

# DEERFIELD POLICE DEPARTMENT



## 2020 ANNUAL REPORT



John J. Sliozis  
Chief of Police

Thomas M. Keane  
Deputy Chief of Administration

Brian J. Budny  
Deputy Chief of Patrol



# DEDICATION

In Honor and Memory of those who have served the  
**Deerfield Police Department**

**John Elofson**

*March 3, 1948 — May 14, 2020*



Retired Police Sergeant

Dates of Service

*July 26, 1971 — July 28, 1998*

# MESSAGE FROM CHIEF SLIOZIS



*Chief John J. Sliozis*

April 19, 2021

Kent Street, Village Manager:

On behalf of the men and women of the Deerfield Police Department, I am pleased to submit the Annual Report for 2020. This report describes the actions taken by our police officers, the service programs provided to improve the quality of life in Deerfield, and the Department's efforts to place well-educated, professionally trained officers on our streets.

The Department has historically placed emphasis on programs and activities designed to better serve the community. This report highlights efforts in the past year toward that commitment and describes other improvements in the quality of service provided by the Deerfield Police Department.

I would like to take this opportunity to thank you, the Mayor and Board of Trustees, Deerfield's Board of Police Commissioners, members of the community, and the officers and employees of the Deerfield Police Department for their dedicated support of professional law enforcement services for our community.

Respectfully,

A handwritten signature in black ink that reads "John J. Sliozis". The signature is written in a cursive, flowing style.

John J. Sliozis  
Chief of Police



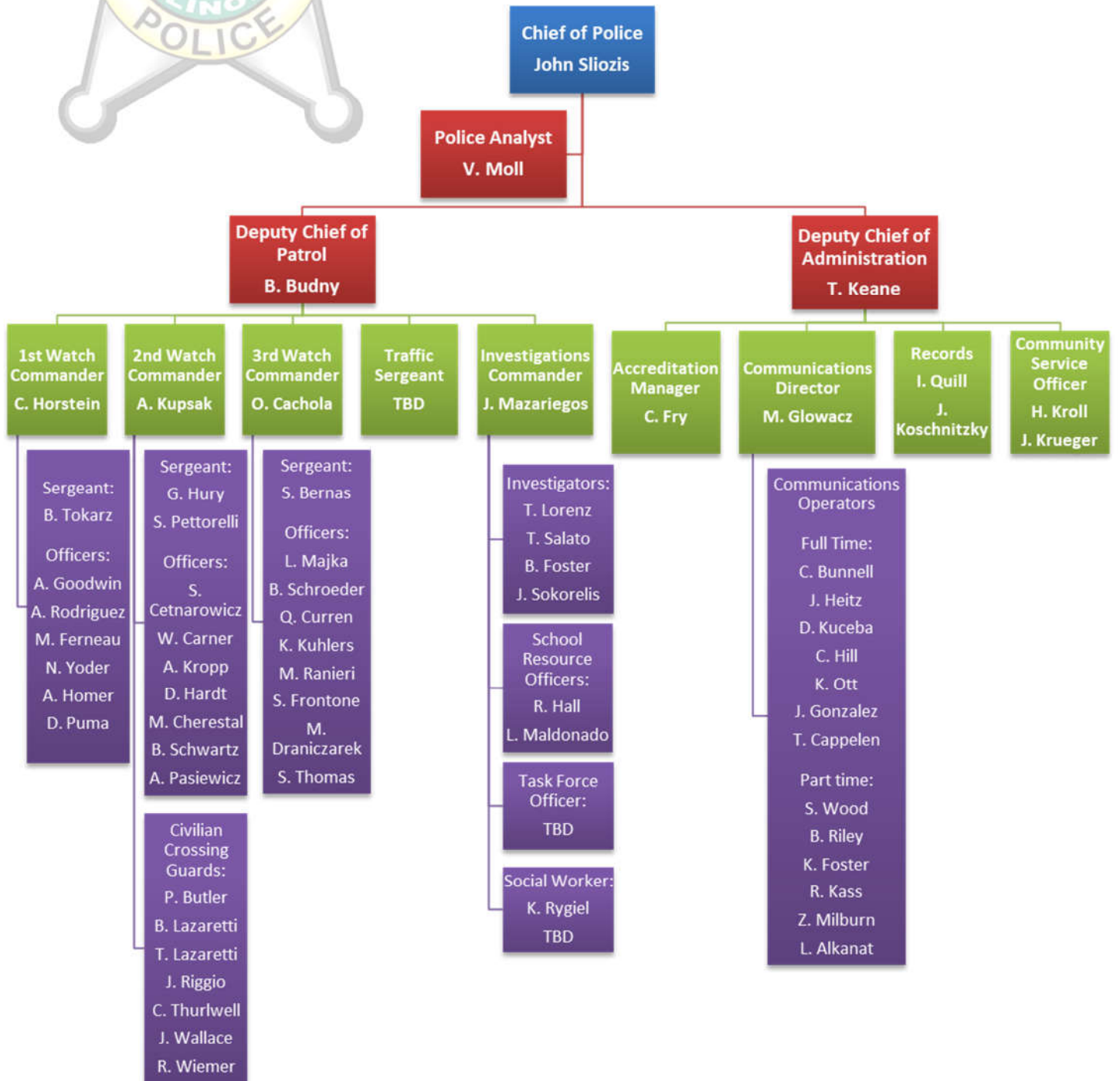
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# ORGANIZATIONAL CHART

January 1, 2021





# MISSION & VALUES

With respect and dignity, the Deerfield Police Department will provide professional and ethical service through partnership with citizens and proactively identifying risks to Deerfield's quality of life.

The Police Department has identified nine continuing goals that help accomplish this mission:

- Prevention of crime
- Apprehension of offenders
- Recovery and return of property
- Safe movement of traffic
- Provision of services unavailable from other public and private welfare agencies
- Prevention of substance abuse in the community
- Education of juveniles, informing them of their legal responsibilities
- Education of the public in the steps it can take to reduce the probabilities of becoming the victim of criminal attack
- Participation in the implementation of disaster and disorder services

## Values

Core values guide and inform all of an organization's interactions and reflect assumptions about the agency's identity. A basic understanding of the Deerfield Police Department's values ensures that each staff member is clear on the ideals needed to achieve goals and objectives.

The Deerfield Police Department has identified the following values:

**Professionalism** in day-to-day activities of law enforcement and serving the community

A community that is **safe** for its residents and visitors

A **balance** of service, training, career development, and personal time that provides staff with the opportunity for success at the work place and home

**Human rights** that are the foundation of the country and society



# TEN SHARED PRINCIPLES



The Deerfield Police Department endorses the “Ten Shared Principles” of the Illinois Association of the Chiefs of Police (IACP) and the National Advancement of Colored People (NAACP).

On March 22, 2018, the NAACP Illinois State Conference and the IACP agreed to share a set of principles regarding the relationship between law enforcement and the communities and people they serve in Illinois. These principles were designed to build mutual trust between law enforcement and the community.

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President’s Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.



# NEW NORMAL

## Books and Badges/Family Reading Night

The outbreak of the COVID-19 virus required significant changes to police operations to ensure the health, safety and well-being of the personnel and community we serve. It also meant we had to adapt and find new ways to interact with the community.



Books and Badges is a social media initiative for elementary school students with the goal of building positive relationships between students and emergency personnel. Department personnel read books to children, not in a classroom, but virtually from a squad

car or office!

Sponsored by Illinois Secretary of State and State Librarian, Jesse White, and the Illinois Center for the Book, Family Reading Night is an annual statewide event held the third Thursday in November to encourage families to spend quality time reading together.

Throughout the year Deerfield Police personnel read six books and posted the videos online for Books and Badges and Family Reading Night.



## Hand Sanitizer and PPE Donations

One positive thing to come from the COVID-19 crisis is to see how many people and organizations came forward to take care of the people taking care of them.

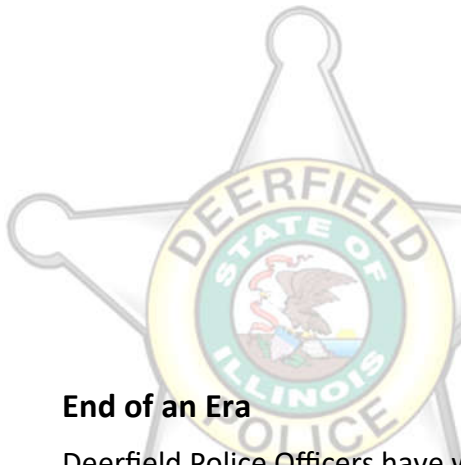
Sani-Spire of Joliet donated personalized hand sanitizer dispensers to proudly display in our lobby and other common areas.

Optics Planet of Northbrook and 28 Mile Vodka Distilling Co of Highwood donated N95 face masks and hand sanitizer to our officers.



Thank you to these companies and everyone who helped us to serve safely and effectively throughout the pandemic.





# UNIFORMS

## End of an Era

Deerfield Police Officers have worn a tan and green uniform since Chief Peterson selected it in the early 1950's. Since that time the Department uniform has had some changes; including a new patch design in the 70's, new badge designs, a shirt style carrier for the ballistic vests, and swapping the brown jackets for black. But for almost 70 years the tan and green remained.

While our uniforms did set us apart from other agencies, the colors limited our apparel options and were becoming increasingly hard to find in stock. After much consideration, and with years of planning, the decision was made to switch to a more accessible uniform color.

The photo below was taken September 27, 1978 and includes two employees who are still with the department today! (Chief John Sliozis and Dispatcher Sherry Wood)



## Transition to Blue

On October 1, 2020 the Deerfield Police Department officially transitioned to a navy blue police uniform. In order to make this transition possible, it took two years of planning and purchasing over multiple budget years to make sure the amount spent did not exceed our annual budget for uniforms.

The final shift wearing tan and green posed with the first shift in blue to celebrate the transition and this new chapter. No matter the colors we wear, our mission remains the same and we will continue to serve and represent Deerfield with pride.



# COMMUNITY SERVICE & FUNDRAISERS

## Cram a Cruiser

The Deerfield Police Department partnered with Jewel, Deerfield Chick-fil-A, and the West Deerfield Township to host our first “Cram A Cruiser” Food Drive Event on December 12, 2020.

We asked our community to help stock the Food Pantry by donating non-perishable food items to the police cruiser we had parked outside of Jewel Osco. Chick-fil-A provided giveaways to those who donated multiple items! The event was such a success that we filled five cruisers full of food at a time when the supply was low and the need was at an all-time high. Thank you to all who came out to show support and donate!



## Toys for Tots

Even though we were unable to host our Toys for Tots Drive-Thru Event in 2020 it did not mean we were short on donations! We had a collection box in our lobby and Deerfield resident Jeff Jones made a very generous donation pictured below.



## Bounce Foundation

Deerfield Officers and Staff made 607 cards for chronically ill children who are part of the amazing Bounce Children’s Foundation! Our staff had so much fun making these cards in hopes to put a smile on the children’s faces!



# YOUTH PROGRAMS

## School Resource Officer

In 2013 the Deerfield Police Department partnered with School District 113 and appointed a Deerfield Police Officer as a School Resource Officer (SRO) in



Deerfield High School. Deerfield High School currently provides a safe learning environment for its students and the SRO position helps maintain

that safe environment as well as act as a preventive tool for potential incidents. Having an SRO on-site is a proactive way to prevent and solve crimes that may occur on campus.

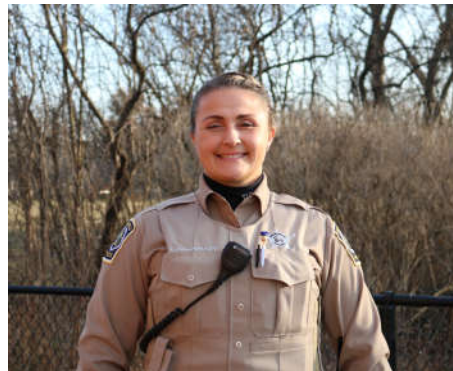
The SRO can also foster a more constructive relationship with youth through mentoring and guidance towards positive behavior. The SRO assists teachers in educating youth about social problems, legal matters and safety issues.

The assignment of an SRO is intended to strengthen the Police Department's bond with the High School through daily interaction with students and staff.

During the 7th year SRO Hall has continued to work with neighbors around the school addressing school/student related issues such as loitering, trash, loud music, parking, and driving complaints.

The benefits to the community of an officer in the school are countless. The SRO facilitates an open dialogue with students and staff and also provides an additional layer of security for the school.

In January 2020 Deerfield Police also partnered with Deerfield School District 109 to assign an SRO dedi-



cated to serving the students, staff, and families of District 109. Officer Lauren Maldonado was selected as the first School Resource Officer (SRO) for District

109. Officer Maldonado is a former elementary school teacher and has been with the Deerfield Police Department since 2018.

As the SRO, Officer Maldonado will provide support to all District 109 schools and her work in District 109 will focus on:

- Assisting with the delivery of instruction on substance abuse awareness, cyber-safety, and other topics;
- Acting as the District's DARE officer;
- Providing wraparound support for families in need;
- Serving as a consistent point of contact between the District and the Deerfield Police;
- Supporting professional learning for District 109 staff;
- Engaging and educating our parent community on topics of importance;
- And, serving as a positive role model for students.

The intent of the School Resource Officer Program is to establish positive working relationships between the police, school administration, social service agencies, parents, teachers, students, and the community, in order to maintain a safe and stable environment for school children.



# YOUTH PROGRAMS

## D.A.R.E

Our DARE program consists of DARE Officers, School Resource Officers, and Youth/Juvenile Officers who provide services to middle schools and high schools. The DARE officers are Sergeant Brad Tokarz, Officer Barry Schwartz, Officer Wes Carner and Detective Joanna Sokorelis.

All DARE Officers must attend a two-week training course. This 80+ hour training is required by DARE America and provides successful graduates with copyrighted DARE curriculum for elementary and middle school programs. The focus of the training is to provide instructors with the skills necessary for successful classroom instruction and student learning.

The DARE curriculum provides over 20 hours of instruction to fifth grade students in District 109. While the DARE program has traditionally focused on drug abuse resistance education (as the name indicates), it has evolved to focus more on teaching children about making safe and responsible choices. DARE seeks to prevent the use of controlled substances, bullying, violence, and to promote safe and responsible decision making. DARE also stands for the decision-making process: define, assess, respond, and evaluate.

The responses to the DARE curriculum have been overwhelmingly positive from both the instructing officers, students and the schools.

The curriculum assists District 109 with their State mandates for health programs.

On January 10, 2020 Deerfield Police Department honored Wilmot Elementary's fifth grade class for completing the seven-week DARE Program.



# PATROL OPERATIONS

Patrol Operations is comprised of three shifts that are responsible for patrolling the streets to serve and protect the community. The patrol section responds to all emergency and non-emergency calls for service, enforces statutes and ordinances and investigates crimes. The patrol section's responsibilities and duties include but are not limited to:

- Patrol residential subdivisions and commercial businesses
- Respond to calls for service
- Traffic Enforcement
- Field Training of New Recruits
- Bicycle Officers
- School Crossing Guard Program
- Evidence Technicians
- Community Relations



The Patrol Officer's professionalism, attitude, and timely response to incidents continue to develop positive relationships between the citizens of Deerfield and the Deerfield Police Department. The Patrol Section places a strong emphasis on community involvement and ensuring the quality of law enforcement services provided is of the highest standard.

## Traffic Enforcement

The Patrol Division is responsible for enforcing all traffic laws and it is the intent of the Police Department to save lives while make our streets safe for drivers and pedestrians.

Traffic accident statistics and other traffic information are evaluated by the Traffic Sergeant. This information highlights problem areas and driving behaviors that appear to be contributing to accidents in the community. The Patrol Division is encouraged to utilize progressive and visible traffic techniques in an effort to improve driving behaviors that contribute to accidents. Problem areas often present difficult enforcement challenges and require officers to act as a team to carry out the mission. The mission is to make high accident locations safer through a concerted effort to enforce the laws and educate the public.

## NIPAS

The Deerfield Police Department has two officers Assigned to the Northern Illinois Police Alarm System (NIPAS) as part of a joint venture of suburban municipal police departments in the Chicago metropolitan area. Whether faced with a natural disaster or the unexpected results of a special event, a member agency may request assistance for any situation its command staff believes the agency cannot handle with its own resources. In 2020 NIPAS Emergency Services Team and Mobile Field Force were activated throughout the year to assist with reports of civil unrest. The NIPAS Mobile Field Force provides its member agencies with a planned, organized, and rapid response to: control unruly crowds (either hostile or passive); seal off problem areas, regardless of size; rescue citizens or officers from crowds; clear an area of hostile individuals by use of proactive tactics; and apprehend multiple offenders, if required.

# PATROL OPERATIONS

## Parking Tickets

The following table details the disposition of all parking tickets issued in 2020. Of the 391 valid (non-voided) tickets issued, 346 have been paid. That is a payment compliance rate of 88.5%.

Ticket Disposition	Total
Paid	345
Unpaid	3
Paid – Collection Agency	1
Final Notice Sent	36
Court Date Assigned	1
Void – Beyond Control	0
Void – Improperly Issued/Officer Error	6
Void – SOS Error	0
Void – All Others	83
Not on File	1
Sent to Collections	5
Paid – Boot	0
<b>Total Issued</b>	<b>481</b>

## Community Police Liaison

Established in 2015, the Community Police Liaison program is designed to strengthen community relations between the residents of Deerfield and the members of the Deerfield Police Department. The program’s intent is for a specific Officer to address minor concerns and challenges within an assigned subdivision or neighborhood.

Examples of minor concerns and challenges for the Community Police Liaison are, parking concerns, traffic and signage, vacation residence watch, and chronic animal issues.

Through this program the Deerfield Police Department seeks to:

- Establish contacts within the community
- Enhance community relations and communication
- Eliminate minor issues and challenges within the neighborhood
- Take ownership of assigned neighborhood
- Maintain trust and transparency

The department currently has three Community Police Liaisons; Officer Lisa Majka, Officer Bryan Foster, and Officer Kasey Kuhlert, with the intent to expand the program in the future.



## Truck Enforcement

Unsafe trucks continue to be the cause of an increasing number of accidents on our nation’s highways. The Deerfield Police Department is committed to traffic safety through the enforcement of overweight and oversized truck traffic. In 1996 a local ordinance was approved that requires overweight and oversized vehicles to obtain a permit in order to drive the vehicle through Deerfield. Because of voluntary compliance by trucking companies and strict enforcement in previous years, the number of overweight violations has been greatly reduced. During 2020, truck enforcement officers issued a total of 145 truck permits.

# PATROL OPERATIONS

## Bicycle Patrol

The Deerfield Police Department recognizes the need for cooperation with the community it serves as part of its community policing effort. Officers speak to neighborhood groups, participate in business and civic events, consult with social agencies, and take part in education programs for school children. The Deerfield Bicycle Patrol brings police closer to the community. The Bicycle Unit consists of full-time sworn police officers that patrol throughout the Village during the spring and summer months.



The Bicycle Unit supplements uniformed patrol officers and provides covert coverage in situations where a marked police car would not be feasible. This Unit focuses on strong public relations while remaining highly visible to deter crime. Park district facilities, businesses, schools, and residential areas are covered during a tour of duty.

Bike officers are also responsible for attending numerous public events, therefore, making the officers more approachable to the public.

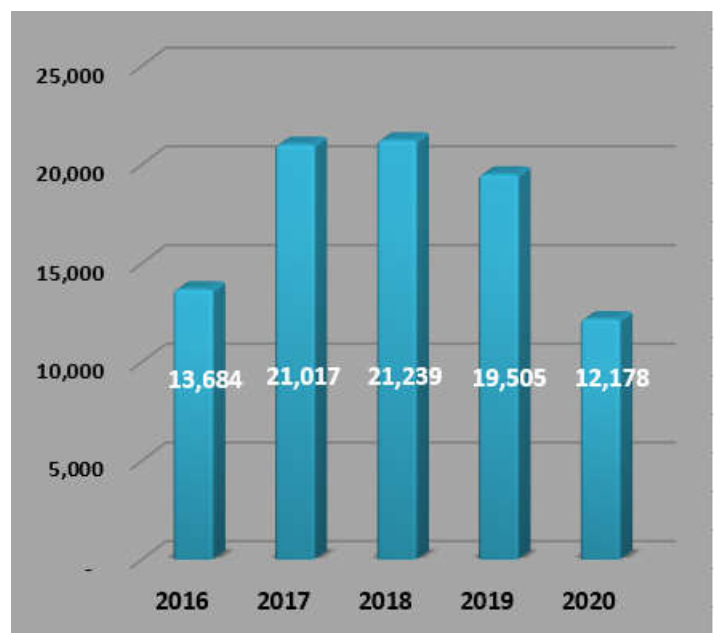
## Calls for Service

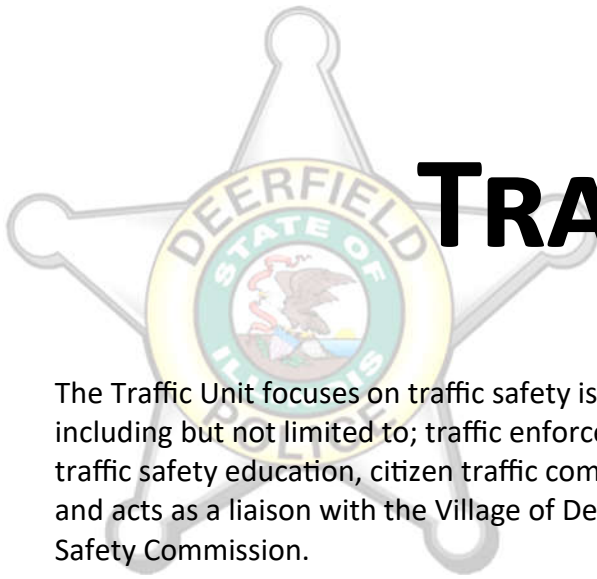
Calls for Service is a term used by police departments to describe virtually every patrol activity including: crime complaints, requests for service, inspectional service, premise checks, traffic stops, self-initiated activity generated by the officer, traffic collisions, investigations of crimes, and a myriad of other services provided to the general public.

Prior to 2017, our software differentiated how calls were tallied, especially as they related to traffic stops. Our Calls for Service now capture all police activity.

In 2020, the Deerfield Police received 12,178 calls for service.

### Summary of Incidents by Year





# TRAFFIC UNIT

The Traffic Unit focuses on traffic safety issues including but not limited to; traffic enforcement, traffic safety education, citizen traffic complaints, and acts as a liaison with the Village of Deerfield Safety Commission.

When responding to a traffic complaint, the Traffic Unit prepares traffic surveys as needed, organizes selective enforcement, and reports results back to the original complainant. The report may conclude that no more enforcement is needed, engineering changes need to be made, or that selective enforcement needs to continue.

The Traffic Unit works in conjunction with the Patrol Division to reach the important goal of reducing traffic crashes and allowing the traffic to flow smoothly and safely throughout the Village.

## Sustained Traffic Enforcement Program Grant

In 2019 the Deerfield Police Department applied for and received grant funding from the Sustained Traffic Enforcement Program (STEP) through the Illinois Department of Transportation (IDOT) for fiscal year 2020. The purpose of the STEP grant is to maximize traffic enforcement during specific times of the year when traffic crashes are the highest. The campaigns take place throughout the year and focus on education, awareness and targeted enforcement to deter potential impaired drivers, distracted drivers, speeders, and unbuckled drivers and passengers.

The 2020 STEP grant period began October 1, 2019 and ended September 30, 2020. The Deerfield Police Department applied for and received \$36,480 for enforcement and an additional \$2,000 for equipment.

The enforcement funding received was used for the following traffic safety campaigns:

- October Speed Enforcement
- Halloween DUI Enforcement
- Thanksgiving Seatbelt Enforcement
- March Speed Enforcement
- June Speed Enforcement
- Independence Day DUI and Seatbelt Enforcement
- July Speed Enforcement
- August Seatbelt Enforcement
- August Speed Enforcement
- Labor Day DUI and Seatbelt Enforcement
- September Speed Enforcement

The Deerfield Police Department utilized \$23,322 of the allotted \$36,480 for traffic enforcement and purchased one LIDAR Speed Measuring Device at a cost of \$1,638. The funding resulted in 297.25 hours of targeted enforcement and 468 traffic citations.

2020 STEP Grant Citations	Total
October Speed Enforcement	51
Thanksgiving Seatbelt Enforcement	43
March Speed Enforcement	16
June Speed Enforcement	34
Independence Day DUI Enforcement	4
Independence Day Seatbelt Enforcement	23
July Speed Enforcement	55
August Seatbelt Enforcement	50
August Speed Enforcement	28
Labor Day DUI Enforcement	36
Labor Day Seatbelt Enforcement	68
September Speed Enforcement	60
<b>Total Issued</b>	<b>468</b>



# TRAFFIC UNIT

## COVID-19

Ensuring the health, safety and well-being of the community we serve, including the health and safety of our employees, has always been a top priority. At the beginning of the COVID-19 pandemic, out of an abundance of caution and in order to prevent, or limit, the potential spread of the coronavirus, the Deerfield Police Department suspended many of its non-emergency services for the remainder of the year. Additionally, a Statewide Stay-at-home order was implemented in March which resulted in fewer cars on the road. This impacted the many units within the department and impacted the data used for traffic statistics.

## Citation Totals

	2019	2020
Traffic Citations Issued	3,177	1,201
Written Warnings Issued	7,157	2,188

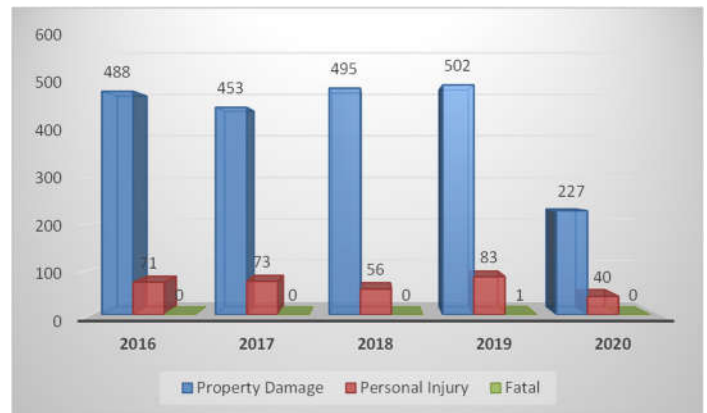
## Most Common Traffic Citations Issued

	2019	2020
1) Speeding	1,025	570
2) Cell Phone Violations	509	105
3) Fail to Reduce Speed/Accident	235	83
4) Operating Uninsured Vehicle	189	61
5) Expired/No Registration	172	26

## Public Roadway Crashes

	2019	2020
Property Damage	502	227
Injury Reported, Not Evident	41	21
Non-Incapacitating Injury	37	15
Incapacitating Injury	5	4
Fatal	1	0
<b>Total</b>	<b>586</b>	<b>267</b>

## Summary of Crashes by Year



## 2020 Accident Count By Intersection

Lake Cook Road/Waukegan Road	31
Waukegan Road/Deerfield Road	17
Lake Cook Road/Wilmot Road	12
Lake Cook Road/Pfingsten Road	8
Lake Cook Road/Deer Lake Road	5
Deerfield Road/Warrington Road	4



# INVESTIGATIONS

The Investigations Unit consists of one Commander and four Detectives/Investigators. The Unit assists the patrol unit with preliminary investigations when offenders are apprehended at the scene and conduct follow-up investigations of crimes when the offenders have fled the scene or are unknown at the time of the report.

The unit proactively networks with other law enforcement agencies and task forces; collects and disseminates information to effectively prevent criminal activity; and identifies and apprehends offenders after committing a crime. Detectives maintain partnerships with residents, businesses and schools.

## Major Cases

### Deceptive Practice

In December 2019 Barnes and Noble reported receiving (2) \$500 counterfeit travelers checks at their store. Suspects were identified and detectives obtained arrest warrant for Felony Forgery. This investigation led to the identification of two subjects who were using Marriott Reward points belonging to others in 2018.

### Hit & Run

Officers responded to a Hit & Run PI accident on Deerfield Rd & Beverly where a juvenile was struck by an unknown vehicle that fled on the roadway. Detectives were able to locate the vehicle in Chicago and subsequently identified the driver who was arrested and charged accordingly.

### Identity Theft

In March 2020 a victim reported his credit card was used at an Acura dealership in Elmhurst. Detective Foster learned the credit was used for repairs on a vehicle totaling \$3000. He was able to identify the suspect, obtained an arrest warrant who was taken in to custody and charged with felony Identity Theft.

### Recovered Stolen Vehicle

In July 2020 two vehicle were reported stolen from residences. Detective Sokorelis and Salato were able to locate the location of both vehicles through their investigation. Search warrant was obtained for a property located in unincorporated Chicago Heights where both vehicles were recovered with an additional two vehicles stolen from Lansing and South Barrington.

## Youth & Social Services

The Youth and Social Services Department is a division of the Investigations Unit. Two full-time Social Workers are available to work closely with members of the Police Department and the community to provide services to people in crisis. The Social Services Department is available to assist residents who experience: grief after a death, divorce, domestic violence, juvenile problems, sexual assault, substance abuse, mental illness, financial crisis, and more.

Social Services provides counseling to individuals or families upon request or referral from the case officer. This includes several cases involving the direct assistance of the Division of the Child and Family Services, Zacharias Sexual Abuse Center Advocate and Lake County Advocacy Center.

The Social Services staff regularly attends training related to substance abuse, domestic violence, and mental health.

Social Services acts as a conduit for schools, religious institutions, and government to work together in a cooperative environment. Social Services coordinates the employee assistance program for the Village of Deerfield and the Deerfield Police Department.

# ADMINISTRATION

## Accreditation



The Deerfield Police Department received the Advanced Law Enforcement Accreditation award on July 29, 2017 from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). The Department was first accredited in 2005 and is currently working

towards its sixth accreditation award in 2021.

The CALEA Accreditation process is a proven modern management model. The award signifies the Deerfield Police Department has successfully met a body of internationally recognized professional standards offered by CALEA. Agencies receive their awards after participating in a voluntary process that involves a commitment of personnel and other resources. Each agency conducts a detailed self-assessment and participates in an on-site review by a team of outside CALEA Assessors, composed of experienced public safety practitioners.

## Software Purchases

In 2020 the Department successfully transitioned to a new web-based scheduling software system. The system will allow for easier scheduling and accountability of staff. This software is integrated into the payroll system, reducing staff time with respect to manually entering data. Other software purchased in 2020 included an online early intervention system that will promote transparency throughout the agency. It includes the ability for instant feedback on positive performance between supervisor and officer along with officer-to-officer recognitions. The ability to track both positive and negative entries permits transparency and planning to guide staff. When working in its full capacity the program will eliminate or reduce the amount of paper files.

## Citizen Survey

The Deerfield Police Department conducted a survey of the citizens in 2020. The survey was conducted online through the Village of Deerfield website. Notification of the survey was sent in Village e-mails, D-Tales, and Village utility bill mailings (approximately 6,250). This year we received 442 responses; an approximate 7% response rate.

Our goal in conducting this survey is to assess two general areas of our operations through the eyes and opinions of our residents: The overall feeling of safety and security within the Village of Deerfield and the courtesy factor; encompassing details such as quality of service, knowledge, problem solving, conduct, competency and helpfulness.

Of the 442 responses, 435 (98.4%) indicated the Overall Feeling of Safety in the Village was “Very Safe” or “Safe.” The Deerfield Police Department is pleased that this survey has again shown us that we are providing the residents with a feeling of safety in their community.

Respondents rated the Department “Excellent” or “Good” 78.3% of the time in the 12 courtesy categories. The positive responses are a tribute to the impression we make upon our citizens. We are satisfied with these results, however we have the foresight for improvement.

This results will be utilized in setting priorities for the Department as part of our strategic planning process and to identify services that need enhancement. The Department will review and take into consideration all the comments and suggestions and use them to improve our overall productiveness and concentration in the areas indicated.

# ADMINISTRATION

## Reports and Analysis

### Internal Affairs

The Deerfield Police Department follows an internal affairs policy to ensure prompt and thorough investigation of alleged transgressions and, if needed, issues suitable disciplinary action.

The Personnel Early Warning System is designed to assist the department in identifying individuals through collective employee patterns of poor performance and/or misconduct and then taking action to correct deficiencies.

In 2020 there were 26 incidents that required internal affairs investigations. These incidents were initiated by either a complaint (internal or external) or by policy. The 26 incidents involved 40 employees with 13 of those employees receiving discipline as a result of the investigation.

The system has proven to be effective at identifying members exhibiting signs of problems and may benefit from agency intervention. A review of the five year data did not indicate any established patterns that would activate the Personnel Early Warning System.

Incident	2016	2017	2018	2019	2020
Administrative Reviews	0	1	2	0	0
Citizen Complaint	0	0	5	2	2
Evaluations (Corrective Action)	3	0	0	0	0
Internal Complaint	8	8	8	8	5
Pursuit	2	0	3	6	2
Accident on Duty	7	7	2	2	8
Use of Force	15	6	6	10	9
Workman's Comp	0	0	0	0	0
<b>Total Employees / Incident</b>	<b>35/21</b>	<b>37/22</b>	<b>21/26</b>	<b>31/30</b>	<b>40/26</b>

Findings by Employee					
Exonerated	20	6	9	12	18
Not Sustained	0	0	1	0	0
Sustained	16	14	12	16	20
Sustained with Qualifications	0	0	0	1	0
Unfounded	0	1	4	1	1
Other	0	1	0	0	1

Discipline by Employee					
Counseling	0	2	2	5	9
Employee Contact	8	6	5	11	2
Letter of Instruction	0	0	0	3	0
Letter of Reprimand	3	2	4	5	3
Suspension	3	4	2	3	8
Resignation	0	1	0	0	0

# ADMINISTRATION

## Reports and Analysis

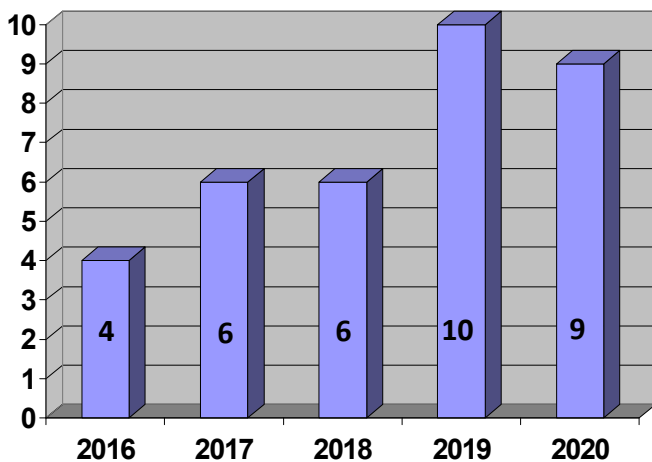
### Use of Force Analysis

Members of the Deerfield Police Department strive to accomplish the mission of the agency as efficiently as possible, with the highest regard for the human dignity of all persons and with minimal reliance upon the use of physical force. The use of physical or deadly force shall be restricted to circumstances authorized by law and only to accomplish lawful objectives. All sworn members of this agency are required to review the use of force policy annually. The policy is reviewed throughout the year at roll call and at weapons training.

The Deerfield Police Department reviewed 9 instances of use of force in 2020. All use of force incidents during the calendar year were found to be a reasonable response. There were no recommendations for discipline as a result of a use of force investigation.

No concerns have been raised for potential problems in the agency's early warning system from these incidents. Examination of these reports failed to reveal any trends, patterns, equipment needs, or recommendations for policy changes. All officers involved followed the policies, statutes, and case law.

Use of Force Reviews by Year



### Vehicle Pursuits

Vehicle pursuit is one of the most dangerous duties a Police Officer must perform. When a decision to pursue is made, the safety of all concerned must be considered. The seriousness of the offense must be weighed against the hazards of the health and welfare of citizens who might be affected by the chase.

It is policy of the Deerfield Police Department not to engage in vehicle pursuits for offenses other than serious felonies. Vehicle pursuit is justified only when the officer knows or has reasonable grounds to believe the suspect is attempting to evade apprehension and the suspect, if allowed to escape, may present a danger to human life or cause serious injury to other people. A supervisor must specifically authorize a pursuit and the supervisor can also order termination of the pursuit.

There were two vehicle pursuits in 2020 and four in 2019. There are no trends or patterns identified that would indicate the need for additional training, equipment or policy changes.

### Analysis of Grievances

It has been the policy of the Department to strictly adhere to the policy of the Village of Deerfield, which establishes and maintains the grievance procedure that is designed to resolve matters between the employee and employer fairly and expeditiously. A grievance is any complaint concerning working conditions, classification, salary, or other work-related matter.

An annual analysis of grievances is required to determine if a trend is observed and what steps may be taken to minimize the causes of such grievances in the future. There were three grievances filed in 2020 and one in 2019. There are no trends that can be determined at this time.

# ADMINISTRATION

## Reports and Analysis

### Biased-Based Policing

On July 18, 2003 Public Act 93-209 required whenever a local law enforcement officer stopped a motorist for an alleged violation of the Illinois Vehicle Code, the officer would record certain data relative to the stop. The legislation was enacted to address concerns of racial profiling by law enforcement agencies.

The Deerfield Police Department collects the required data for all field contacts, motor vehicle stops, and instances of seizure/forfeiture. The data is forwarded to the Illinois Department of Transportation throughout the year.

Estimated Minority Driving Population Benchmarks were established for each law enforcement agency in Illinois. The minority benchmark for Deerfield was established at 31.8%.

The Deerfield Police Department minority traffic stop data has routinely and historically not exceeded the benchmark. For 2020 the Department performed traffic stops on minority drivers at a 31.2% ratio of all stops. This total less than the established benchmark.

The Deerfield Police Department is proud to provide a professional high level of service to the public. Following the standards of the International Association of Chiefs of Police, Commission on Accreditation for Law Enforcement Agencies, Illinois Chiefs Association and Lake County Chiefs Association, we have implemented policies to meet the expectation of the public. There were no complaints of bias-based policing in 2020. The review and release of this data is another step to ensure professional service. A detailed report is available upon request.

Total Stops by Race	Number Stopped	Percent Stopped
Caucasian	2,165	68.8%
African American	255	8.1%
Native American	17	0.5%
Hispanic	470	14.9%
Asian	235	7.5%
Other Pacific Islander	6	0.6%
<b>Total Stops</b>	<b>3,148</b>	
<b>Minorities Stopped</b>	<b>983</b>	<b>31.2%</b>
<b>Lake County Benchmark</b>		<b>31.8%</b>

Reason for Stop	Caucasians	Minorities
Moving Violation	68.2%	67.0%
Registration	16.1%	14.4%
Equipment	15.6%	17.8%
Commercial	0.2%	.07%

Results of the Stop	Caucasians	Minorities
Citation	26.6%	28.1%
Warning	70.5%	67.1%
Stop Card	2.9%	4.2%

Results of the Stop	Total Stopped	Citation	Warning
Deerfield Resident	17.3%	22.6%	77.4%
Non Resident	82.7%	28.2%	71.8%
Caucasian Driver-Male	55.5%	28.2%	71.8%
Caucasian Driver-Female	44.6%	24.6%	75.3%
Minority Driver-Male	62.6%	30.2%	69.8%
Minority Driver-Female	37.5%	25.7%	74.3%

# COMMUNICATIONS

Our Communications staff is comprised of eight full-time and five part-time Telecommunicators. Two Community Service Officers and several Patrol Officers are fully cross-trained in Communications and assist when needed in the dispatch center.

Members of the Communications staff participate in a variety of training annually to arm themselves with the skills and abilities necessary to be efficient and effective, especially as it relates to new technology. This year staff secured certification through: The Association of Public Safety Communications Officials (APCO); The National Emergency Network Association (NENA); Federal Emergency Management Agency (FEMA); the Northeastern Illinois Public Safety Academy; and the Center for Missing and Exploited Children Missing Kids Readiness Project.



## News & Programs

July 23, 2020, marked our one year anniversary dispatching for the Lincolnshire Police Department, while this past October 1st, marked our 7th anniversary dispatching for the Riverwoods Police Department. These successful partnerships pay dividends to all involved on a daily basis. These four like communities: Deerfield, Bannockburn, Riverwoods, and Lincolnshire, share information and resources; in so doing, we are able to assist one another expeditiously for crimes in progress, arrests, and general officer assistance. The result is a safer community for all.

Radio infrastructure and equipment deployed to institute communication with Lincolnshire Police was recently enhanced as part of Deerfield's full transition to the StarCom21 (STAtE Radio (Voice) COMMunications for the 21st Century). StarCom21 is a 700/800 MHz, APCO Project 25 interoperable, digital, trunked statewide voice radio communications network owned and operated by Motorola, Inc. and leased back to the State of Illinois for its use. It was built to public safety standards and is available to governmental as well as non-governmental bodies subject to state approval and contractual requirements being met. It serves as a critical interoperable tool for both day-to-day as well as large scale events for our four towns served.

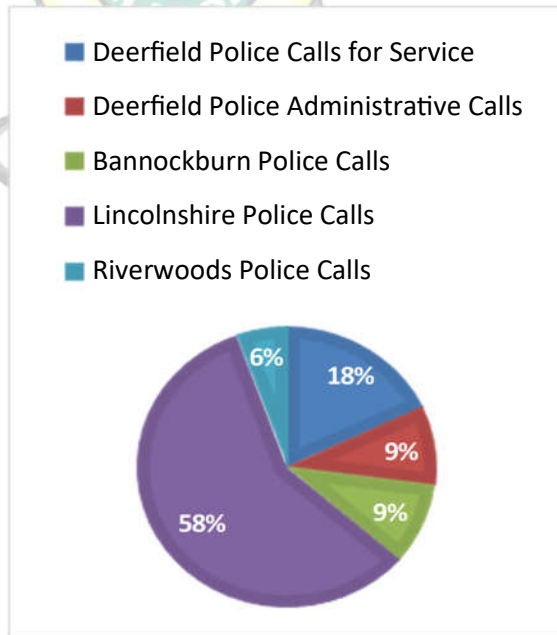
This past year we implemented Rapid SOS, an emergency response data platform empowering faster and smarter response through intelligent data for dispatch and patrol alike. In an emergency, critical data from devices, sensors, or profiles are integrated with the RapidSOS platform and then shared immediately with public safety. We have had great success with this platform, especially as it relates to locating cellular 9-1-1 callers unsure of their location.

## Dispatch Center and Equipment

The center has four independent IP-based answering points that serve the emergency and non-emergency communication needs of the Villages of Deerfield, Bannockburn, Riverwoods, and Lincolnshire. Each position is equipped with TDD services for the deaf, technology to activate the emergency sirens on demand, audio and video surveillance for the police department as well as video for several off site locations. The Communications Center is also linked to Lake County's PASSAGE system which provides us with real time views of many critical intersections.

# COMMUNICATIONS

## Calls Received



Our Dispatchers assist with social media communications and participated in the Family Reading Night initiative. The Communications staff also manages the Department’s car safety seat instruction and installation program.

We are happy to recognize the hard work and dedication displayed by our Dispatchers every April during National Telecommunicators Week. This week is dedicated to those on the other side of the phone and radio. The first to receive your call for help; to send the proper resources; and to make sure our Officers have all of the information they need to respond safely and quickly to help others. During this week our Dispatchers enjoy themed days, lunches, gifts, and other tokens of appreciations.

In 2020, the Deerfield Police received 12,178 calls for service, while the Communications Center (which takes calls for 4 departments) managed: an additional 6,159 administrative service calls; 6,336 Bannockburn Police calls for service; 3,696 Riverwoods Police calls for service; and 39,364 Lincolnshire Police call for a service, for a total of 67,733 calls for service. These totals reflect a 37% increase in our Communications Center call volume for 2020.

## Community Service

Communications Center staff play an integral role in department fundraising. This year they supported: Special Olympics Illinois, the West Deerfield Township, Advocate Lutheran General Hospital, Operation North Pole, NICASA, The Veteran’s Closet, The Red Cross, Vitalant Blood Services, North Chicago Community Partners, Lungevity, the Optimist Club of Deerfield, the Deerfield Rotary, the Toys for Tots program, Give Where You Live-Deerfield, and Mercy Home for Boys and Girls.





# TRAINING

The Deerfield Police Department supports a strong training program with current and relevant topics that enhance the abilities and professional development of personnel. We accomplish this while ensuring we are in compliance with all mandated State, Federal, CALEA, and Department required training.

The COVID-19 pandemic and mitigation measures taken by the State impacted our training in ways we never could have imagined. Due to restrictions related to in-person training, we had to utilize more online and webinar based training. As restrictions are lifted in the future, we look forward to sending staff to more in person training in 2021.

## Training Highlights

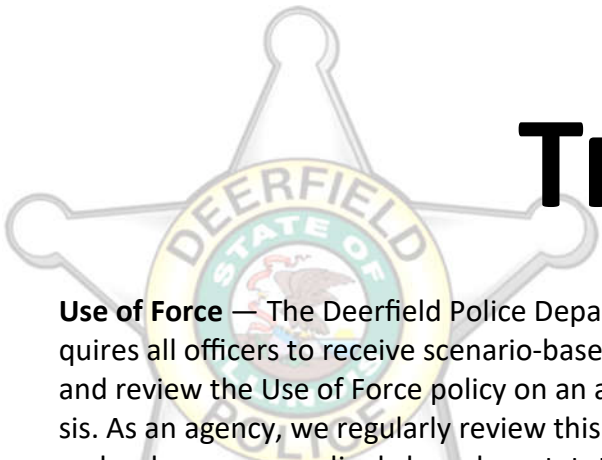
- 40 Hour Crisis Intervention Team
- 40 Hour Field Training Officer
- Advanced Interviewing
- ARIDE Training
- Body Searches
- Active Shooter Presentation
- DUI Updates
- Integrated Response Conference
- IVC Refresher
- Juvenile Law Updates
- Marijuana Legalization
- Mental Health First Aid
- Officer Wellness
- Reid Interviews – Advanced
- Overweight Truck Conference
- Best Practices – Biological Evidence
- Civil Unrest
- Digital Transformation of Policing
- Trauma Informed Response to Sexual Assault
- Emergency Planning
- Emergency Responder Wellness
- Advanced Supervisor Liability
- Continuity of Operations Planning – Influenza
- Conflict Management

- Autopsy Basics
- Workplace/Sexual Harassment
- Lock-Up/Holding Facility Operations
- Ethics
- Hazardous Materials
- Bloodborne Pathogens
- ASP/OC
- Mental Illness Recognition
- Crime Lab Procedures
- Ethics and Integrity
- Duty to Intervene

**Basic Academy/Field Training** — The Department Field Training Program trained and certified two officers this year for solo patrol. In the spring, Officer Pasiewicz completed the field-training program and was released for solo patrol. In January, Officer Seth Thomas was sworn in and attended the Macon County Law Enforcement Training Center in Decatur, Illinois. Due to the restrictions in place for COVID-19, Officer Thomas experienced one of the more challenging academy and field training schedules, before being released to solo patrol in December. Commander Kupsak oversees the field-training program.



**Firearms** — All officers went through annual firearm training conducted by Department range officers. The training this year covered handguns, rifles and less lethal shotguns, and incorporated shoot-no shoot drills and shield deployment. Commander Ca-chola oversees the range program.



# TRAINING

**Use of Force** — The Deerfield Police Department requires all officers to receive scenario-based training and review the Use of Force policy on an annual basis. As an agency, we regularly review this policy and make changes accordingly based on statutory changes or new requirements implemented by CALEA. The policy for the Deerfield Police Department states verbal persuasion resulting in compliance as the most desirable method of dealing with an arrest situation.

**Taser Training** — The Electronic Control Weapons, commonly referred to as Tasers, serve as an alternative use of force to reduce the need for other options and enable officers to subdue actively resisting or aggressive subjects while lowering the rates of injuries to Officers and other subjects. The agency completed annual training on these. Officers Curren and Frontone serve as the agency instructors for ECWs.

**Supervisors** — Additional focus has been placed on ensuring supervisors receive progressive and ongoing training to ensure agency personnel is prepared in the future. Training for supervisors is critical in support of the agency’s succession planning. While the training restrictions limited course availability, supervisors were still able to attend online courses on civil unrest, continuity of operations, integrated response concepts, and advanced supervisory liability; in addition to our in-service trainings on workplace harassment and ethics. Supervisor training will continue to be a priority as we move into 2021.

**Training Committee** — On July 8, 2020, the Training Committee met to evaluate and plan for the upcoming year including needs and improvements to the program. The primary topic was the current state of training as it related to the pandemic. Additional topics discussed during the meeting included the 2021 training calendar, the use of online computer training, and the training budget. The rising costs of many off-site trainings will require proper planning to provide opportunities to attend.

## Breakdown of Training Hours

Training of Sworn Personnel.....	492
Training for Supervisory Sworn Personnel .....	105
Academy/FTO .....	1,440
Training of Non-Sworn Personnel.....	31
Training Hours of New Dispatch Personnel.....	0
In-house and Firearms Training.....	522
Computer/Roll Call/Misc. Training .....	1,575
<b>Total number of Training Hours.....</b>	<b>4,165</b>

## Field Training Officers

Field Training Officers (FTOs) serve an important role in the development of new officers. FTOs train new police officers in areas of internal policy and procedures, police operations, and community awareness. This is accomplished through an intensive one-on-one oversight so that at the conclusion of the second phase of the program, the probationary officer is ready to patrol on his or her own in a safe, skillful and professional manner.

The FTO program consists of three phases. During the first phase the new recruit will attend a state certified Law Enforcement Academy for 12-14 weeks. The second is approximately 80 days of actual field training in all aspects of patrol operations. The recruit will have the opportunity to work alongside and learn from different FTOs. The third phase is the remaining balance of the probationary period (2 years from date of hire). During phase three the officer is working without the daily oversight of an FTO, however he or she continues to receive monthly evaluations from the shift supervisor.

The Department Field Training Program trained and certified two officers this year for solo patrol. In 2020 Officers Pasiewicz and Thomas graduated the Basic Police Academy in Springfield and completed phase two of the FTO program. They are currently in phase three. Commander Kupsak oversees the field training program.

# AWARDS

## Employment Anniversaries

The Deerfield Police Department is honored to recognize the following employees who celebrated continuous employment anniversaries in 2020:

### ***30 Years of Service***

Tom Keane

### ***25 Years of Service***

Brian Riley

### ***20 Years of Service***

Steve Pettorelli

Brian Lazaretti

### ***15 Years of Service***

Wes Carner

Jessica Koschnitzky

### ***10 Years of Service***

Oliver Cachola

Brad Tokarz

Dave Hardt

Brad Schroeder

### ***5 Years of Service***

Trevor Salato

Mike Draniczarek

Justin Gonzalez

### **Alex Pasiewicz**

5/8/2020 Quick Response & Life-Saving Actions

### **Trevor Salato**

9/17/2020 Teamwork & Skillful Investigation

### **Brad Schroeder**

1/29/2020 Life-Saving Actions

### **Joanna Sokorelis**

9/17/2020 Teamwork & Skillful Investigation

### **Zach Watson**

1/29/2020 Life-Saving Actions

## Life Saving Award Presentation

As part of a new recognition program within the Police Department, Deerfield Police Officers were presented with Life-Saving Award pins in October 2020. Any Officer who has previously received an Honorable Mention or Department Commendation for Life-Saving Actions was presented with a pin to wear as part of their duty uniform. The pins show the number of life-saving instances that Officer has been recognized for; 1, 2, 3, 4 or a star representing 5 or more. A total of 23 Officers received pins for 43 instances of saved lives.

## Honorable Mentions

### **Rick Bernas**

9/17/2020 Teamwork & Skillful Investigation

### **Mike Draniczarek**

1/20/2020 Life-Saving Actions

### **Rheanna Hall**

5/8/2020 Quick Response & Life-Saving Actions

### **Kasey Kuhlers**

7/9/2020 Quick Response & Outstanding Performance



# AWARDS

## Lake County Major Crime Task Force



On October 22, 2020 Officer Brad Schroeder was recognized by the Lake County Major Crime Task Force for this dedicated service as an Investigator from 2013 to 2018. The Lake County Major Crime Task Force was formed in 1992 in response to a mutual need for vast investigative resources and expertise from all Lake County law enforcement agencies. The Lake County Major Crime Task Force consists of a Commander, Assistant Commanders, Supervisors, Investigators, Evidence Technicians, and Support Staff. They respond to homicides, suspicious deaths, in-custody deaths, officer-involved shootings, and heinous crimes in communities who are members of the task force.

## Federal Railroad Administration

On July 9, 2020 The Deerfield Police Department Communications Center received a call of car stuck on the railroad tracks at Waukegan Road and Route 22 in Bannockburn. A northbound train was traveling through Deerfield toward the intersection and Officer Kasey Kuhlers was able to signal to a train engineer to stop, preventing a potentially deadly collision. Because of his heroic efforts Officer Kuhlers, and the citizen who noticed the car and called 9-1-1,

were presented with Lifesaving Awards by the Federal Railroad Administration on September 29th in the Deerfield Village Hall Board Room. The story was also featured on CBS Chicago Morning News on September 25th.



## Donald E. Gehrig Award

Donald E. Gehrig served on the Deerfield Board of Police Commissioners until January 1, 1972. His interest and concern for this Department were well known to all who worked with him. To honor him the Board of Police Commissioners annually recognizes an employee for outstanding service. The Board announced Officer Kasey Kuhlers as the recipient of the Donald E. Gehrig Award for 2019. The Commission recognizes him for the following;

For outstanding police service through the numerous programs and committees to include Community Police Liaison for Briarwood Vista, Range Officer, Simunitions Instructor, ASP Instructor, and Recruitment Team. Officer Kuhlers has spearheaded the Departments CPR program where he is an instructor in CPR, Tactical Medical, and NARCAN. In addition Officer Kuhlers participates in community events as Coffee with a Cop and No Shave November.



# INDEX CRIMES

## Index Crimes

The Illinois Uniform Crime Reporting (I-UCR) Program requires agencies to report the occurrence of selected offenses within the eight Index Crime categories identified below. The I-UCR Program’s Crime Index is the same as the FBI National Program’s and is intended to provide some indication of how much serious crime has occurred in a given jurisdiction. There is significance to the order in which the crime categories are listed, with criminal homicide ranked the highest in the hierarchy and arson ranked the lowest. Index Crime categories reported include:

1. Criminal Homicide
2. Forcible Rape
3. Robbery
4. Aggravated Battery/Aggravated Assault
5. Burglary
6. Theft
7. Motor Vehicle Theft
8. Arson

Four of the crimes included in the Crime Index are considered “Violent Crimes”: **Homicide** (including first and second degree murder and drug induced homicide, does not include attempts); **Forcible Rape** (includes criminal sexual assault, aggravated criminal sexual assault, predatory criminal sexual assault, and attempts); **Robbery** (includes armed robbery, robbery, vehicular hijacking, aggravated vehicular hijacking, aggravated robbery, and attempts); and **Aggravated Battery/Aggravated Assault** (including aggravated battery, heinous battery, aggravated battery of a child, aggravated

domestic battery, aggravated batter of a senior citizen, ritual mutilation, aggravated assault, and attempts).

Also included in index crimes are the four categories considered “Property Crimes”: **Burglary** (including commercial burglaries, residential burglaries, home invasion, and attempts); **Theft** (includes all thefts and attempts except for motor vehicle theft); **Motor Vehicle Theft** (including attempts); and **Arson** (including arson, aggravated arson, and criminal damage to property where property damaged by means of fire or explosive, and attempts).

In 2020 Deerfield’s Crime Index increased to 174 from 138 in 2019. The Village of Deerfield continues to be one of the safest communities in Illinois according to data published in the most recent Illinois State Police Annual Uniform Crime Report (2018 data). In 2018 there were a total of 287,400 Index Crime Offenses in the state of Illinois.

## Crime Index Summary

Category	2016	2017	2018	2019	2020
Criminal Homicide	0	0	1	0	0
Forcible Rape	1	1	3	0	2
Robbery	1	2	1	0	2
Aggravated Battery/ Aggravated Assault	3	2	1	7	0
Burglary	17	21	18	13	18
Theft	103	101	116	102	136
Motor Vehicle Theft	3	8	6	16	17
Arson	0	0	0	0	0
<b>TOTAL</b>	<b>128</b>	<b>135</b>	<b>146</b>	<b>138</b>	<b>174</b>



# INCIDENT SUMMARY

Service Call	Total
Premise Exam	1345
Ambulance Call	729
Burglar Alarm	566
Other Complaints	205
Assist Other Agency	404
Fingerprinting	71
Animal Problems	208
Vehicle Lock Out	179
Suspicious Auto	275
Traffic Complaint	208
Motorist Assist	252
Other Investigations	93
Parking Complaint	212
9-1-1 Hang Up Calls	205
Well Being Check	251
Fire Call	166
Public Service	444
Fire Alarm	181
Suspicious Person	135
Found Property	68
Noise Complaint	177
Domestic Trouble	111
Field Contacts	58
Suspended/Revoked Driver's License	45
Hold Up Alarm	71
Traffic Investigations	48
No Insurance	26
Insurance Report	37
Solicitor Complaint	37
Identity Theft	422
Lost/Mislaid Property	43
No Valid Driver's License	20
Possession of Cannabis	9
Possession of Drug Paraphernalia	10
DUI	23
Burglary from Motor Vehicle	66
Theft Over \$500.00	25
Construction Complaint	23
Child Seat Inspection	5
Credit Card Fraud	16
Warrant Service	0
Public Indecency	2

Service Call	Total
Criminal Trespass to Vehicle	7
Criminal Damage to Property	15
Theft Under \$500.00	21
Forgery	21
Simple Battery	8
Deceptive Practice	45
Open Transportation-Alcohol	1
Domestic Battery	19
Burglary-Residential	14
Disorderly Conduct	30
Curfew	0
Retail Theft	18
Motor Vehicle Theft	17
Burglary-Commercial	5
Missing Person	15
Criminal Trespass to Land	7
Possession of Controlled Substance	1
Malicious Mischief	16
Theft from Motor Vehicle	4
Illegal Consumption-Alcohol	1
Obstructing Justice	0
Sex Offender Registration	4
Suspended Registration	0
Nuisance Phone Calls	0
Contributing to Del. Minor	0
Robbery	0
Revoked Registration	2
Aggravated Battery	0
Simple Assault	3
Possession Alcohol-Minor	2
Failure to Pay	3
Criminal Sexual Assault	2
Theft of Motor Vehicle Parts	0
Telephone Threats	6
Armed Robbery	0
Aggravated Robbery	1
Home Invasion	0
Pick Pocketing	0
Theft from Coin Operated Machine	0
Arson	0
Criminal Trespass to Residence	0
Drag Racing	0