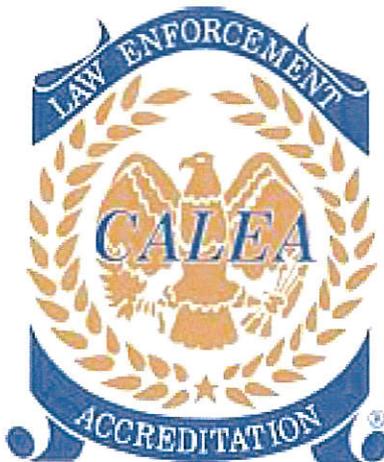




**Wilmette (IL) Police Department
Assessment Report**



2015

**Wilmette (IL) Police Department
Assessment Report**

March 2015

Table of Contents

Section		Page
A	Agency name, CEO, AM	1
B	Assessment dates	1
C	Assessment team	1
D	Program Manager	1
	Type of Assessment	1
E	Community and Agency Profile	1
	Community Profile	1
	Agency Profile	2
	Demographics	2
	Future Issues	3
	CEO Biography	3
F	Public Information	4
	Public Information Session	4
	Telephone Contacts	4
	Correspondence	4
	Media Interest	5
	Public Information Material	5
	Community Outreach Contacts	5

G	Essential Services	5
	Chapters 1-17	5
	Code of Ethics	6
	Multi-Year Plan	7
	Biased Based Profiling	7
	Use of Force	9
	Chapters 21 – 35	10
	Grievances	11
	Disciplinary	12
	Recruitment	13
	Training	14
	Promotions	15
	Chapters 41 – 61	17
	Crime Statistics and	
	Calls for Service	19
	Vehicle Pursuits	20
	Critical Incidents	21
	Internal Affairs	21
	Chapters 70 – 84	22
	Property & Evidence	24
H	Standards Issues	24
I	20 Percent Standards	25
J	Future Performance/Review Issues	25
L	Standards Summary Table	25
M	Summary	25

A. Agency name, CEO and AM

Wilmette Police Department
710 Ridge Road
Wilmette, Illinois 60091

Brian King
Chief of Police

Synthia Nugent
Accreditation Manager

B. Dates of the On-Site Assessment:

March 8-11, 2015

C. Assessment Team:

1. Team Leader: Michael J. Bussiere
Chief of Police
Lewiston Police Department
171 Park Street
Lewiston, ME 04240
(207) 513-3137
mbussiere@lewistonmaine.gov

2. Team Member: John Moulton
Hagerstown Police Department
50 North Burhans Boulevard
Hagerstown, MD 21740-4696
(301) 791-2362
jmoulton@hagerstownpd.org

D. CALEA Program Manager and Type of On-site:

Christie Goddard
Eight Law Enforcement Advanced Re-accreditation-B size agency (58 personnel,
authorized strength 44 sworn, 14 non-sworn)

The agency uses the CACE-L software program.

E. Community and Agency Profile:

1. Community Profile:

Wilmette is located in Cook County Illinois and lies 14 miles north of downtown Chicago. The Village of Wilmette was created in 1924 by the merger of two older

villages, Wilmette and Gross Point. On the east Wilmette borders Lake Michigan and the western part of the Village was the center of a German immigrant farming community. The Village was originally incorporated in 1872, shortly before commuter train service to Chicago was established. Today, the Village of Wilmette encompasses 5.4 square miles and has a population of approximately 27,000. Wilmette is considered a desirable bedroom community in the Lake Michigan North Shore region.

The Village is known for its tree lined streets, excellent parks, and quality public and private schools. Wilmette Village is committed to its history, preserving its brick streets with old fashioned street lights and beautiful lakefront areas. The community has a high median family income and an average home value of about \$630,000. The Village has a Village Manager who is appointed by the Village Board and acts as the Village's chief administrative officer. The Manager is responsible for implementing the policies of the Board and manages the day to day operations of the Village. The six members of the Village Board of Trustees and the Village President are elected at-large for staggered four year terms.

2. Agency Profile:

The Wilmette Police Department was established in 1886 by the Wilmette Village Board of Trustees. Today the Wilmette Police respond to about 18,000 calls each year. Sworn personnel include the following: Chief of Police, two Deputy Chiefs, one Commander, seven Sergeants, and 33 Police Officers.

In 1986 the Wilmette Police Department became the third agency in Illinois and the 29th nationwide to earn accreditation from the Commission on Accreditation for Law Enforcement Agencies. Since 1991 the Wilmette Police have required a four-year college degree at the entry level and today is in the top 2% nationwide in officer education. Full time assignments in the department exist in patrol, criminal and juvenile investigations, traffic, and School Resource Officer. Additionally, specialized assignments in patrol include evidence technician, field training officer, firearms instructor, defensive tactics instructor, DUI specialist, traffic accident reconstruction, major crimes investigator and burglary investigator.

3. Demographics

The demographic composition of the service area and agency are represented in the following table:

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
4												
Caucasian	23148	85%	232125	67%	38	84%	4	9%	36	81%	3	7%
African-American	215	1%	39683	11%	1	2%	1	2%	1	3%	1	3%
Hispanic	902	4%	29672	8%	4	9%	1	2%	3	7%	1	2%
Other	2250	10%	43303	12%	2	4%	0	0	4	9%	0	0
Total	27,087	100%	344783	98%	45	99%	6	14%	44	100%	5	12%

In examining the current work force to the service population, the demographic make-up of the police department proportionally represents most of the community it serves, with the exception of the Asian community which is the largest minority population in the community and accounts for approximately 10% of the service population in Wilmette. Agency personnel report that they have found that there is very limited interest in a law enforcement profession from this particular minority group, however, they have increased their outreach to the Korean community to aid with recruitment efforts. The agency maintains a detailed recruitment plan which was revised and updated in 2012 and agency personnel continue to actively recruit minority and female recruits to sworn officer positions. The agency's make-up remains the same from the prior onsite but added one female officer to its ranks and female officers now account for 14% of sworn personnel.

4. Future issues:

Later in 2015, the agency plans to acquire license plate reader technology for patrol cars. The agency already has a CALEA compliant policy ready to implement once the equipment is procured.

5. CEO biography:

Chief Brian King has served with the Wilmette Police Department for the past 25 years. He has held many positions including, patrol officer, detective, sergeant, patrol commander and deputy chief prior to his promotion to Chief in 2009. Chief King served seven years as a supervisor for a regional homicide task force and currently serves on the executive board of that task force. He has served on several law enforcement committees and training boards. Chief King is also a trainer for a statewide training unit and has taught homicide investigation classes for several years in the greater Chicago metropolitan area.

Chief King earned a Bachelor's Degree from Xavier University and a Master's Degree in Management from National Lewis University. He is a graduate of Northwestern University's School of Police Staff and Command and the Police Executive Research Forum's Senior Management Institute and is a member of the Illinois and International Associations of Chiefs of Police.

F. Public Information Activities:

Public notice and input are cornerstones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

1. Public Information Session

The Public Hearing was held on March 9, 2015 at 5:30 PM at the Council Chamber of the Wilmette Board of Trustees. Only two agency officials were in attendance for the public hearing and no one showed up to speak. The hearing was recorded and broadcasted by the Village local cable access station.

2. Telephone Contact

On March 9, 2015 from 1:00 PM to 3:00 PM the assessment team received telephone calls from the public who wished to comment about the agency. Four phone calls were received from the public during this time. Officer Frank Coleman of the Joliet Police Department praised the agency and its accreditation manager for their work in the Illinois Police Accreditation Coalition (IPAC). Don Gasparini of the Winnebago County Sheriff's Office called and stated that Wilmette P.D is a leader in the accreditation process and has a long history of supporting IPAC. Raymond Lechner, the Superintendent of Schools in Wilmette, stated his organization has an incredibly good relationship with the police department and they find the school resource officer, Julie Parisi, is an invaluable resource for the school system. Steve Wilson, the executive director of the Wilmette Park District, stated he and his staff interact frequently with police department personnel during such events as the July 4th festival and they are always very professional and play an important part in coordinating safety for Village events.

3. Correspondence

Chief David Webb of the Hanover Park Police Department wrote a letter to the Commission recommending the reaccreditation of the Wilmette Police Department. There were no correspondences received regarding this assessment. Chief Webb noted that the standards upheld by the agency under the leadership of Chief King are exemplary.

Media Interest

There was no media interest during the onsite assessment.

Public Information Material

A public notice was prepared and distributed throughout the community. The notice was posted at all Village Departments, on the Village website and was distributed at a local forum known as the Listening Post. A notice was also sent to Village cable station and the local newspaper the *Pioneer Press* which published an article of the upcoming assessment. Information regarding the onsite process was also sent via email to Wilmette residents who are members of a local email information network.

4. Community Outreach Contacts

Assessors spoke with several members of the agency while conducting interviews, ride-alongs, touring the facility and during several informal conversations with employees. The agency personnel the assessors met with were professional and dedicated and community minded. Most were quite knowledgeable of the accreditation process. The team leader met with Village Manager Tim Frenzer and Assistant Village Manager Mike Braiman who spoke of the confidence that both they and the community have in the police department and its administrative staff. Assessors also spoke with Wilmette Fire Chief Michael McGreal and Deputy Fire Chief Thomas Robertson. The Chiefs related several incidents in which the departments worked closely together in a Unified Command function for both planned events, such as the yearly Fourth of July Festivals, and emergencies which included a major fire in February of 2015. The Chiefs related that while fire officials dealt with the fire scene, police officers and supervisory personnel handled the perimeter, dealt with power outage issues, handled the media inquiries and communicated with school officials to plan for the safe release of students from school. Village Board President Bob Bielinsk stated that the police department is known for professionalism and for being well-trained. Bielinsk stated agency personnel interact well with residents and Chief King has the perfect demeanor for his important role in the community. Assessors also spoke with various members of the Wilmette Village community including local officials, restaurant and hotel employees, merchants and public safety officials from neighboring municipalities. Assessors received nothing but positive comments about the agency and its employees.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration (Chapters 1-17)

Personnel are required to take and abide by an oath of office to uphold the law and the Constitutions of the United States and the State of Illinois and to uphold the ordinances of the Village of Wilmette. The agency has adopted the International Association of Chiefs of Police (IACP) Code of Ethics and it has a well written policy on ethics to include a prohibition of accepting most gifts and restrictions on political activity while on duty. Personnel last received ethics training in 2014. Newly appointed personnel receive ethics training upon hiring.

Directives are in place to assure the constitutional rights of citizens including access to counsel and during interviews, field interviews and interrogations. Warrant-less searches by agency personnel are guided by written directives to provide guidance during stop and frisk encounters, exigent circumstances and other permissible searches without a warrant. Sworn personnel utilize the agency's Permission to Search form to obtain written permission to conduct searches in certain situations.

Written procedures outline alternatives to arrest which may include issuing citations and summonses, issuing warnings, referrals and informal resolutions in certain instances. Officers are encouraged to examine all possible alternatives when enforcing non-criminal laws such as traffic and ordinance violations. Detailed procedures are in place for the authorization of strip and body cavity searches. The agency prohibits body cavity searches, other than the mouth, without a search warrant and no body cavity searches were conducted during this assessment period.

The agency is a member of the Illinois Law Enforcement Alarm System (ILEAS). ILEAS was formed in 2002 in response to the September 11th, 2001 attacks and was created to meet the needs of local law enforcement in matters of mutual aid, emergency response as well as combining resources for public safety and terrorism prevention and response. ILEAS has a very detailed mutual aid plan that defines procedures for requesting aid and authorization, radio communication procedures, resources available and has a governing board that reviews and revises of the plan as needed.

The agency is organized into two divisions: Operations and Administrative Services. The Operations Division has the majority of agency personnel and is comprised of the Patrol and Investigations functions as well as parking enforcement. The Administrative Division includes the Communications Section as well as Records and the Property and Evidence function. Each division is overseen by a Deputy Chief who report directly to the Chief of Police. Deputy Chief Kyle Perkins currently oversees Operations while Deputy Chief Kyle Murphy oversees Services. The two Deputy Chiefs recently swapped duties having performed their counterpart's role in 2014.

An administrative reporting program is in place which helps track all required reports, states the position responsible for the report, the purpose and frequency of the report and to whom the report should be disseminated. These reports include a daily log and a weekly bulletin which is distributed to all personnel. A summary of all departmental activities during the previous month is compiled in a monthly incident report. This report

is distributed to all supervisory personnel and a copy is also available in the roll call room. The agency also compiles an annual report which summarizes yearly crime statistics and highlights department activities and programs from the previous year. The annual reports are made available to the public from the department's website.

The agency's mission statement reads, "We, the members of the Wilmette Police Department, are dedicated to providing impartial law enforcement, community-oriented services and police protection in our Village, while maintaining the highest ethical and professional standards." A written directive system is made available to all agency personnel and directives are modified as necessary. All policies and procedures are organized into chapters and assigned policy numbers. The General Standards of Conduct policy establishes the general guidelines of rules and regulations for agency personnel. All written directives are available to department members electronically and revisions are distributed through email notifications and during shift briefings.

Annual goals and objectives are created by the agency at the beginning of the calendar year. Goals and objectives for the previous year are reviewed, summarized with an end of the year progress report. The current multi-year plan was last updated in 2012 and covers the period of 2012-2015. The plan includes anticipated workload and population trends. The Village's five year capital improvement program accounts for capital improvements and equipment needs for the department which includes in-car video cameras for all cruisers and upgrades to communications consoles which were completed in 2014. The Detective Bureau Supervisor is responsible for the crime analysis function within the department. Special bulletins and weekly crime reports are compiled and disseminated concerning the types of criminal activity that are occurring in the community and any commonalities that may be identified. These reports, along with crime bulletins from nearby law enforcement agencies are used to disseminate information throughout the department.

Cash accounts are audited on a quarterly basis by staff. Drug forfeiture, confidential funds and detective funds are audited by Commander Patrick Collins and Administrative Secretary Susan Budd audits the petty cash funds and these audits are reviewed and approved by the Deputy Chief of Services. In 2013, Commander Collins conducted a detailed review of agency cash accounts at the request of the Village's newly appointed Director of Finance, Melinda Molloy. Commander Collins recommended the reorganization and consolidation of some funds which was approved. As an example, the Detective Fund balance had grown to a balance exceeding \$25,000. This fund was pared down with a new balance not to exceed \$6,000. Other funds were either closed or separated to allow for better tracking of funds by source and/or purpose. The Village contracts with an outside accounting firm to conduct a yearly fiscal audit which for the last three years has been conducted by the accounting firm Lauterbach & Amen LLP.

Bias Based Profiling

Written directives prohibit agency personnel from engaging in bias-based policing including but not limited to traffic contacts, field contacts, custodial arrests and asset seizures and forfeiture. Personnel are required to “deliver services and protection to all persons without regard to their race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age, cultural group, disability or any other class protected by law.” The agency also has specific directives regarding traffic stops that require that they be based on observed or reported traffic violations or “other articulable justification based on a circumstances that gives rise to a lawful stop” and that consideration of individual characteristics shall not be the basis for making enforcement decisions unless they are elements of a description of a wanted suspect.

2012 Traffic Warning and Citations

Race/Sex	Warnings	Citations	Total	Percentage
Caucasian/Male	706	798	1504	43%
Caucasian/Female	551	678	1229	35%
African-American/Male	73	53	126	4%
African-American/Female	42	39	81	2%
Hispanic/Male	60	101	161	5%
Hispanic/Female	30	39	69	2%
Asian/Male	67	93	160	5%
Asian/Female	46	68	114	3%
OTHER	5	17	22	1%
TOTAL	1580/45%	1886/55%	3466	

2013 Traffic Warnings and Citations

Race/Sex	Warnings	Citations	Total	Percentage
Caucasian/Male	859	927	1776	43%
Caucasian/Female	649	821	1470	35%
African-American/Male	87	88	175	4%
African-American/Female	53	51	104	2%
Hispanic/Male	63	116	179	4%
Hispanic/Female	32	44	76	2%
Asian/Male	70	82	152	4%
Asian/Female	59	89	148	4%
OTHER	4	1	5	0
TOTAL	1876/45%	2219/55%	4095	

2014 Traffic Warnings and Citations

Race/Sex	Warnings	Citations	Total	Percentage
Caucasian/Male	942	950	1892	43%
Caucasian/Female	778	814	1592	36%
African-American/Male	84	83	167	4%
African-American/Female	34	58	92	2%
Hispanic/Male	111	169	280	6%
Hispanic/Female	42	55	97	2%
Asian/Male	53	80	133	3%
Asian/Female	73	63	136	3%

OTHER	4	7	11	0
TOTAL	2052/47%	2279/53%	4331	

The agency conducted roll call training on the agency's bias-based policing directives and a review of the State of Illinois Traffic Stop Report. This training is also incorporated into the field training program for new recruits. An analysis of traffic stops for 2012 showed that 20.7% of drivers stopped by the agency were minorities. The statewide average in Illinois of minorities stopped is 34%. A review of Use of Force incidents and asset seizures showed no concerns of bias-profiling from these numbers.

In 2013, the agency had very similar traffic stop numbers with 20.89% of stops involving minorities compared with a statewide average of 34.6%. The percentage of minority drivers that receive a citation by the agency for that year was 51.12% with 51.25% of white drivers receive a citation. The statewide percentage for minorities in 2013 showed 58% received a citation after a traffic stop. For 2014, the State of Illinois Traffic Stop Report has not been published. However, the agency's own data showed that 20% of driver's stopped were minorities which is consistent with the two prior years. A further analysis of the results showed 53% of minorities and 51% of white drivers received citations. The agency's numbers compared with other law enforcement agencies in the state and in comparison with minority and non-minority drivers shows no apparent bias in traffic enforcement.

Biased Based Policing Complaints

Complaints from:	2012	2013	2014
Traffic contacts	0	1	0
Field contacts	0	0	0
Asset Forfeiture	0	0	0

There were no reports or complaints of bias-based policing in 2012. In 2013, the agency fielded one complaint from a Hispanic male who stated he believed he was stopped due to his race. The driver had been stopped due to an obscured license plate. After a review of the in-car video of the traffic stop and interview with the officer, the agency determined that there was no wrong doing and the complainant was contacted and was satisfied with the results of the investigation. There were no allegations of bias based policing in 2014.

Use of Force

Officers are required to complete a Use of Force report whenever there is an application of physical force, discharge of a firearm other than for training, uses a less-lethal weapon on a subject or presents a lethal weapon (firearm) at a person. These reports must then be reviewed and approved by the officer's immediate supervisor as well as by administration. Training records indicate that agency personnel authorized to

carry weapons receive the appropriate in-service training and instruction and are required to demonstrate competency in the use of these weapons.

Use of Force

	2012	2013	2014
Firearm	6	5	2
ECW	N/A	N/A	N/A
Baton	0	0	0
OC	0	0	2
Weaponless	6	9	11
TOTAL USES OF FORCE	12	14	15
Total Use of Force Arrests	7	10	8
Complaints	0	0	0
Custodial Arrests	251	249	240

Agency personnel used some type of force in only about 3% of all custodial arrests made over the last three years indicating that officers are proficient in the use of de-escalation techniques. The vast majority of use-of-force incidents involve officers using weaponless “hands-on” techniques with arrestees such as wrist locks and take downs. Agency personnel are also trained and equipped to use oleoresin capsicum. Personnel are not currently trained or equipped with Tasers or other electronic controlled weapons. During the last three years the agency has not had an incident in which deadly force was employed nor any incident in which batons were used. The agency has a prohibition on the discharge of “warning” shots.

Personnel Structure and Personnel Process (Chapters 21-35)

Collective bargaining agreements and the Village of Wilmette’s personnel policies describe the agency’s salary program and also govern administrative, sick, vacation, family medical and other types of leave. Personnel receive competitive wages in relation to the greater Northeastern Illinois area. Pension programs are offered through the Illinois Police Pension Code and the Illinois Municipal Retirement Fund. The Village offers a partial tuition reimbursement program for some job related courses as an incentive for employees to pursue continued education programs.

A formal Employee Assistance Program (EAP) is available to employees to help both employees and their family members deal with personal or professional problems which may affect their performance at work or personal family life. These may include physical injury or illness, emotional stress and chemical dependency. Employees and their immediate family members may contact counselors directly and need not notify their

supervisors or other Village management. Supervisory personnel may also make mandatory referrals during certain instances where employees are exposed to serious traumatic events or exhibit a pattern of unacceptable performance such as excessive absenteeism, declining job efficiency or poor interpersonal relationships on the job.

The recognized bargaining unit for non-supervisory sworn members of the department is the Teamsters Law Enforcement Division local #714. The unit is represented by both appointed representatives from the police department as well as the Teamsters Union. The Village manager serves as the chief negotiator for the Village's collective bargaining and Police Chief appoints a department manager to the team as well. Written ground rules are agreed upon prior to negotiation and both parties must agree to abide by the Illinois Public Labor Relations Act that requires "good faith" negotiations with respect to wages, hours of work and other conditions of employment. The union and the Village have a current three year agreement in place which expires at the end of 2015.

Probationary officers are rated with daily observation reports and also receive weekly evaluations during their filed training program. All probationary employees of the agency, both sworn and non-sworn receive quarterly evaluations to measure their progress. A review of the department evaluation forms found that the criteria used for evaluating performance are specific to the assignments. Employees are given the opportunity to review the performance evaluation with the rater and may make written comments on the evaluation prior to signing. Appeals of evaluations are not subject to a full grievance process, but employees may request an additional review by the appropriate Deputy Chief. The Chief of Police will make the final adjudication in this appeal process.

Grievances

The procedures for filing a grievance by employees are found in the Village of Wilmette's Employee Personnel Manual. For sworn officer covered under a contract, the collective bargaining agreement details their grievance procedure. The Village policies and the collective bargaining agreement have very detailed procedures that specifically outline the types of matters that may be grieved as well as the procedural steps and time limits to be followed by agency employees as well as the Village of Wilmette.

Grievances	2012	2013	2014
Number	1	0	1

In the previous three year assessment cycle of 2009-2011 there were a total of six grievances filed on behalf of union members. For this assessment period there were just two grievances filed. In 2012, a grievance was filed regarding compensatory time but this grievance was quickly resolved after the employee had a discussion with the Village's finance department. In 2014, a grievance was filed related to the

implementation of a new shift schedule for 12 hour shifts. This grievance was reviewed and denied by administration. As in the prior assessment period, there were no grievances filed by non-union personnel. There have been no changes made to the grievance procedures since the last contract was signed in 2013. It is apparent that the union and administration are continuing to work within the established guidelines of the formal grievance process.

Disciplinary

A code of conduct directive as well as guidelines for appearance provide detailed guidance and these directives are made available to all agency personnel. Standards of conduct are listed in the agency's General Standards of Conduct as well as the Village's Employee Personnel Manual which was most recently updated in January of 2014. The agency has a formal Performance Recognition Program which includes letters of gratitude, departmental commendations, "honorable mention" awards, Officer of the Year, Civilian employee of the Year and other special awards. An Awards Board consisting of appointed officers of various ranks and a civilian appointee are tasked with deciding the appropriate award to be conveyed to nominees. Several officers and detectives received formal recognition for their involvement in solving two armed robberies which occurred in 2013.

Written directives prohibit sexual and other forms of unlawful harassment in the work place and these directives include reporting procedures and prohibitions against retaliation against employees who report such conduct. The directives clearly spell out the types of behavior that are prohibited in the workplace and the procedures to investigate and resolve such complaints. There were no reported complaints of workplace harassment during this assessment cycle.

	2012	2013	2014
Suspension	1	0	0
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	0	0	0
Other	2	5	0
Total	3	5	0
Commendations	88	91	28

Written directives are in place that allow for training and counseling to be used as a function of discipline. More formal disciplinary actions such as oral and written reprimands as well as suspensions may also be utilized. In 2014 an officer who had previously been issued a written reprimand for inattention to duty a year prior was scheduled to receive a suspension from duty but he resigned prior to the formal issuance of discipline. Counseling and remedial training are generally documented by

the supervisory personnel taking these actions. Agency and Village policy and practice is viewed as “employee friendly” and formal disciplinary action is fairly infrequent.

Recruitment and Selection

The Village of Wilmette’s Board of Fire and Police Commissioners administer the elements and activities of the selection process for sworn personnel. Components of the selection process include a physical agility exam, written examination, a situation based written exam, an administrative interview, polygraph, psychological and medical exams and a thorough background examination. A review of these components found that all of the elements of the selection process are job related as they measure traits or characteristics that are a significant part of the job for sworn personnel. All sworn appointees of the agency are considered probationary employees and remain in a probationary period for two years from their date of appointment. During this probationary period, an employee may be laid off or terminated at the sole discretion of the Village.

Sworn Officer Selection Activity in 2012

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	74	1	1.35%	68
Caucasian/Female	18	0	0	
African-American/Male	2	0	0	12
African-American/Female	0	0	0	
Hispanic/Male	12	0	0	8
Hispanic/Female	3	0	0	
Other	13	0	0	12
Total	132	1	.6%	100

Sworn Officer Selection Activity in 2013

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	65	2	3.07%	68
Caucasian/Female	18	0	0	
African-American/Male	5	0	0	12
African-American/Female	2	0	0	
Hispanic/Male	6	0	0	8
Hispanic/Female	3	0	0	
Asian/Male	6	0	0	4
Asian/Female	0	0	0	

Other	3	0	0	8
Total	108	2		100

Sworn officer Selection Activity in 2014

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	59	2	3.38%	68
Caucasian/Female	9	1	11%	
African-American/Male	0	0		12
African-American/Female	0	0		
Hispanic/Male	6	0		8
Hispanic/Female	1	0		
Asian/Male	4	0		4
Asian/female	0	0		
Other	2	0		8
TOTAL	81	3		100

The recruitment plan for sworn personnel calls for the “purposeful recruitment” of qualified candidates who represent the diversity of the population the department serves. The plan’s main objectives include obtaining as many applicants as are feasible from qualified female and minority applicants for each testing cycle and also to recruit applicants that are fluent in a foreign language. The plan calls for involving female and minority officers in recruitment activities and distributing job announcement fliers with foreign language titles. The Chief and Deputy Chiefs of Police along with the Wilmette Board of Fire and Police Commission share responsibility in the recruitment efforts of the department.

The agency’s recruitment plan was last revised and updated in 2012. New recruitment processes were initiated in each of the last three years. Recruitment totals for all races and genders have declined steadily in the last three years with a high of 132 applicants in 2012 to a low of just 81 applicants for 2014. The agency has hired six new recruits in the last three years, five males and one female, all of whom are Caucasian. The agency recently created a recruitment video in 2014 which depicts several agency personnel and includes minority and female officers. A detailed annual analysis of the recruitment plan is conducted in part by utilizing demographic data from an anonymous and voluntary form that applicants are asked to fill out prior to taking the written exam. The agency has an equal employment opportunity plan and agency officials involved in the recruitment process are knowledgeable in its contents.

Training

A committee of six people composed of the Chief of Police, both Deputy Chiefs, the management analyst, communications supervisor and the training supervisory are

responsible for evaluating the training needs of the department. This training committee meets at regular intervals. The training supervisor plans and develops internal training programs and schedules personnel for both external and internal training courses and maintaining training records in a database. The agency's training policy contains provisions for remedial training which include the circumstances in which remedial instruction is identified and required.

All newly hired sworn personnel are sent to a State certified law enforcement academy for its law enforcement training program. The agency currently contracts with the Suburban Law Enforcement Academy located at the College of DuPage. This training facility meets all of the State of Illinois' requirements for law enforcement training facilities. The Chief of Police receives progress reports of the department's training recruits from the training academy which includes exam grades, recorded absences and class and student averages. Agency personnel receive training in the accreditation process during the orientation process and all personnel received a training bulletin on the accreditation process shortly before the onsite assessment.

The field training program begins upon completion of the police academy. Probationary police officers must successfully complete an 11 week field training program modeled under the San Jose program. Field Training Officer, James Pasquesi explained that these recruits work with three field training officers (FTO) as they rotate through different field assignments and shifts. After the FTO program, probationary officers will participate in a shadow week where the new recruit will perform basically 100% of the functions while under observation of the FTO. This week is designed to give the FTO a sense of whether the new recruit is ready for recommendation for solo duty assignment. The FTOs complete daily observation reports which document and measure the recruits' progress during the program. It is during this phase of the training that recruits are trained in the agency's policies, procedures and rules and regulations. Field Training Officers receive 40 hours of field officer instruction conducted by North East Multi Regional Training (NEMRT) Inc.

Annual in-service training is required for all sworn personnel. This training includes yearly training in firearms qualification, daily roll call training and films, new law updates and modifications to policies and procedures. As an example of this type of training, sworn personnel received roll call training in a Powerpoint presentation format on the Illinois Marijuana Medical law in 2014. Another topic of in-service training involved issues related to the State's Concealed Carry Act. During this assessment period, the agency transitioned from Beretta semi-automatics to Glock semi-automatics as the standard issued sidearm. Department firearms instructor David Sparks explained that a comprehensive 20 hour training program was conducted to fully familiarize sworn personnel to the new weapon.

Promotions

The promotional process for Sergeant is governed by the rules and regulations set forth by the Wilmette Board of Fire and Police Commission. Each applicant for the position of sergeant must receive a score of at least 70 on the written examination and the assessment center and must have a total score of at least 70% in order to appear on the eligible register for the position. The written exam accounts for 30% of the process with the assessment center accounting for additional 30%. An oral interview accounts for 20% and a merit and efficiency rating (based on the previous 12 months of service accounts for 15% with the remaining 5% based on seniority. Exempt employees, which include the rank of Commander and Deputy Chief, are appointed by positions by the Chief with approval of the Village Manager.

Sergeant PROMOTIONS 2012 - 2014			
	2012	2013	2014
GENDER / RACE TESTED			
Caucasian/Male	10		
Caucasian/Female	1		
African-American/Male	0		
African-American/Female	1		
Hispanic/Male	2		
Hispanic/Female	1		
Asian/Male	1		
Asian/Female	0		
TOTAL	17		
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	6		
Caucasian/Female	1		
African-American/Male	0		
African-American/Female	1		
Hispanic/Male	1		
Hispanic/Female	0		
Asian/Male	1		
Asian/Female	0		
TOTAL	10		
GENDER/ RACE PROMOTED			
Caucasian/Male	0	1	0
Caucasian/Female	0	1	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
Asian/Male	0	0	0
Asian/Female	0	0	0
TOTAL	0	2	0

There was only one Sergeant Test administered during this assessment cycle. In 2012, 63% of the eligible candidates (17 of the 27 eligible officers) chose to take the written exam and 59% of the applicants passed the test. The only two promotions for Sergeant

made during this time were made in 2013. One of those promotions, Solvei Gehrken, became the first female officer in the history of the Wilmette Police Department to attain the rank of Sergeant. Also appointed during this assessment cycle was Kyle Murphy who attained the rank of Deputy Chief when a second Deputy Chief position was created by the Village in 2014. The most recent promotion on the department was Sergeant Landon Girard was promoted to that rank in 2014.

Law Enforcement Operations and Operations Support (Chapters 41-61)

The agency's Investigations Unit consists of a commander, a sergeant and four detectives. Additionally, the department's school resource officer is assigned to the investigations unit. The investigations unit is responsible for all follow-up investigations as well as the investigation of all drug trafficking, vice and organized crime activity. The agency maintains a variety of electronic surveillance equipment which is controlled by the investigations commander and sergeant. Confidential informants are registered and their information is maintained in a locked file in the investigations unit office. The agency has one interview room equipped with audio and video recording equipment. State law requires that interrogations for certain specified offenses must be recorded in order for them to be admissible in court. Additional crimes that will require recording are due to be added in 2016, and the agency has posted a list of all these offenses as a reminder to investigative personnel.

Wilmette has one officer assigned as a member of the North Regional Major Crimes Task Force's Major Crash Team. This group consists of personnel from 13 participating agencies who receive specialized advanced training in traffic crash investigation. The pooling of resources ensures team members are available to respond as needed to investigate serious traffic crashes in participating jurisdictions. Chief King and traffic coordinator Ron Andrews participate in the Village Transportation Commission.

Traffic enforcement is primarily the responsibility of the patrol division and this division is active in traffic enforcement activities. Written directives for traffic enforcement emphasize the preference for enforcement based on crash statistics. Officers receive training in and employ DUI detection techniques. Clear policies and procedures are in place for the handling of persons suspected of and charged with alcohol and drug related driving offenses. The agency conducts special traffic enforcement activities around holidays and events where drinking and driving is anticipated to be more prevalent. Those activities are publicized via media releases and through the Village newsletter.

The department employs 16 part-time school crossing guards who are supervised by the full-time civilian Traffic Services Coordinator Ron Andrews. Mr. Andrews is also responsible for monitoring and investigating complaints of traffic safety issues around the village's schools. He prepares annual reports for the Village Transportation Commission regarding school traffic issues. He also works with the engineering department to find solutions to traffic engineering issues.

School Resource Officer (SRO) Julie Parisi is active in the Village's seven public and seven private schools. In addition to being the primary law enforcement officer for the schools, she teaches classes on alcohol and drug laws to 7th and 8th graders, on-line computer safety to 5th and 6th graders, and child and bike safety to children in lower grades. Officer Parisi also assists with and participates in interviews involving Department of Child and Family Services cases. Through Officer Parisi, the department participates in the New Trier Township Peer Jury Program. Started in 1998, the program allows offenders who meet specific program criteria and are willing to admit guilt, to appear before a "peer jury" consisting of six to eight high school students. The peer jury determines the sentence, often community service hours, writing a paper on the consequences of the offense, and apologizing to their victims. The adult Peer Jury Coordinator monitors the offender's progress.

The department agreed to be a test agency for a survey developed by the University of Chicago in partnership with the Criminal Justice Authority and the Illinois Chiefs of Police. The survey was a comprehensive review of citizen attitudes toward officers, overall satisfaction, procedural justice and empathy during encounters, trustworthiness, respectfulness, and performance. In reviewing the results of the survey, the Wilmette Police Department appeared to meet or exceed the average of all surveyed agencies in almost all categories.

The agency is fortunate to employ Ms. Olivia Chui as its Police Social Worker. Chui provides crisis intervention for crime victims and in cases of suicides, and assists with death notifications. As the department's victim/witness advocate, she helps crime victims navigate the court system and provides additional counseling to victims of domestic violence. Beyond the services she provides to crime victims and witnesses, Ms. Chui also provides short term professional counseling for juvenile offenders, families in crisis, or other situations where officers believe professional counseling is needed in lieu of enforcement action. In this capacity she identifies and makes referrals for appropriate follow-up or long-term counseling. She also provides counseling to couples referred by officers before they become involved in domestic violence situations.

Written directives for traffic enforcement emphasize the preference for enforcement based on crash statistics. Directives provide comprehensive guidance and encourage the use of officer discretion when dealing with violators. Officers receive training in, and employ, DUI detection techniques as part of the field training program. Clear policies and procedures are in place for the handling of persons suspected of and charged with alcohol and drug related driving offenses. The agency conducts special traffic enforcement activities around holidays and events where drinking and driving is anticipated to be more prevalent. Those activities are publicized via media releases and through the Village newsletter.

Wilmette employs 16 part-time school crossing guards who are supervised by the full-time civilian Traffic Services Coordinator Ron Andrews. Mr. Andrews is also responsible for monitoring and investigating complaints of traffic safety issues around the Village's schools. He prepares annual reports for the village Transportation Commission regarding school traffic issues. He also works with the engineering department to find solutions to traffic engineering issues.

Officers are assigned to one of two patrol teams which are on a 12 hour schedule. During the assessment cycle, the agency adopted this schedule in exchange for the previous eight hour shift rotation. "Early-in" officers provide an overlap during shift change. Officers are assigned to one of the four geographical beats in the Village. The agency does not own or control any animals. If officers need K-9 assistance, they can contact neighboring agencies, with Cook County being the primary resource. Police bicycles are used by officers to enhance patrol capabilities. Officers complete a 32 hour course before being authorized to use agency bikes.

Patrol cars are equipped with mobile data terminals which allow direct access to the CAD/RMS system. Officers can make CAD entries, file reports from the field, and see locations of other officers via the automated vehicle location system. Patrol cars are also equipped with in-car video recording equipment, the use of which is regulated by State law and agency policy. Video is automatically uploaded via wireless access to the department's server when squad cars are near the building. The system is designed as "view only" and prevents editing or deleting. Recordings are maintained for a minimum of 90 days.

Crime Statistics and Calls for Service

The Village of Wilmette enjoys a relatively low crime rate. Like most suburban communities, thefts and burglaries are by far the most common crime reported and essentially drive the crime rate for this community. While reported thefts have shown a modest decrease from 2012 to 2014, burglaries have plummeted by nearly 50% from 2012 to 2014. The agency has not had a reported homicide in the last three years and, more remarkably, has not had a reported arson in this same time span. Despite the low frequency of crime, the Agency continues to monitor local crime trends in an effort to ensure the Village's crime rate remains low.

Crime	2012	2013	2014
Murder	0	0	0
Rape	1	1	2
Robbery	5	3	1
Aggravated Assault	1	1	3
Burglary	96	61	49
Larceny-Theft	188	193	172
Motor Vehicle Theft	1	8	6

Arson	0	0	0
Calls for Service	18,713	18,320	18,540

Investigating suspicious persons/vehicles is the number one call for service for the agency in the last three years with a total of 3,756 such calls from 2012-2014. Responding to burglar alarms, both residential and commercial, is the second greatest call for service type as officers have responded to 3,400 such calls. Responding to and investigating motor vehicle accidents, 911 hang-up calls and parking complaints round out the top five calls for service.

Vehicle Pursuits

The agency has a fairly restrictive pursuit policy and pursuits are generally not permitted solely on the basis of a traffic offense or misdemeanor. Pursuits may be initiated if the most serious offense involves the use of a dangerous weapon or the individual pursued poses a serious risk to the community, to include intoxicated driving. Policy dictates that when the risk to human life and property begin to outweigh the benefits of capture, the pursuit should terminate. Either the initiating officer and/or the supervisor may elect to terminate such a pursuit.

Vehicle Pursuits

PURSUIITS	2012	2013	2014
Total Pursuits	1	3	2
Terminated by agency	0	1	1
Policy Compliant	1	3	2
Policy Non-compliant	0	0	0
Accidents	0	1	1
Injuries: Officer	0	0	0
: Suspects	0	0	0
: Third Party	0	0	0
Traffic offense	1	2	1
Felony	0	1	1
Misdemeanor	0	0	1

Agency directives require pursuit reviews to be completed after each pursuit. Annual reviews of pursuits and policy were completed August 2013, February 2014, and March 2015. The agency reported just one vehicle pursuit in 2012, three in 2013, and two in 2014. Two of those pursuits were terminated by the agency. The agency provides clear policy and guidance on pursuit decision making and appeared to be following the policy. Due to the low amount of pursuits initiated on a yearly basis, there were no trends detected in the analyses and no further policy changes or training recommendations. The policy seems to work well for the agency, as in the last six years, officers were involved in only eleven pursuits.

Critical Incidents, Special Operations and Homeland Security

The primary resource for preparing for critical incidents is the Village of Wilmette Emergency Management Plan. It includes the various ICS components and how they apply to the Village's departments. An Emergency Operations Plan Field Book provides supervisors and personnel participating in critical incidents with a ready resource for use in the field. Departmental Command Staff have been instrumental in the preparation of this plan.

The agency's special events plans were implemented several times during the accreditation cycle for mass gathering events such as the July 4th Fireworks festival as well as various running races and parades. In 2012, in preparation for the NATO conference in Chicago, the agency conducted several months of planning, training, preparation for potential civil disorder related problems that had the potential to extend into the Village. One officer was assigned to the FBI office to facilitate information exchange. During the conference, officers were assigned tactically to key locations in the Village. Although well prepared, the agency did not have to activate its plan during the event.

The agency participates in the Northern Illinois Police Alarm System (NIPAS) which enables access to additional personnel and highly trained specialists in various fields of police emergency response. NIPAS is a joint venture of 93 municipal police departments in the Chicago metro area. The agency has one officer who is a member of the NIPAS Emergency Services Team. That team responds to hostage/barricade incidents, high-risk warrant services, major crimes scene searches, search and rescue missions, dignitary protection, and similar tactical incidents. The agency exchanges information relating to terrorism with the Statewide Terrorism and Intelligence Center.

Internal Affairs and Complaints against employees

The Deputy Chief of Services oversees the department's internal affairs function, with the final decision on disciplinary measures being the Chief's responsibility. Internal Affairs investigations are conducted in accordance with the Illinois Uniform Peace Officers' Disciplinary Act and agency policy. Annual statistical summaries of investigations are compiled and made public by being included in the Department's Annual Report which is posted online on the department's website.

Complaints and Internal Affairs Investigations

	2012	2013	2014
<i>External</i>	<i>4</i>	<i>2</i>	<i>2</i>
Sustained	1	0	0

Not Sustained	0	2	1
Unfounded	1	1	0
Exonerated	3	2	1
Internal	3	4	1
Sustained	2	4	1
Not Sustained	0	0	0
Unfounded	0	0	0
Exonerated	1	0	0
TOTALS	7	6	3

Complaints of a minor nature are investigated by the appropriate line supervisor, who is provided discretion in addressing and problem solving complaints. Investigations of a more serious nature, including alleged criminal activity, allegations of excessive force or breaches of civil rights are investigated by Internal Affairs. The agency reports there were none of the latter during this assessment cycle. The agency received eight external complaints in the last three years and one of the complaints was sustained. All were resolved within seven days of receipt. The agency also investigated eight internal complaints and all but one was sustained. These involved relatively minor violations of department policies and were dealt with through documented counseling and/or reprimands.

Detainee and Court Related Activities; Auxiliary and Technical Services (Chapters 70-84)

The Wilmette Police Department operates its own 24 hour emergency communications center and Public Safety Answering Point (PSAP) which is located within police headquarters. The communications section is staffed by Supervisor Eric Peterson, and six full time and five part-time tele-communicators. The Communications Center has all the functionality one would expect to find in a modern facility. Interoperability is achieved in a number of ways. Wilmette and four other area police departments share a radio system (Network 24B). Wilmette also shares an automated Computer Aided Dispatch (CAD) system with the Kenilworth and Winnetka police departments. This sharing of resources also provides for backup capabilities as any of those three agencies can move to any of the other in the event of equipment failure or need to evacuate. The agency also has radio interoperability through regional radio and statewide frequencies. Depending on the situation, officers can communicate with other agencies directly via mobile radios, or can be cross-patched by the Communications Center.

Each of the three redundant consoles is equipped with multiple computer screens which provide numerous functions including radio controls, audio playback controls,

officer status and call status display, and officer location mapping via Automated Vehicle Location (AVL) technology. Dispatchers utilize the AVL information to identify the units closest to emergency calls and dispatch them accordingly. Radio and telephone communications are recorded and stored on the department's main computer server located in the building's basement. Dispatchers are able to access recordings for instant playback at their stations as needed.

The Center has a regularly tested backup generator secured in the basement of the police department building. Equipment is also protected by a UPS battery with a three hour backup capability. Within the center and accessible to all consoles are resource books which contain relevant emergency contact and notification information. Rosters are accessed electronically by dispatchers and officers enter the information into the automated CAD system. That system is used to track officer and incident status, record all relevant call information, and assign control numbers. The telephone system has built-in automated capabilities to communicate with hearing impaired individuals and the center also receives calls via relay services. The system also has the ability to transfer misdirected calls directly to appropriate jurisdictions.

The agency operates its own holding facility. The facility has five cells in three separated areas. Two sets of side by side cells are separated by a concrete wall which provides sight and sound separation. The remaining cell is also separated by sight and sound from the other two areas and is primarily used for juvenile holding. Detainees are typically held no more than 72 hours while awaiting transfer to bail reviews or to the Cook County Jail. The facility is equipped with panic alarm buttons that immediately alert the communications section.

The agency had no escapes or escape attempts from the detention facility during this cycle. There were no incidents which threatened the facility or any persons therein in 2013 or 2014. In 2012 there were two incidents; a fight between two detainees and an attempted suicide by hanging occurred in 2012. Both were documented through the reporting processes required by agency directives and Illinois State law. In both situations agency personnel intervened professionally. The agency voluntarily had the facility inspected by the Illinois Department of Corrections in 2014. The inspection identified no adverse issues and covered most of the same physical and procedural issues addressed by CALEA standards.

The agency has moved from paper reports to electronic reports created through the records management system, but some internal forms remain hand written. Electronic records are secured via passwords, with access limited to authorized personnel. Susan Budd and Joan Miller staff the agency's records division. Juvenile paper records are physically separated from adult records. Those created electronically in the agency's records management system are automatically segregated into a separate area based on the offender's date of birth. The agency allows telephone reporting of minor offenses when criteria specified in the written directives are met.

Property and Evidence

The agency has made it a point to ensure many of its personnel have basic and advanced training in evidence collection procedures, and provides the equipment and supplies needed to accomplish this function effectively. Trained personnel are designated as evidence technicians and enough personnel are trained to ensure 24 hour availability. If needed for more complex or large scale situations, the agency has the ability to request assistance through the North Regional Major Crimes Task Force.

The property and evidence control function is managed by Property/Evidence custodian Steve Eder. An inspection of the property room found it to be neat and orderly. Property information is recorded on property forms by the officers who take possession of both evidentiary and non-evidentiary items and the items are then entered into the agency's Bar-coded Evidence Analysis Statistics and Tracking Database (BEAST). Mr. Eder demonstrated the BEAST system and at the assessment team's request he was able to quickly locate an evidentiary item randomly selected by the assessor. Records of property acquired by the agency appeared to be comprehensive.

The agency provides ample direction, facilities, and supplies for personnel to process, collect, package, label, and otherwise handle evidentiary and non-evidentiary evidence. Cash and valuables are secured in a safe within the department's property room. Narcotics and firearms are stored in a separate locked cabinet, also within the property room. For larger items, such as vehicles, a fenced-in area is located inside the Department's garage.

H. Standards Issues:

- 61.1.6 *A written directive governs traffic law enforcement practices to include:*
d) use of roadside safety check.

ISSUE: The agency felt that because it did not do this particular form or traffic enforcement activity, it was not applicable by function.

AGENCY ACTION: The agency added new wording to the directive regarding the authority needed and procedures to be followed in order to conduct a roadside safety check.

- 72.6.3 *A written directive requires that detainee "receiving screening" information be obtained and recorded when detainees are admitted to the facility and before transfer to another facility.*

ISSUE: The standard required a written directive requiring medical screening at intake and again prior to transport to another facility. The

agency's directive and forms covered intake screening only. Furthermore it was determined by interviewing staff that there was no secondary screening being performed prior to detainees being transferred to another facility.

AGENCY ACTION: While assessors were on site, the agency revised its directive to include a requirement that officers note any changes to the detainee on the screening form before. The new policy was distributed to, and acknowledged by all agency personnel.

I. 20 Percent Standards:

CALEA agencies must be in compliance with at least 80% of applicable other than mandatory (O) standards. The agency is free to choose which standards it will meet based on their unique situation.

The agency was in compliance with 81.9% of applicable other-than mandatory (O) standards.

J. Future Performance / Review Issues

There were no future performance or review issues identified therefore this section does not apply.

K. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	<u>313</u>
Other-Than-Mandatory Compliance	<u>68</u>
Standards Issues	<u>2</u>
(O) Elect 20%	<u>15</u>
Not Applicable	<u>86</u>
TOTAL (Equals number of published standards)	<u>484</u>

L. Summary:

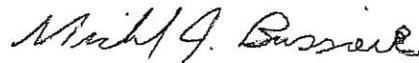
The assessment team found the accreditation files to be well constructed with the necessary documentation to prove compliance with standards. The accreditation manager, Synthia Nugent, is well versed in the CALEA process and in the rare instance that a file needed additional documentation the agency provided additional existing policies or proofs to the files to show proof of compliance with the standards.

The assessors reviewed all standards and, with the exception of the standard noted, found them to be in compliance with CALEA standards with the necessary time

sensitive reports and analyses completed. The assessment team paid particular attention to the standards that were changed or modified since the previous onsite. Assessors were impressed with some of the innovative programs within the agency including the in-house counseling services and referrals that are offered by the agency's social worker. The many programs offered by the Department's SRO were also noteworthy. Additionally, all sworn officers on the department are required to have a minimum of a bachelor's degree which provides the agency with well-educated recruits who have the ability to expand their knowledge and skill sets with real time experience.

The agency has a policy banning bias-based profiling which requires a prompt investigation of any allegations of unlawful profiling. The agency had just one allegation of bias-based policing in the last three years and this matter was investigated and determined to be unfounded. A review of the agency's traffic enforcement statistics were compared with other law enforcement agencies in the State of Illinois and the comparison with minority and non-minority drivers shows no apparent bias in traffic enforcement. The agency maintains a detailed recruitment plan which is revised and updated on an annual basis and agency personnel continue to actively recruit minority and female recruits to sworn officer positions.

The assessment team found the sworn officers and civilian employees of the Wilmette Police Department to be courteous and dedicated professionals led by Chief Brian King and Deputy Chiefs Kyle Perkins and Kyle Murphy. The assessment team held an exit interview with Chief King and his staff and they were advised of the preliminary findings of the team. Agency personnel were reminded that the CALEA Commissioners will make the final accreditation decision when the agency is reviewed for reaccreditation at the next CALEA Conference.



Michael J. Bussiere
Team Leader

March 30, 2015