:

All officers were promoted from the 2018 Sergeant Eligibility list that is set to expire in October, 2021.

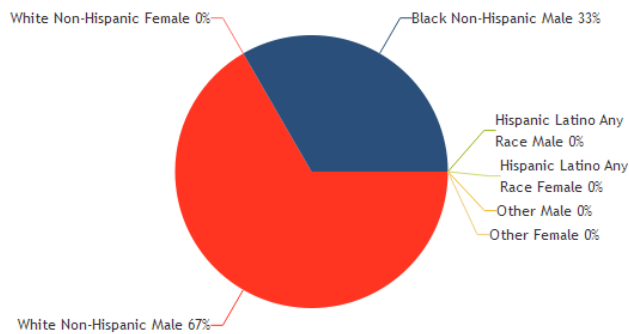
#### Tested

#### 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 4**

**Data Collection Period: 1/1/2020 - 12/31/2020**

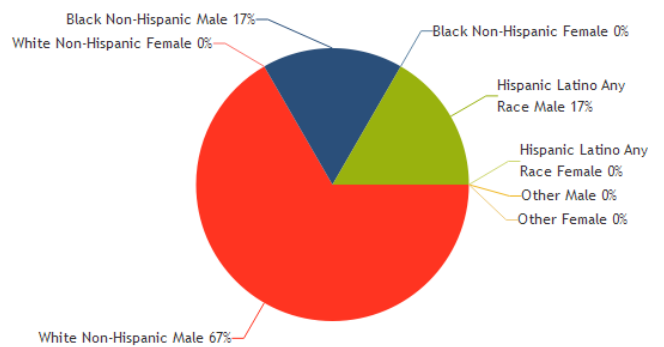
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	4	0	1	0	1	0	0	0	6
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

**Reaccreditation Year 4 Notes:**

The department has started the testing process for sergeants. The current list expires in October 2021, there have been no promotions from the current list from the time period between August 17, 2020 and June 18, 2021.

**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	



