

Springfield Police Department's Pledge to Professionalism

August 25, 2020

In the aftermath of recent tragic incidents and subsequent protests, our country has seen our democracy and the law enforcement profession challenged and questioned regarding its professionalism. Legislative bodies at all levels of government, community members, civic organizations, and police departments have proposed a myriad of reforms aimed at transparency, accountability, and increasing the professionalism of law enforcement. The Springfield Police Department's Administration acknowledges that change within the law enforcement profession is necessary and calls for an approach that is evidence based, informed, comprehensive, and thoughtful.

The Springfield Police Department is a professional organization that debriefs these types of tragic incidents, not to assess blame, but in effort to learn and provide better training and options to officers in similar situations. From these debriefs the inconsistencies in training and standards are apparent. Additionally, what happens in one community affects law enforcement across the country. That is why we support some national and state standards regarding use of force, training and hiring. As an agency that already incorporates most of the proposed changes being suggested at the state and national level, the department would like to educate the public on what reforms we support and what proposed reforms are already incorporated into our policy, procedures, and training.

While officers are often called upon to handle many community caretaker functions and address quality of life issues, the belief that social services have the ability to respond to such calls for service, 24/7, without a police presence is unrealistic and dangerous. Our community deserves the highest quality of service. This is the reason we have embraced certain co-responder models and also why our department is open to additional models that may help solve complex problems by providing differing professional services. In fact SPD Administration lobbied for funding for a social worker/mental health professional in its current budget but do to the current fiscal constraints, has not filled the position.

Additionally, we support all elected officials (local, state and national) that serve on a legislative body to attend their local police department's Citizen Police Academy. This will help facilitate a better understanding of the many roles officers fill, the level of training officers are provided, and the challenges law enforcement face with the many tasks assigned to them.

(*) Denotes already part of SPD's policy, procedures, and training.

- Use of Force:
 - In favor of Statewide/National use of force policy or at a minimum universal components
 - Including mandatory de-escalation when safe and feasible*

- Mandatory reporting and investigation of all use of force with immediate multi-supervisor review*
 - Mandatory tracking of officers' use of force cases above normal handcuffing*
 - Ban on chokeholds and neck restraints unless deadly force authorized*
 - Mandatory requirement to render aid to officer's level of training*
 - Duty to intervene when excessive force is being utilized*
 - To include mandated reporting to a supervisor*
 - Department Use of Force Review Committees/Boards with citizen component for force resulting in injury or treatment at a medical facility (in process)*
 - Mandatory participation in FBI use of force data base through current reporting procedures with Illinois State Police*
 - Mandatory outside agency investigation into any officer involved shooting or in-custody death*
 - Mandatory drug and alcohol testing, prior to the end shift, for any officer involved in an shooting resulting in injury or death*
- Training - below are some of the Mandated trainings SPD Officers go through:
 - Annual De-escalation training. *
 - Including scenario based training*
 - Implicit Bias and Procedural justice training every 3 years*
 - Use of Force training to include scenario based training (Annual)*
 - Cultural competency (3 years)*
 - Discriminatory practices (SPD conducts annual training)*
 - Civil rights (3 years)*
 - Constitutional and Proper use of LE Authority (3 years)*
 - Human Rights (3 years)*
 - Mental health training (SPD conducts annual training)*
 - Legal Updates & Search and Seizure Updates (Monthly online and Annual in person)*
 - Trauma Informed Response & Investigation of Sexual Assault (3 years)
 - Psychology of Domestic Violence (5 years)*
 - Active Shooter Training (Annual)*
 - Stop the Bleed and First Aid*
 - Crisis Intervention Team Training (Annual)*
 - Emergency Response Team Training (Monthly)*
 - Crisis Response Team Training (Monthly)*
 - Canine Team Training (Monthly)*
 - Mobile Field Force Team Training (Quarterly)*
 - Accountability/Transparency:
 - Strengthen current police decertification process and expand statewide misconduct database. The alternative would be licensing vs. certification. The goal is to get rid of bad cops and not allow them to move from department to department*

- Departments shall submit all terminations and resignations while under investigation for violation of policy, procedures, or laws in the officer misconduct database.
 - Recruitment - Hiring unbiased individuals with a strong desire to serve diverse, professional organizations*
 - Continue efforts to diversify police departments to be more reflective of the communities they serve*
 - Standardized hiring requirements (Statewide/Nationwide) to include detailed and thorough background investigations, psychological testing, drug testing, etc.
 - Easiest way not to have a bad cop, is not to hire one in the first place.
 - Mandatory, in-depth background checks for all employees*
 - Including check of the officer misconduct database*
 - Police Community Review Commission (PCRC) – diversified board members*
 - Mandatory attendance of SPD Citizen Police Academy*
 - Review all citizen complaint investigations prior to administrative review for thoroughness to which each allegation has been investigated.
 - Review or hear appeals on any citizen complaint investigation upon final disposition of the case within 15 working days
 - Body Worn Camera (BWC) mandate for Police Departments and National Policy (SPD was first major department in the state to adopt the use of BWC).*
 - Legislative changes to binding arbitration for officer termination cases
 - Limit arbitrators’ ability to reinstate fired officers
 - Must build in safeguards protecting officers due process
 - Judicial review
 - Additional oversight via the judicial branch and department senior staff on the issuance and service of No-knock search warrants reserving for the most dangerous situations*
 - Maintain police discipline records for officers’ entire career*
 - Post department’s General Orders online (SPD in process)*
 - Agency Accreditation (SPD was in the past but funding was cut in previous budget cycles. We are currently in the accreditation process)*
- Community Education:
 - Support ongoing funding for School Resource Officers (SROs) while balancing their role in school discipline vs. school administrator’s role to prevent pipeline to prison.
 - SROs should be certified*
 - Clearly define role to include balance of education, mentor, role model, school security, liaison to school administration, etc.*
 - Attend school staff meetings to ensure open communication, goals and objectives*
 - Minor violations should be handled administratively*

- Embrace expansion of community policing philosophy department wide while dedicating a group of officers (Neighborhood Police Officers and Homeless Outreach Team) to problem solving*
 - Current SPD outreach efforts include but not limited to: *
 - Coffee with a cop
 - Bridging the gap BBQ
 - Operation Juice Box / Polar Patrol/ other similar programs
 - Kindergarten and Cops
 - Shop with a Cop
 - Coat and Food drives
 - Beards and Badges
 - Cops and Bobbers
 - National Night Out
 - U-Matter Showcase
 - SPD Open House Events
 - Staff Walks
 - Participating in school reading programs, Neighborhood Association meetings, watch meetings, town hall meetings.
 - Quarterly or monthly meetings with civic and professional organizations- NAACP, BLM, NOBLE, Faith based leaders, etc.*
 - Annual Charitable Causes:
 - Beards and Badges campaign to support the American Cancer Society
 - Law Enforcement Torch Run, Cop on Top, Tip a Cop to support Special Olympics
 - Christmas for Kids- officers deliver presents to St. John's Children's Hospital
 - Residential Officers/Courtesy Officer Programs*
 - Madison Park Place
 - Chatham Hills Apts.
 - Alternatives to incarceration and Co-responder programs:
 - Focus Deterrence Program - provide assistance to at-risk individuals to walk away from gangs and gun crime*
 - Addiction – Safe Passage program*
 - Mental health – CIT program*
 - Co-responder program with Mental Health Professionals. Currently SIU and Memorial Psych Response Team are a resource that officers can call for advice but do not typically respond. Ex-Hostage/barricaded situations).

- Homelessness – HOT program*
 - Continue and expand the co-responder program with Memorial Behavior Health*
 - Domestic Violence co-responder program with Sojourn Shelter and Services*
 - Sexual Assault co-responder program with Prairie Center for Sexual Assault*
 - Child Sexual Assault co-responder program with the Child Advocacy Center*
 - Elder Abuse co-responder with Senior Services of Central Illinois*
 - Sangamon County also has a Teen Court, Veterans Court, and Drug Court designed to divert those willing to accept assistance to change behaviors*

- Citizen education component to include:
 - Law and you / Know your rights*
 - Lights in the Mirror*
 - BLAST program*
 - Citizen Police Academy*
 - Teen Academy*
 - Junior Police Academy*
 - Mayor’s Youth Council*
 - Leadership Springfield*
 - Driver’s Education Classes*
 - School Resource Officers*
 - School Presentations on decision making and the dangers of drugs and gangs*

- Officer Wellness and Peer Support Programs*
 - Funding for peer support programs*
 - Officer mental health services*

- Professionalism and Cultural Enhancements:
 - Adopted ILACP/ NAACP 10 shared principles *
 - Incorporated into training task and general orders along with vision and mission statements*
 - Implemented the principles of President Obama’s Report on 21st Century Policing*
 - Embraced the “#8 Can’t Wait” campaign*

The Springfield Police Department is dedicated to providing professional service. We are in support of additional quality training with financial support including appropriate funding levels for Mobile Training Units. As a profession and as a society we have the opportunity to make the needed changes to strengthen and build lasting partnerships with the communities we serve. This

will require everyone to listen, learn, be open minded, and respectful to the challenges we all face daily.

Sincerely,

Kenny Winslow

Chief Kenny Winslow #393

Springfield, IL Police Department