

**POLICE COMMITTEE  
AGENDA  
November 18, 2013  
6:00 P.M.  
City Hall Council Chambers  
1702 Plainfield Road**

1. Call to Order
2. Public Comment and Communications
3. Approval of Meeting Minutes – September 16, 2013
4. Sergeant Promotion Process Review
5. Community Service Officer- Changes to Position
6. Review of Monthly Report
7. Review of Community Engagement
7. Next Meeting Date, Monday, December 16, 2013 at 6:00 p.m.
8. Adjournment

**POLICE COMMITTEE  
MEETING MINUTES  
October 21, 2013**

**Call to Order**

Chairman McIvor called the meeting to order at 6:02 p.m. in the Council Chambers of the Darien City Hall. In attendance: Chairman McIvor, Alderman Kenny and Alderman Belczak, Deputy Chief John Cooper, Administrator Vana.

**Public Comment and Communications**

There were no public comment or communications presented.

**Minutes**

The minutes of the August 19, 2013, Police Committee meeting approved 3-0.

**Crime Free Housing Program**

Staff advised at the August 19, 2013, Police Committee meeting Chief Brown mentioned that the staff is reviewing a crime free rental housing program that will be discussed during goal setting. The committee requested a general discussion prior to the goal setting to become familiar with this issue. There are approximately 40 communities in the Chicago land region that have some version of the crime free housing program. The specific program varies with each community. The common elements within most of the programs include Owners of rental units are required to have a license in order to rent property, Owners are required to attend crime free housing training conducted by the police department, and Owners are required to include a crime free housing addendum in all leases which includes tenants who fail to comply with the crime free lease addendum must be evicted. The committee asked what prompted this concept to be raised. Administrator Vana advised that we are experiencing an increase in police service calls for the larger complexes. Vana also stated that this program being discussed as a proactive program dealing with this prior to it becoming a larger issue. The committee also asked if staff would meet with the complex managers for feedback. Administrator Vana advised we will notify the complex managers for their feedback.

**Surplus Property**

Staff advised that there are 77 miscellaneous items to be declared surplus and auctioned or disposed of. The Police Committee unanimously recommended approval of an ordinance declaring the items surplus property and that the property to be auctioned using Public Surplus or be disposed of.

**Department Report**

Deputy Chief distributed a handout showing the administrative tow fees collected to date. Alderman McIvor asked about a parking ticket recently issue to a resident whose car was blocking a sidewalk. McIvor suggested staff consider a warning ticket for those situations, similar to the process staff would use for a zoning violation.

**Adjournment**

The Committee Meeting was adjourned at 6:38 p.m.

Approved: \_\_\_\_\_  
Date

Alderman: \_\_\_\_\_  
Joseph Kenny

Chairman: \_\_\_\_\_  
Sylvia McIvor

Alderman: \_\_\_\_\_  
Thomas Belczak

# CITY OF DARIEN

## MEMO

**TO:** Police Committee Members  
**FROM:** Scott Coren, Assistant City Administrator  
**DATE:** November 12, 2013  
**SUBJECT:** Sergeant Promotional Criteria

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The Board of Fire and Police Commissioners is the entity charged with hiring, disciplining, and promoting most police positions in the City of Darien. In the current rules they have passed, a process for selecting patrol officers for promotions to sergeant includes several criteria, including a test and oral interviews. The City of Darien paid \$13,015 in fiscal year 2013 to conduct this test. Out of the seventeen officers who took the test, three passed. These three officers, Sergeants Stock, Liss and Greenberg, have been promoted in the past year to fill vacancies.

Currently there are no patrol officers that have passed the test available to be promoted in a situation where a sergeant vacates their position. It is possible a sergeant may retire in the next year, which would vacate a position that is needed for department operations. This is an opportunity to update the criteria used to select sergeants, while also not spending a large sum of money on a test just over a year after the last test was administered.

Since the last list was assembled, the Police Department has made great strides in using statistics to determine productivity and success of individual officers. This data can now be used as one of the criteria for being identifying and selecting high achieving patrol officers for the rank of sergeant. The Command Staff has developed a point system for selecting sergeants based on department points, a productivity assessment, oral interviews, military service, and recommendations. The promotion criteria, reviewed by the Fire and Police Commissioners with positive feedback, are included in the packet. The Board will consider this amendment to their current rules at the December 3, 2013 meeting.

# CITY OF DARIEN

## MEMO

**TO:** Police Committee Members  
**FROM:** Bryon D. Vana, City Administrator  
**DATE:** November 12, 2013  
**SUBJECT:** Monthly Department Report

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Attached is the monthly Police Department report in a revised format. This report includes certain statistical information along with a narrative of monthly highlights. Staff will review this report with the committee.

# CITY OF DARIEN

## MEMO

**TO:** Police Committee Members  
**FROM:** Scott Coren, Assistant City Administrator  
**DATE:** November 14, 2013  
**SUBJECT:** Part-Time Community Service Officers

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The City of Darien currently has one full time Community Service Officer. The CSO has informed us she will be retiring at the end of 2013. With this retirement, the command staff has evaluated the position and the department needs and determined services may be improved by replacing the full time position with three part-time, 18 hour per week positions. The benefits in doing this include:

- Reducing anticipated employee costs by approximately \$4,000 annually this fiscal year
- CSO shifts could be staggered to have officers available during peak times, such as nights or weekends
- The Police Department will have 54 hours of CSO work, instead of fewer than 40 (due to vacations, sick time, personal leave, etc)
- One of the CSO positions will have responsibility for the evidence room. The evidence room is currently handled by several different employees, and having one employee handle the evidence room allows for a better chain of custody for various items
- With the additional time, CSOs will be more involved in community policing, such as observing and identifying problem areas within the community

Staffing, including the status and number of Community Service Officers is approved by the City Council through the passage of the budget. Staff recommends moving forward with these recommendations immediately to allow for the hiring of community service officers to allow them to begin work as soon as possible following the current CSO's retirement. Staff is still reviewing the hourly wage required for this type of position, but used an average of \$23/hour to evaluate the cost of using part-time employees. This would be on the December 2, 2013 City Council agenda for formal consideration.

**Current - Top Scale CSO with single insurance**

Salary	57902
IMRF	7318.81
FICA	3589.92
MEDI	839.58
Health	5,663.40
Life Ins	170
Uniform	500
Longevity	1500

77,483.72

**Hiring Three Part-Time CSOs at an average of \$23/hour**

CSO1 Annual Compensation	21,528
CSO2 Annual Compensation	21,528
CSO3 Annual Compensation	21,528
Part-Time Merit Evaluation	2,250
FICA	4,144
Medicare	969.093
Uniform Costs (\$500/employee/year)	1,500

73,446.80

# CITY OF DARIEN

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## Police Department

### POLICE PERIOD REPORT

10<sup>th</sup> Period 2013

September 23-October 20, 2013

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*Professionalism*

*Integrity*

*Respect*

*Compassion*

#### Inside This Issue

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## DEPARTMENT HIGHLIGHTS

October 2013

### Investigations

For shift period 10, which covers the time frame of September 23, 2013 to October 20, 2013, we had the following notable activity:

Darien has experienced an increase in residential burglaries over the past three months. We believe there are two or more groups responsible for these burglaries based on their modus operandi. Ruse burglars target older citizens by making contact at the victim's residence. The burglar will give some story such as being a new resident to the area, or a construction/utility worker needing access to the residence to check utilities, to being a landscaper to perform yard work. The burglar will gain access to residence or draw the victim outside, then distract the victim. An accomplice will then enter the unlocked residence and steal jewelry or other valuables such as money. The other burglary crews are physically breaking into residences when residents are not home.

As a result of the increase in residential burglaries, Darien police began stepped up patrols in the residential neighborhoods, especially during the times of previous incidents. The Darien Police Crime Analyst has tracked the pattern and forecasted areas for police to patrol. Detectives and additional patrol officers were assigned to undercover patrols, for the past several weeks. Detectives have been in contact with neighboring communities to share intelligence. We have also been working with the Northern Illinois Gypsy Taskforce. This group is headed up by the Illinois State Police and is responsible for investigating gypsy or ruse burglars. We have seen a reduction in the reports of residential burglaries, though it is too early to credit these efforts to the reduction in crimes reported. The police department's main focus remains the safety of the community and the reduction of the residential burglaries.

An online tip line "[www.catchaburglar](http://www.catchaburglar)" was created for residents to reports tips to the Darien Police. Since the tip line was created, we have received three e-mails. One of the e-mails gave a description of a suspicious vehicle seen in the area of a burglary the week prior.

NIXLE, a text based alert system was re-established. This system allows residents to sign up for community alerts via text. The police department and City Hall have the ability to generate alerts.

Patrol officers have been passing out door hangers on homes and in shopping center parking lots where criminal activity has occurred. In addition to giving information to the community, our officers have been able to increase personal contact with residents.

## **Officer Hiring Process**

Officer Carol Camacho recently completed training at the Suburban Law Enforcement Academy (SLEA) and began her “field training” with Field Training Officers of the Darien Police Department. She will complete her rotation with several different training officers before being placed in service on her own. Her training will include; arrest procedures, community policing, foot patrol and administrative duties. We look forward to having a new officer on the street to serve the citizens of Darien.

## **Armory Update**

As part of our effort to become more cost efficient, we collaborated with one of our sister agencies for the purchase of ammunition to be used in our range training program. This process was begun quite some time ago but due to the war and ammunition shortage, the arrangement was just completed and the ammunition delivered and accounted for.

As part of our on-going effort to enhance our training and better prepare our officers to survive an officer involved shooting and to provide training that is defensible in the event of litigations associated with an officer involved shooting, the Darien Police Department is in the process of acquiring a firearms training simulator. The purpose of the simulator is to allow for context based judgment training, that places officers in situations through the use of simulations that forces them to make decisions. The merit of this type of training is that it allows for the split second decision making in a safe environment, monitored by a trainer. It is this same split second decision making that will occur in a real life situation. Further it is this training that places the officer, the city and the police department in a position to defend the officers. Another merit of this system is that it is free standing, does not use live ammunition and will allow for more frequent training in that it can be conducted at any time. We anticipate acquiring the simulator before the end of the year.

## **Crime Mapping**

Earlier this year we rolled out a crime mapping tool that allowed the public to look at crime activity in Darien. This product was a test product. We had previously budgeted for a different product, but the company offered us a year-long test for no charge. After using and reviewing the product for the year we have learned that the product that we initially reviewed and budgeted for has received some enhancement and after an overview of the updated product at the recent International Association of Chiefs of Police Conference in Philadelphia, we have decided to use that product instead. We believe it will enhance some of our analytical ability, be more user friendly to our citizens and provide data in a format that is more viable than we currently receive. We anticipate this change to occur in early January.

## **Leadership**

During October from the 19<sup>th</sup> through the 23<sup>rd</sup> Chief Brown and Sergeant Greg Cheaure attended the annual International Association of Chiefs of Police Conference. The conference was attended by over 12,000 law enforcement personnel representing police departments across the globe. The topics dealt with many of the changes that are currently being implemented in Darien.

These practices are identified as best practices for law enforcement agencies across the world, both large and small. Most of the 12,000 agencies represented serve populations of less than 55,000. This conference is usually attended by only the top executives. However, as we seek to change the philosophy of the Darien Police Department and align its operational philosophy with those best practices, the Chief believed it essential to expose the sergeants, as part of the command staff to the ideas, philosophies and best practices. As part of an overarching strategy for this change, the Chief and Deputy Chief will alternate attendance at the conferences and take a different sergeant in each subsequent year. Next year's conference is scheduled for Orlando, Florida.

### Community Engagement

As part of the transition away from D.A.R.E., Community Engagement Officers with the Darien Police Department made nearly 100 visits to local area schools. As a point of information, there are two levels of school visitation and one level of officer involved presentation. School visitation occurs either during admittance, dismissal or during lunch periods where an officer will go into the school and engage the students and the staff during lunch. During admission in the morning or dismissal in the afternoon, the officer's presence is intended to create both safety and relationship building opportunities. The final level of school engagement consists of officer involved presentations as requested or defined by the school and tailored by the officer to be age specific. This level of interaction is also intended to build relationships and inform students, staff and parents in a non-threatening format. Even though there are designated Community Engagement Officers, this practice is expected to be interwoven into the work principles of every officer from the Chief of Police and throughout the ranks. The Chief recently attended a parent night at Eisenhower Elementary School where he spoke to a group of parents on social networking and its dangers.

### School Visits 9-26 to 10-20

District 61	Visits	District 63	Visits	District 66	Visits
Eisenhower	9	Cass	12	Lakeview	8
Lace	10	Concord	11	Elizabeth Ide	12
Delay	13	OLOP	10	Prairie View	8
		Kingswood	1		
<b>TOTALS</b>	32		34		28

### Citizen Awareness/Crime Tips

During the past year, we have experienced a spike in incidents of residential burglary. These burglaries have three characteristics: 1) The ruse burglary, where the offender enters the residence under a ruse and convinces the victim to admit him while other offenders ransack the house and take valuables, 2) Opportunistic burglaries where a garage is left open, items are left in plain view, alarms are not activated

and the offender seizes the opportunity to commit the crime and 3) The forcible burglary where there is an offender who forces his way into a residence and commits the crime. These types of burglaries will also characterize the type of offenders because they usually are not committed by the same person. There is something that each of us can do:

### Citizens Can Do

*Vigilance:*

*Call 9-1-1 if you suspect*

*Get a license number*

*Watch out for your neighbor*

*Set your alarms*

*Lock your doors*

*Don't advertise your absence from home*

*Don't admit workers that you didn't solicit*

*Never admit strangers to your home*

### **Hinsdale South High School Resource Officer**

Our School Resource Officer and detectives have been working closely with Hinsdale South High School Administration to address a rash of thefts of I-phones and other electronic devices that occur throughout the school year. As a department, we made several recommendations regarding security in that many of the thefts involved unattended property or property placed in unsecured lockers.

### **Disaster Readiness**

Sergeant Gerry Piccoli is also working with the school districts, parks and library on disaster preparedness and he is in the early planning stages of table top exercises intended to address disasters ranging from natural disasters, such as tornados to an active shooter scenario. The idea of pre-planning and practicing for such events is to be in the highest state of readiness and to allow all of the decision makers who would potentially be involved in the management of such an event, the opportunity to get acquainted and understand their related functions prior to the need arising.

### **Operations**

The Darien Police Department just concluded, with the assistance of the DuPage County Sheriff's Office and independent audit of our property control area. Property control involved the acquisition and storage of items taken into evidence for a variety of reasons. We shortly expect a written report and any recommendations of the auditors. Further, we anticipate in the very near future acquiring a RFID (Radio Frequency Identification System). We expect that we will be able to more easily track and control the flow of evidence and other property taken into custody by the Darien Police Department.

## **Recognition**

The Darien Police Department was recently recognized with an award presented by the Illinois Homicide Investigators Association. The award was presented to underscore the excellent investigation that resulted in the arrest and conviction of two offenders involved in a heinous murder. The award was presented on Tuesday, October 15<sup>th</sup>. Our own Sergeant Dave Stock was the lead investigator and the Darien Police Department was represented by Detectives Bill Foster, Mark Bozek and Brett Glomb, in addition to Sergeant Stock. A local Tribune reporter is planning an interview about the high caliber of work done by all the members who participated in the investigation, both Darien and FIAT investigators.

## **Elder Service Officers**

As many of you may be aware, we recently trained two officers in specialized services related to serving our population of senior citizens. Based upon some projections using census data, nearly one fourth of Darien's population is over 55 years of age. This is a population that is most vulnerable, as evidenced by recent scams and some ruse burglaries targeting senior citizens. Based upon these factors, the training was obtained and we are in the process of developing a data base for seniors so that in the event of extreme weather or other emergencies, we have a sense of where our seniors are and what their needs might be. Officers Lauren Renner and Marina Liska have been attending meetings with groups of senior citizens to discuss available services, how to protect our senior citizens and an array of other topics. Officer Renner recently appeared on the Downers Grove channel 6 and aired throughout the month of October. If you would like either of the two officers to speak at one of your community groups, they can be contacted via e-mail at [lrenner@darienil.gov](mailto:lrenner@darienil.gov) or [mliska@darienil.gov](mailto:mliska@darienil.gov), or you can feel free to call my office at 630-353-8351.

## **Drug Enforcement:**

A Darien patrol officer on routine patrol recently conducted a traffic stop. As a result of that stop a quantity of narcotics was recovered. In the ensuing investigation that involved other Darien police officers including our canine NIKO, an additional quantity of narcotics was recovered and a substantial amount of cash, for which the Department will be seeking forfeiture. Kudos to those involved officers for pursuing the investigation beyond the initial traffic stop.

**STATISTICS**  
10<sup>th</sup> Period 2013

*Incident Report Statistics*

Type	Sept 2013	Sept 2012	Sept 2011	Percent Change 2011 v 2013	YTD 201 3	YTD 2012	YTD 2011	Percent Change 2011 v 2013
Assault	0	0	0	0%	3	3	4	-25%
Residential Burglary	4	0	3	+25%	28	28	27	+3.5%
Criminal Damage	6	6	22	-72.7%	44	133	67	-34.3%
Criminal Trespass	0	0	0	0	5	7	6	-16.6%
Disorderly Conduct	5	3	4	+25%	44	34	44	0
Domestic Violence	4	7	5	-20%	44	46	43	+2.3%
Drug Offense	2	1	0	N/C	28	28	27	+3.7%
Theft	15	12	10	+33.3%	108	145	129	-16.3%
Robbery	0	0	0	0	1	3	1	0
BMV	6	6	3	+100	34	91	111	-69.4%
C.S.A.	1	0	0	N/C	3	3	2	+50%
Battery	2	2	4	-50%	21	30	50	-58%
DUI	2	9	5	-60%	35	46	46	-23.9%
<b>TOTAL</b>	<b>47</b>	<b>49</b>	<b>56</b>	<b>-16%</b>	<b>422</b>	<b>612</b>	<b>574</b>	<b>-26.5%</b>

NOTE: The increase in theft incidents is related to a change in how property loss is recorded at HSHS.

**STATISTICS**  
10<sup>th</sup> Period 2013

*Key Statistics*

Type	10 <sup>th</sup> 2013	10 <sup>th</sup> 2012	10 <sup>th</sup> 2011	Percent Change 2011 v 2013	YTD 2013	YTD 2012	YTD 2011	Percent Change 2011 v 2013
Events Created	1848	1528	1040	+77.7%	14529	23599	18104	-19.7%
911 calls	508	523	537	-6.3%	4944	6981		N/C
Domestic calls	24	39	34	-29.4%	229	372	159	+44%
Loud party	4	1	4	N/C	30	37	44	-31.8%
Adult Arrest	53	73	49	+8.2%	517	991	929	-44.3%
Juvenile Arrest	15	6	6	+150%	79	116	177	-55.4%
Business checks	128	262	2	+63%	859	3085	162	+430.2%
Lock out	16	29	25	+36%	242	1	486	-50.2A%
House Checks	17	17	8	+112.5%	182	304	99	+83.8%
Assist Other Agency	1	2	2	-50%	15	20	33	-54.5%
Motorist Assists	17	17	30	-43.3%	203	260	346	-41.3%
Suspicious Activity	72	68	60	+20%	578	927	761	-24%
School Visitation	103	14	1	Not Calc.	103	134	2	Not calc.
School Presentation	1	NR	NR	NC	1	NR	NR	NC
Park Duties	27	NR	NR	NC	211	NR	NR	NC
Community Engagement	30	NR	NR	NC	121	NR	NR	NC
Warrants	6	2	0	N/C	16	26	92	-82.6%

NOTE: In 2011 and 2012, the D.A.R.E program was underway and are recorded as school visitation for those years, there was no category at that time for school presentation so that D.A.R.E. presentations would have been included in the figures shown for YTD 2011 and 2012. To be fair, it is likely that all of the D.A.R.E activities were not recorded as an event, because it was not required at that time.

**STATISTICS**  
10<sup>th</sup> Period 2013

*Arrests*

	Sept 2013	Sept 2012	Sept 2011	Percent change 2011- 2013	YTD 2013	YTD 2012	YTD 2011	Percent Change 2011- 2013
<i>Number of Arrests:</i>	68	79	55	+23.6%	596	1,107	1,106	-46.1%
<i>Charges Filed:</i>								
<i>Battery</i>	1	1	1	0	13	6	13	0
<i>Domestic Battery</i>	1	5	1	0	23	33	35	-34.3%
<i>Theft</i>	1	1	0	N/C	6	19	15	-60%
<i>Retail theft</i>	5	4	0	N/C	19	73	25	-24%
<i>Drug offenses</i>	6	10	3	+100%	54	48	48	+12.5%
<i>Illegal possession of alcohol by a minor</i>	1	0	0	N/C	4	3	10	-60%
<i>Illegal consumption of alcohol By a minor</i>	5	0	3	+66.6%	19	28	37	-48.6%
<i>DUI</i>	2	12	6	-66%	75	132	110	-31.8%
<i>Illegal transportation of liquor</i>	2	0	1	+100%	8	14	14	-42.9%
<i>Disorderly conduct</i>	5	3	4	+25%	29	32	51	-43.1%
<b>TOTAL</b>	<b>29</b>	<b>36</b>	<b>19</b>	<b>+52.6%</b>	<b>250</b>	<b>388</b>	<b>358</b>	<b>-30.2%</b>

**STATISTICS**  
10<sup>th</sup> Period 2013

*Actual 911 Calls by Shift*

Column 1 Shift	Column 2 Dispatched	Column 3 Time	Column 4 Conversion to Hours	Column 5 % of Total 911	Column 6 % of Total Time
Day Shift	188	20,333.82	338.8 hours	37%	54.2%
Afternoon	258	14,250.89	237.5 hours	50.7%	38.0%
Midnights	62	2,903.53	48.3 hours	12.2%	7.7%
Mini-Mids. *	24	606.19	10.1 hours	4.7%	1.6%
Totals	508	37,488.24	624.8 hours	100%	100%

**NOTE: THE DATA IN THE TABLE ABOVE REFLECTS 911 CALLS BROKEN DOWN BY THE SHIFT THAT THEY OCCURRED ON. THE CALCULATIONS WILL APPEAR DIFFERENTLY THAN THE TABLE BELOW, BECAUSE THE TABLE ON PAGE 11 DOES NOT IDENTIFY WHEN AN OFFICER WORKED A SHIFT OTHER THAN THE ONE HE/SHE WAS ORIGINALLY ASSIGNED TOBY WAY OF A SHIFT EXCHANGE.**

Column 1-identifies the shift.

Column 2- Identifies the number of 911 calls for the 28 day police period.

Column 3- Identifies the time spent on the assignments in minutes.

Column 5- Identifies the time spent converted to hours.

Column 6- Identifies the percentage of calls on that shift calculated against all 911 calls.

Column 7- Identifies the percentage of total time consumed by response to those 911 calls.

The calculation from the mini-midnights (mini-mids.) is already included in the midnight call count reflected in the table so adding that column will result in a higher number than the 508 911 calls indicated. The identification of the mini-midnight segment is to isolate the period of time between 3:00/a.m. and 7:00/am in the morning.

## *Glossary of Terms Used*

**BMV.....BURGLARY TO MOTOR VEHICLE**

**BEAT.....IS A DEFINED GEOGRAPHIC PATROL BOUNDARY THAT A PATROL OFFICER IS ASSIGNED TO, USUALLY FOR THE DURATION OF THE WORK SHIFT.**

**BURGLARY RUSE.... AN OFFENDER USED DECEPTION TO GAIN ACCESS TO VICTIM'S HOME.**

**RESIDENTIAL BURGLARY.....A HOME OR APARTMENT IS ENTERED EITHER BY FORCE OR UNAUTHORIZED ENTRY FOR THE PURPOSE OF COMMITTING A THEFT OR FELONY.**

**C.S.A.....CRIMINAL SEXUAL ASSAULT (FORCED SEXUAL ACTIVITY- RAPE)**

**EVENT.....FOR THE PURPOSE OF RECORDS MAINTENANCE AND TRACKING ALL ACTIVITY CONDUCTED BY AN OFFICER IS ASSIGNED AN EVENT NUMBER AND IS REFERRED TO AS AN EVENT. THIS HOLDS TRUE WHETHER THE OFFICER WAS ASSIGNED TO THE EVENT OR SELF-INITIATED THE ACTIVITY.**

**POLICE PERIOD.....FOR OPERATIONAL PURPOSES, THE POLICE CALENDAR IS DIVIDED INTO THIRTEEN (13) TWENTY EIGHT (28) DAY SEGMENTS REFERRED TO AS PERIODS.**

**SCHOOL VISITATION.....OCCURS WHEN AN OFFICER VISITS A SCHOOL AT DISMISSAL, ADMISSION OR DURING STUDENT LUNCH BREAKS, FOR THE SAKE OF RELATIONSHIP BUILDING AND SAFETY.**

**SCHOOL PRESENTATION....OCCURS WHEN AN OFFICER VISITS A SCHOOL FOR THE PURPOSE OF PRESENTING INFORMATION ABOUT PUBLIC SAFETY OR OTHER LAW ENFORCEMENT RELATED ISSUES.**

## STATISTICS

10<sup>th</sup> Period 2013

### *Officer Statistics*

<i>Officer</i>	<i>Patrol Shifts Worked</i>	<i>Citations</i>	<i>Traffic Warnings</i>	<i>Self-Initiated</i>	<i>Traffic</i>	<i>911 Calls</i>	<i>Average 911 Per Day</i>
<i>First Shift</i>							
<i>Sgt. Topel</i>	20	0	0	43	3	5	NC
<i>Sgt. Stock</i>	20	0	0	34	1	11	.55
<i>Ofc. Hellman</i>	20	7	11	111	13	42	2.1
<i>Ofc. Stutte</i>	20	30	21	123	41	38	1.9
<i>Ofc. Lorek</i>	18	14	9	63	21	15	.83
<i>Ofc. Simek</i>	20	6	6	138	11	32	1.6
<i>Ofc. Zimny</i>	15	9	17	116	17	35	2.3
<i>Ofc. Bischoff</i>	20	2	2	83	2	31	1.5
<i>Totals</i>	153					204	1.3
<i>Second Shift</i>							
<i>Sgt. Rentka</i>	19	0	0	7		6	.66
<i>Sgt. Liss</i>	20	0	0	7	5	9	.45
<i>Ofc. Liska</i>	16	3	3	25	4	23	1.4
<i>Ofc. Murphy</i>	18	0	4	45	9	37	2.0
<i>Ofc. Yeo</i>	19.5	10	4	89	9	59	3.0
<i>Ofc. Foyle-Price</i>	16.5	8	4	38	9	15	.90
<i>Ofc. Camacho</i>	20					PPO	0
<i>Ofc. Rumick</i>	19	4	2	71	7	41	2.1
<i>Ofc. Milazzo</i>	14	4	5	52	7	37	2.6
<i>Totals</i>	162					227	1.4
<i>Third Shift</i>							
<i>Sgt. Piccoli</i>	21	0	0	1		1	NC
<i>Sgt. Greenberg</i>	21	0	0	0	0	0	0
<i>Ofc. Skweres</i>	19	1	7	86	9	16	.84
<i>Ofc. Kosieniak</i>	21	3	7	63	7	10	.47
<i>Ofc. Renner</i>	21	5	11	33	15	20	.95
<i>Ofc. Hruby</i>	15	5	14	36	17	9	.60
<i>Ofc. DeYoung</i>	19	17	2	55	14	8	.42
<i>Ofc. Jump</i>	18	0	0	69	22	8	.44
<i>Totals</i>	155			1388	243	72	.46

# CITY OF DARIEN

## MEMO

**TO:** Police Committee Members  
**FROM:** Bryon D. Vana, City Administrator  
**DATE:** November 12, 2013  
**SUBJECT:** Community Engagement

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Chief Brown's philosophy is that community out-reach and engagement is as much a part of crime fighting as speeding to the scene of a crime and catching an offender. One of the cornerstones of community oriented policing is the idea that the citizen's perception will likely have a greater impact on their participation and involvement than any other factor.

With this idea in mind, the Darien Police Department is constantly seeking to expand community out-reach and direct communications with citizens in as many areas as possible. The following are some of the ways in which we are currently or anticipate out-reach to the citizens of Darien:

- Various speaking engagements conducted by the Elder Services Officers who speak to groups of seniors about security, services, other public safety issues such as identity theft
- Appearance on Downers Grove Television to discuss elder services
- Collaborating with the Neighbors magazine to get out stories on our strategy for community out-reach
- Distributed flyers to garage sale applicants to warn of counterfeit monies being used for purchases
- Use of the local newspapers, The Patch and Tribune to get information to the public about;
  1. An award to our detectives for solving the Kramer homicide in 2010
  2. Ruse burglaries and prevention tips
  3. Burglary to motor vehicle and prevention tips
  4. Acquisition of new police equipment such as the firearms simulator
- Consistently informing the public with door and mirror hangers regarding crime in the area
- Use of *Direct Connect* and Nixle
- Use of the school engagement process requiring officers to interface with the schools, students and administrators
- The Chief has spoken and continues to speak at citizen events
  1. Spoke to local community group on 11/9 regarding an after school program at EJH
  2. Attended security meeting at OLOP and is scheduled to address their parent group
  3. Addressed parent group at Eisenhower Junior High
  4. Scheduled to address Lions Club in December
- Seeking to establish a senior citizens sub-committee
- Working with citizens to establish a violence against women sub-committee

Chief Brown will review this topic with the Police Committee to provide a clearer understanding of the department's community outreach efforts.

## CHAPTER IV – PROMOTIONAL EXAMINATIONS

### SECTION 1 – GENERAL

The Board, by its rules, shall provide for promotion in the Police Department on the basis of ascertained merit and seniority in service and ~~examination~~ evaluation, and shall provide in all cases where it is practicable, that vacancies shall be filled by promotion. No officer with less than five (5) years of experience on the Darien Police Department shall be considered for promotion. All ~~examinations~~ evaluations for promotion shall be competitive among such members of the Darien Police Department of the next lower rank as desire to submit themselves to examination. All promotions shall be made from the three (3) having the highest rating, and where there are less than three (3) names on the promotional eligibility register, as originally posted, or remaining thereon after appointments have been made, appointments to fill existing vacancies shall be made from those names or name remaining on the promotional register. ~~The method of examination and the rules governing examinations for promotion shall be the same as provided for applicants for original appointment, except that original appointment only shall be on probation, as provided by the rules.~~ The Board shall strike off the names of candidates for promotional appointment after they have remained thereon for more than three (3) years, provided there is no vacancy existing which can be filled from the promotional register.

- a) ELIGIBILITY REQUIREMENTS: A candidate for promotion to sergeant must make a written application on a form provided by the Commission, explaining why the candidate wants to be promoted, and why the candidate believes he/she is qualified for the promotion. No person shall be examined for promotion until he/she has served in the rank from which promotion is sought for at least five (5) years from the date of hire, for five (5) continuous years in police service. Only those candidates with 60 college credit hours will be considered for promotion, effective January 1, 2017.

- ~~b) The final Promotional Examination score shall be determined and announced by the Commission prior to said examination being given and may be based upon the examination or the testing agency used by the Commission. Components of the examination process may include a written examination, assessment testing and/or oral interview.~~

~~The process will also include a Department Merit and/or Department Evaluation component, as well as a seniority component.~~

~~The Department Merit component will be awarded by the Chief of Police in the form of whole points, with a range between 0 and a maximum of 10 points.~~

~~Seniority will be determined as follows: Each candidate will receive ½ point for each full year of service as a full-time police officer with the Darien Police Department up to a maximum of five~~

~~(5) points. The date used to determine seniority points will be the date of the written examination.~~

b) SCORING: Scoring for the promotion shall be on a scale with the maximum possible points being 100, and including the following components:

1) A Department Merit component will be awarded by the Chief of Police in the form of whole points, with a range between 0 and a maximum of 10 points.

2) Military points will be applied at a rate of one point for each 6 months of active service, with a maximum of 5 points allowed.

3) The Command Staff will conduct an evaluation and rating of candidates, which will include each candidate's performance in the following areas of activity: response to 911 calls, response to priority 1, 2 and 3 calls, and self-generated activity, including community engagement, arrest activity, traffic stops, and citations issued. Any discipline received during the preceding twelve months, or any patterns of discipline over the previous five years, will be considered. Minor infractions shall result in the loss of one half of a point (0.5) each for each infraction within the twelve months before the promotional process commenced, and serious infractions within the five years before the promotional process commenced shall result in the loss of up to five points. There will be four levels of scoring for this evaluation. The evaluation will first establish a midpoint for activity. The midpoint will be the median for total scoring in the areas enumerated among all candidates. All candidates will be evaluated based on the same number of days and include only days actually worked. Points will be awarded as follows:

(a) Officers below the median will not proceed to the next phase (0 points and not eligible)

(b) Officers between the median and 10% above the median will receive 20 points

(c) Officers between 10% and 40% above the median will receive 30 points

(d) Officers who have scores more than 40% of the median will receive 40 points

4) Eligible candidates will receive an oral interview. The process will require the reading of one or two problem based scenarios. The candidate will be required to respond to or resolve the scenario using a combination of state statutes and current police service delivery models for the department. The problem solving exercise will seek to determine the candidate's level of understanding and willingness to embrace the departmental philosophies and may include:

(a) A scheduling issue

(b) An overtime issue

(c) A residential burglary issue

(d) A domestic violence scenario

(e) Community engagement

There will be ten key elements that the interviewers will be seeking in the candidate's explanation of their scenario. These highlights underscore the basic philosophy of the department and the scenarios seek to identify the level of commitment to the department's philosophy as understood by the candidate. Each of the ten highlights will be worth four points each if achieved during the interview. All interviews will be video recorded and the interview teams will consist of a chief from another law enforcement agency, a sergeant, and the commission members. Each candidate will be given the same scenario and the same amount of time to respond. The key elements for the test questions will be presented to all candidates prior to the administration of the oral review. The interviewers will score the candidates based upon the this system for a maximum number of 40 points.

5) Each Darien sergeant may make one recommendation and base the recommendation on which individuals that he or she believe will make an outstanding supervisor. The recommendation letter will require some documented evidence that supports their conclusion. The recommendation and information that supports the recommendation will be worth a total of five points.

~~e) The Commission, in determining next in order of rank in promotional examinations, herewith determines a policy of extending the examination successively through all the order of rank in the Darien Police Department in an endeavor to qualify suitable eligible or eligible for the vacancy or vacancies existing before extending the examination to the general public. In the event of a tied score in the examination, the most senior person shall be chosen by the Commission for promotion.~~

## SECTION 2 – TOTAL SCORE

~~A candidate's total score shall consist of the combined scores of the merit/efficiency rating, written examination and oral test score plus seniority all aspects of the scoring system, for a possible total of 100 points. In the event multiple candidates have the same score, the officer with seniority will get preference. The Board shall give preference for promotional appointment to a candidate who was engaged in a military or naval service of the United States at any time for a period of one (1) year, and who was honorably discharged therefrom, who is now or who may hereafter be on inactive or reserve duty in such military or naval service and whose name appears on the promotional eligibility register. The Board shall add to the final grade average 7/10 of one point for each six (6) months or fraction thereof military or naval service not exceeding thirty (30) months. No person shall receive veteran preference points for a promotional appointment after he/she has received one promotion from an eligibility list on which he/she was allowed such preference. Candidates who are eligible for veteran preference points shall make a claim in writing and sent by certified mail to the Board with proof thereof within ten (10) days after the posting of the eligibility list or such claim shall be deemed waived. Candidates shall take rank upon a promotional eligibility register in the order of their relative excellence as determined by their total score.~~

### SECTION 3 – PROBATIONARY PERIOD

Every promotion shall be subjected to a probationary period of twelve (12) months. During the probationary period, the Chief may request the Board to rescind the promotion and restore the officer to the rank held prior to promotion. No hearing is required to grant the Chief's request.

### SECTION 4 – PROMOTIONAL VACANCY

Upon request from the Police Chief and acknowledgment by the City Administrator or other appropriate corporate authority that a promotional vacancy exists, the Board shall select the individual to be promoted in the manner specified in Section 1 of this Chapter IV.