



Commission on Accreditation for
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February 18, 2016

Mr. Larry Regnier
Chief of Police
Kankakee Police Department
209 N. Indiana Avenue
Kankakee, IL 60901

Dear Chief Regnier:

CALEA Accreditation represents a commitment to professional excellence. The work of your organization toward attaining this internationally recognized credential is indicative of sound leadership, as well as practitioner support of adherence to standards.

The report accompanying this transmittal is provided only to the chief executive officer and represents observations and findings from the most recent standards-based review of the organization. It is important to review this document in its entirety with specific attention to any matter indicating compliance concerns, required policy/practice adjustments, or outcomes not reflective of the intent of standards. The Commission will use this document as the primary resource in considering your organization for accreditation. To that end, you or a qualified representative(s) should be prepared to address information contained in this report and respond to inquiries by Commissioners

The Kankakee Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in St. Louis, Missouri on April 2, 2016. While the Commission does not require your attendance at this hearing, your participation helps ensure a comprehensive understanding of issues impacting your agency's candidacy. An Awards Banquet for successful organizations will occur in the evening following the Review Committee Hearing.

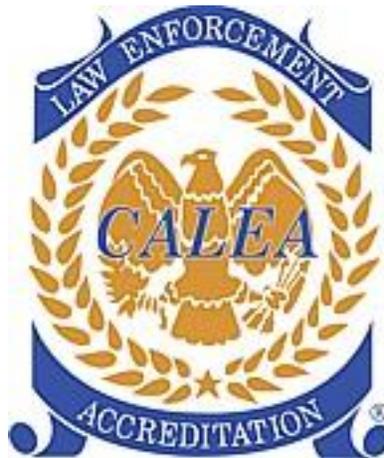
CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

Sincerely,

W. Craig Hartley, Jr.
Executive Director



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



2015

**Kankakee (IL) Police Department
Assessment Report
December 2015**

Table of Contents

Section		Page
A	Agency Name, CEO, Accreditation Manger	1
B	Assessment Dates	1
C	Assessment Team	1
D	Program Manager	1
	Type of Assessment	1
E	Community and Agency Profile	2
	Community Profile	2
	Agency Profile	2
	Demographics	2
	Future Issues	3
	CEO Biography	4
F	Public Information	4
	Public Information Session	4
	Telephone Contacts	5
	Correspondence	6
	Media Interest	6
	Public Information Material	6
	Community Outreach Contacts	6
G	Essential Services	8
	Chapters 1 -17	8
	Bias Based Profiling	10
	Use of Force	12
	Chapters 21 – 35	13
	Grievances	14
	Discipline	15
	Recruitment	16
	Training	18
	Promotions	18

	Chapters 41 – 61	20
	Vehicle Pursuits	22
	Critical Incidents, Special Operations and Homeland Security	23
	Internal Affairs	23
	Chapters 70 – 84	24
H	Standards Issues Discussion	26
I	20 Percent Standards	28
J	Future Performance/Review Issues	29
K	Table: Standards Summery	29
L	Summary	29

A. Agency Name, CEO, and AM

Kankakee Police Department (IL)
385 East Oak Street
Kankakee, IL 60901

Larry Regnier, Chief of Police
Lieutenant Donell Austin, Accreditation Manager

B. Dates of the On-Site Assessment

November 30 – December 2, 2015

C. Assessment Team

1. Team Leader: Chris B. Settle
Deputy Chief of Police
Culpeper, Va. Police Department
740 Old Brandy Road
Culpeper, Virginia 22701
(540) 937-0401

2. Team Member: Mark Stevens
Sergeant (Retired)
Colorado Springs Police Department
705 S. Nevada Street
Colorado Springs, CO 80903
(703)688-2773

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

Daniel R. Shaw

Second Re-Accreditation, C size (79 personnel; 70 sworn and 9 non-sworn)
5th Edition Law Enforcement Accreditation (Tier 1)

The agency utilizes PowerDMS management system for containing CALEA standards.

E. Community and Agency Profile

1. Community Profile

The City of Kankakee, Illinois is 60 miles south of Chicago and sits along Interstate 57 that runs south from Chicago and north from Champaign, Illinois. The city also lies on the Kankakee River. The city of incorporated in 1865 and is comprised of 14.6 square miles and has a population of 27, 558. The city has an urban layout with various businesses and larger industry located within the city limits. The City of Kankakee, like other cities in this region, were affected heavily by a declining economy and recession, but has recently “rebounded” and appears to be headed for an economic upswing. The city’s mayor serves as the chief executive officer for the city and has direct authority on all city operations. Mayor Nina Epstein serves with 14 aldermen, who are elected from each of the city’s seven wards. The Chief of Police reports directly to the mayor.

2. Agency Profile

The Kankakee Police Department consists of 70 full-time sworn police officers and 9 civilian employees. The agency has seen a slight increase from the last assessment period from having 69 sworn officers in 2012 to 70 sworn officers in 2015. The Chief of Police is Larry D. Regnier and he has held this position with the agency since 2010. Chief Regnier oversees all department operations and activities. Robin Passwater serves as the Deputy Chief of Police, while Christopher Kidwell serves as Commander in the agency.

3. Demographics

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

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	13317	48%	16717	73%	56	80%	6	9%	54	78%	5	7%
African-American	10644	39%	3266	14%	10	14%	1	1%	11	16%	1	1%
Hispanic	3327	12%	1932	8%	4	6%	0	0%	4	6%	0	0%
Other	270	1%	1062	5%	0	0%	0	0%	0	0%	0	0%

Total	27558	100%	22977	100%	70	100%	7	10%	69	100%	6	9%
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The Kankakee Police Department currently maintains 70 sworn personnel and has the ethnic and gender composition that is proportionate to the available work force of the community. All ethnic and gender percentages fall less than ten percent of the available workforce.

4. Future Issues

The City of Kankakee is a diverse city that is not immune from big city types of crimes. The recent downturn in the economy affected this community greatly, with business and large industry closing its doors and moving jobs out of the state and out of the country, according the Mayor Nina Epstein. However, Mayor Epstein has seen recent improvements and new revenue sources coming into the city. Recent unemployment rate data was recently published which shows a 6.3% unemployment rate for the city which matches the state average, which is a drastic improvement from recent years. Mayor Epstein also sees an aging supervisory staff of the Police Department as a future issue and to prepare new leaders to step into these roles as older supervisors retire. She also states that evolving technologies is a future issue not only with the Police Department, but with city-wide applications.

Chief Regnier identifies public trust and transparency with the public is a future issue that he and his agency has shown progress in recent years. The agency has made great strides reaching out to minority neighborhoods in hopes of building trust in these communities. He states he now meets with minority groups, such as the NAACP and Hispanic organizations on a bi-monthly basis.

He agrees with Mayor Epstein that technology involving policing is a future issue that evolves by the day and that securing funding to keep up with technology is a tremendous challenge for his agency. He also states that another future issue will to continue advancing his community policing initiatives, by improving and expanding such programs as the neighborhood watch program and holding citizen police academies. Chief Regnier also states continually recruiting minorities to represent the city is a constant task that he and his agency will continue to strive in hopes to attract qualified minority officers.

Chief Regnier also has concerns about recent and upcoming retirements of his administrative and command staff. He has optimism that members of his agency

will receive the experience, professional development, and training under shrinking budgets to develop his leaders of tomorrow.

5. CEO Biography

Larry D. Regnier was named Chief of Police of the City of Kankakee, Illinois on June 3, 2010. He has served his entire 33 year career with the Kankakee Police Department, starting in November of 1982 as a Patrolman. He worked his way through the ranks, serving in the Patrol and Investigations Divisions before being appointed Deputy Chief in 2000.

Chief Regnier is a veteran of the United States Navy (1974-1978) and holds an Associate Degree from Kankakee Community College. He is also a graduate of the Northwestern University Traffic Institute School of Police Staff and Command. He sits on various boards and commissions, including the Knights of Columbus and the International Chief of Police Association. Chief Regnier is also active in the city's 14 neighborhood watch organizations and attends these meetings regularly. He also administers, plans, and oversees the agency's 8.6 million dollar budget.

F. Public Information Activities:

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

1. Public Information Session

The Kankakee, Illinois Police Department scheduled a public information session that was held in the Kankakee City Council Chambers on December 1, 2015. The information session was held at 5:00pm.

In preparation of the public information session the agency sent out public notices to the local media and to community contacts. The public information session was attended by 15 persons, with nine of them speaking at the open hearing. All speakers spoke positively in reference to the agency, with the common theme of the agency's direct response to its service community. Most speakers spoke on behalf their involvement in the neighborhood watch program, and also the citizen's academy.

The public session was highlighted by Public Safety Commissioner Robert E. Ellington-Snipes, along with city alderman Mike O'Brien, Gloria Kennedy, and Tyler Hall. These city officials also spoke positively towards the agency and Police Chief Regnier. There were no negative comments made towards the agency in this open public information session.

2. Telephone Contacts

The Kankakee, Illinois Police Department held a telephone call-in session and publicized this session in local media outlets and community contacts. The telephone call-in session was held on December 1, 2015 from 3:00pm to 5:00pm. The assessment team fielded 11 phone calls, in which 10 phone calls were positive towards the agency with one caller having negative comments.

In summarizing the 10 positive phone calls, the common theme again was that the agency maintained a positive relationship with the community and that officers are very involved in the neighborhood watch program, as well as the citizen police academy.

Again, multiple aldermen called in to relay their support of the agency achieving reaccreditation. Alderman Karl Brown, along with the Chairmen of the Public Safety Committee Stevens J. Hunter commented about the "interface with the community" is tremendous. Other callers of note was a local journalist from the Daily Journal, Jeff Bonty. Mr. Bonty states that the agency does a "good job and are dedicated". He stated that he has gone through the citizens academy and as a local journalist has developed a "level of trust" with the agency. Also calling in was Marsha Brown-Medina, who is a social worker with "Catholic Charities". She too has completed the citizens academy and has conducted several ride-alongs with officers of the Kankakee Police Department. She states through her personal and professional experiences with the agency have been positive.

The one negative caller was a citizen who reported that his house was shot at with a gun. He stated that the patrol officer's preliminary investigation was adequate and suffice, however he stated he got little response or cooperation from the detectives. He stated that he was generally "disappointed" from the lack of follow-up investigation. The citizen believes the gunfire was a result of gang activity in the area.

The assessment team conducted an interview with Criminal Investigations Lieutenant Jay Etzel. Lieutenant Etzel stated that detectives conducted a follow-up investigation of the original complaint. Lieutenant Etzel states that the case was ruled “unfounded” as there was no evidence of gunshots in the side of the house and that the damage the citizen was alleged was not consistent to gunfire. He also stated the complainant often calls the agency for multiple issues involving his property. The assessment team found that the agency acted accordingly based upon CALEA standards and best practices as they pertain in Chapter 42.

3. Correspondence

The assessment team did not receive any letters or any other correspondence during the assessment visit.

4. Media Interest

The assessment team met with a local media representative during the on-site assessment visit. The contact, as described before in the telephone call-in session, was journalist Jeff Bonty from the *Daily Journal*. Again, Mr. Bonty spoke highly of the agency and with his participation in the citizens academy gave him a different level of appreciation of the Kankakee Police Department.

5. Public Information Material

The agency distributed a public notice and a press release concerning the on-site assessment. The public notice was posted on the agency’s and city’s website, and also posted in the City Hall entrance. The press release was also sent to local media outlets. Copies of the press release and the public notice will be attached as an appendix to this report.

6. Community Outreach Contacts

Assessors spoke with various community representatives in the Kankakee community. Community members were asked about the agency perception in the public, over effectiveness, and community involvement.

Nina Epstein, Kankakee Mayor, was interviewed in her office by the team leader. Mayor Epstein was born and raised in Kankakee and has seen the

“ups and downs” of the city through her long career. She describes Kankakee as a diverse small city that recently has shown a positive economic outlook. She stated in recent years when the national economy took a downfall, that Kankakee was not immune. She stated that several large industries closed down and jobs were shipped out of the country for cheaper labor. This ultimately affected the Kankakee Police Department and its budget. She states that police officer positions were taken from the agency during this time and that the agency’s operational budget decreased. She states that recently the agency has been able to expand its authorized strength and that the agency’s operations budget has increased. She stated that the city just implemented a \$5000 down payment credit towards the purchase of a home if a police officer buys a home within city limits. She also stated that city implements a \$10 “Public Safety Fee” that is billed with the utility bills that helps fund the police department’s budget. This fee generates almost \$1 million dollars annually.

She states the biggest threats that concern her; relative to the police department is the development of new leaders and supervisors in the agency. She states the agency has had some recent retirements of supervisors and other supervisors are reaching retirement age. She also states keeping up with evolving technologies and having a method of paying for new technology to keep up with more advanced criminal tactics concern her greatly.

Overall, she states that the City of Kankakee has an effective, cooperative police department. She could not express enough appreciation of Chief Regnier and his leadership and his response to the community.

The assessment team also interviewed Bill Dickinson, who is a prosecutor with the State Attorney’s Office. He stated that his office and the Kankakee Police Department have a “natural tension” with each other meaning that at times officers and detectives might disagree with the assigned prosecutor of a particular case, however that the two agencies have a “solid relationship”. He states his office is “satisfied” with the efforts and professionalism with the agency.

He states that joint training with the State Attorney’s Office and the Kankakee Police Department has improved over the last 5-10 years and that recently his staff and detectives from the agency attended a joint training on telephone scams and fraud investigations.

The assessment team spoke to several members of the Kankakee community during the on-site assessment. The team spoke to members of the hotel staff where they were staying, along with restaurant owners and employees. All citizens spoken with has positive comments toward the agency. The assessment team often saw police officers do foot patrol in the local hotel that the assessment team was staying.

G. Essential Services

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

The Kankakee, Illinois Police Department only authorizes single scope law enforcement officers, as they do not employ game wardens, fire marshals, etc. Each sworn employee is required to take an Oath of Honor and receive Ethics training at entry level of becoming a law enforcement officer. Also, non-sworn employees are also required to receive ethics training prior to employment with the Kankakee Police Department. The agency also requires all employees to received ethics training biennially.

The agency takes great care to ensure its citizens constitutional and procedural guarantees are respected. The agency conducts field interviews and custodial interrogations. Their written directives governing field interviews are thorough as they define what these interviews are and how their officers shall conduct them. The custodial interrogations are required to be videotaped and audio taped at all times. Written directives are clear as to when their sworn personnel can and cannot carry firearms into the interview rooms. They do stress that no firearms are to taken into the interview room while interrogating a suspect in a crime; however, they are permitted carrying firearms into the interview rooms if they are speaking to victims and/or witnesses. The agency also addresses and defines when officers can search and seize property without a warrant.

The Kankakee Police Department relies upon the Kankakee Sheriff's Office for all processing of arrestees, to include booking procedures, fingerprinting, and mug shots. The agency however is required to submit an arrest report whenever a citizen is taken into custody and shall be submitted to the officer's immediate supervisor. The Kankakee Police Department's written directives mirror Illinois State Code (IICS 5/103) dealing with strip searches and cavity searches. Strip searches are defined and can only be permitted by the Shift Commander under defined circumstances. The agency even has policy dealing with strip searches of transgender persons and that strip searches can't be conducted just to determine a sex of the individual.

Cavity searches again can only be conducted when the Shift Commander gives authorization under concise circumstances. These types of searches are only to be conducted with physician supervision and by personnel of the same sex. The agency has only conducted one strip search of an individual this assessment period and has conducted no cavity searches.

The Kankakee Police Department ensures its public of an efficient means to accomplish goals and objectives set forth by the agency and provide the best available service. To accomplish these objectives is through its organizational structure and command protocol. The agency has four divisions within the agency: Administration, Patrol, Investigations, and Support. Each division has many and various roles and functions that flow under it per the agency's organization chart. The Deputy Chief of Police maintains an active duty roster and maintains the organizational chart. The agency has written directives that call for the constant evaluation of its organizational structure to best fit the needs of its public.

The agency's directives also are clear that all officers are required to carry out any orders delegated to them and that any officer that is in charge is required to delegate such authority. The agency also gives the authority to any senior officer to assume command of any scene or incident, if warranted. Each officer is also given latitude and "may" use discretion in dealing with any situations. The agency has clear policies when officers can utilize discretion and even defines the word "may" as "permissive, discretionary, or a conditional action."

The Kankakee Police Department has detailed directives and criteria on when agency supervisors shall make contact with Chief of Police, the Deputy Chief of Police, or the Patrol Commander. This is done through the agency's text messaging system.

The Kankakee Police Department has a formalized written directive system. The agency utilizes a formalized written directive system. The agency has re-organized its written directive system during this assessment cycle by going into agreement with Lexiprol. Lexiprol maintains the agencies policies and provides the agency with suggested policy changes and/or updates. However, the Chief of Police still has complete authority on written directives and must sign off on all new directives and revised directives. All agency personnel have access to the written directive system through a computerized network called the "County Doc Server". The agency receives updates on policy revisions and must sign off on each revision. The agency administrative staff continually meets to discuss policy updates, as they had a work session two weeks prior to his assessment.

The agency has clear directives that deal with chain of authority and when the Chief of Police is unavailable it clearly establishes the progression of who has command. The agency has a mission statement that is found in their written directives and can also be found at various physical locations throughout the building.

The Kankakee Police Department has clear directives governing all cash fund accounts at the agency. The agency has several types of cash fund accounts, like a sex offender registry account, records account, and a special investigations account. The Chief of Police conducts all quarterly audits on these cash fund accounts, except for the Special Investigative Account in which the Investigations Bureau Commander conducts this audit each quarter.

The agency maintains a state of operational readiness as they maintain their equipment that is used on a daily basis, such as equipment in patrol vehicles to maintain firearms. They agency also maintains a state of operational readiness for their tactical team by conducting quarterly operational readiness inspections by the team's commander.

Bias Based Profiling

Data is collected by the agency through their internal Records Management System. The Kankakee Police Department, per departmental policy, does not tolerate any acts of bias based profiling.

2012	Traffic Warnings and Citations		
Race/Sex	Warnings	Citations	Total
Caucasian/Male	182	384	566
Caucasian/Female	150	326	476
African-American/Male	113	359	472
African-American/Female	97	239	336
Hispanic/Male	21	127	148
Hispanic/Female	8	42	50
Asian/Male	2	7	9
Asian/Female	3	10	13
OTHER	1	0	1
TOTAL	577	1494	2071

2013	Traffic Warnings and Citations		
Race/Sex	Warnings	Citations	Total
Caucasian/Male	67	281	348
Caucasian/Female	75	196	271
African-American/Male	46	193	239
African-American/Female	51	175	226
Hispanic/Male	11	92	103
Hispanic/Female	5	34	39
Asian/Male	2	6	8
Asian/Female	0	2	2
OTHER	1	0	1
TOTAL	258	979	1237

2014	Traffic Warnings and Citations		
Race/Sex	Warnings	Citations	Total
Caucasian/Male	66	339	405
Caucasian/Female	75	261	336
African-American/Male	66	248	314
African-American/Female	46	217	263
Hispanic/Male	15	98	113
Hispanic/Female	15	73	88
Asian/Male	1	5	6
Asian/Female	0	2	2
OTHER	3	2	5

TOTAL	287	1245	1532
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Complaints from:	2012	2013	2014
Traffic Contacts	0	0	1
Field Contacts	0	0	1
Asset Forfeiture	0	0	0

The agency ensures that all its officers are trained in bias-based policing and define what the various type of potential bias’ that exist, to include racial, sex, and religion to name a few. All officers receive entry level training at the basic academy level and have received refresher training in 2014 and 2015.

The Deputy Chief is assigned to conduct an administrative review of its enforcement actions annually to include traffic contacts, field contacts, and asset and forfeitures. However, this report has only included data from traffic contacts which shows the majority of their traffic contacts as Caucasian individuals.

The agency does have not tracked data from field contacts prior to on-site. The agency, however conducted an annual review of 2014 of field contacts. This assessment team has noted this as a future issue.

There have been two complaints involving bias based profiling during this assessment cycle which both complaints were deemed “unfounded”. There is no pending litigation involving bias based profiling.

Use of Force

The Kankakee Police Department has set directives when utilizing use of force to affect an arrest. Again, the Kankakee Police Department mirrors Illinois State Code 5/7-5 in using the amount of force and degree of force believed reasonable and necessary, and based upon the totality of circumstances to include deadly force. The agency had no reported use of deadly force incidents during this assessment cycle.

The Kankakee Police Department does not authorize warning shots under any circumstance and the agency has no incidents during this assessment cycle. The agency utilizes an array of less lethal devices and has objectives, training guidelines, and its scopes of use for each less lethal device. The agency calls their less lethal devices control devices in their written directives and they are as follows: ASP Baton, straight baton, Taser, OC Spray, and Tear Gas. When such uses of these control devices, the officer using the control device must complete an incident report

as well as a use of force supplemental report. Also, agency personnel shall call for medical assistance for any person who exhibits signs of medical distress resulting from a use for force incident by written directive.

Again, each use of force incident in the Kankakee Police Department has a documented administrative review conducted by the Patrol Commander, which is forwarded to the Deputy Chief. The Deputy Chief or the Chief of Police may order an internal affairs investigation on any use of force incident. Any use of force resulting in death or serious bodily injury, the agency has written a directive that removes that officer from line of duty.

The agency has a documented analysis of its use of force activities, policies, and practices. It should be noted that during this assessment cycle the number of use of force incidents have decreased during the three year cycle from 45 in 2012, to 41 incidents in 2013, to 26 incidents of use of force in 2014. Also, deadly force applications were not used or attempted to be used during this assessment cycle. The analysis attributes this decrease to its continued efforts in use of force training, namely the training in less lethal devices and continually reviewing policy and best practices in dealing with use of force.

Use of Force

	2012	2013	2014
Firearm	0	0	0
ECW	24	31	16
Baton	0	0	0
OC	4	1	2
Weaponless	13	13	8
Total Uses of Force	41	45	26
Total Use of Force Arrests	33	39	25
Complaints	0	8	0
Total Agency Custodial Arrests	1593	1381	1393

Personnel Structure and Personnel Process (Chapters 21 – 35).

The Kankakee Police Department has a clear classification system for all positions within the Kankakee Police Department, to include all civilian positions. A review is conducted by the Deputy Chief of Police of all positions.

The City of Kankakee does not have a human resource department or representative and this role is conducted by other city administrators. The agency personnel participate and contribute to the Down State Pension, while city administrators have

employees covered by a private health plan as governed in the collective bargaining agreement. Each employee is legally covered by the Illinois Compiled Statutes and the City of Kankakee Handbook.

The agency has had no line of duty deaths during this assessment cycle, while promoting a healthier lifestyle through a wellness program. Every employee has 24 hour access to a wellness facility within the Public Safety Building that is shared with the Fire Department.

Police officers with the agency may work extra duty assignments upon approval of the Deputy Chief of Police. It is his responsibility to ensure that missions of the agency take priority versus extra duty employment. Thus, extra duty employment may be suspended, terminated, or altered if a conflict of interest or the primary mission of the agency may be comprised.

The Kankakee Police Department has a robust performance appraisal system that is conducted on each employee semi-annually. The appraisal system is standardized for fundamental fairness throughout the agency. This evaluation system has set and defined measurements that include definitions and rater responsibilities. The evaluation system has explicit instructions for the rater listed on the evaluation form, while raters also receive training for evaluations through the PowerDMS software. The evaluation system also gives opportunity for peer to peer career development and counseling where the rater and the employee can give documented comments on the career path of that employee.

The Deputy Chief of Police serves as the administrator of the Early Warning System and notifies employees and supervisors when the Early Warning System is triggered. Specific behaviors, training deficiencies, and or disciplinary actions are all considered when an employee activates this system. The agency has had all three outcomes during the accreditation cycle for employees who have met the Early Warning System.

Grievances

All agency employees are covered by a grievance procedure and policy. Non-sworn employees fall under the City of Kankakee grievance policies in the City of Kankakee Handbook. Sworn employees grievance procedures are outlined in the collective bargaining agreement. Each agency employee must file his/her grievance within 10 days to the agency, and ultimately to the Chief of Police. If not resolved, the employee may appeal to the Mayor of Kankakee. The Mayor may elect to have the matter settled through arbitration. The number of grievances has been consistent from the last assessment cycle, thus no trends are present. All matters below have been resolved or either withdrawn prior to disposition.

Formal Grievances

Grievances	2012	2013	2014
Number	3	4	2

Disciplinary

The agency has clear, set directives that clearly define expectations for professionalism and behaviors while on and off duty. The agency has a Code of Conduct that is provided in their departmental policies and in PowerDMS software. The agency takes a zero tolerance in matters involving sexual harassment or any other forms of harassment. There has been no complaints of sexual harassment or any other form of harassment during this assessment cycle.

Supervisors are directed to investigate any complaints that are deemed “minor” in nature such as rudeness and reporting for duty type of complaints. The City of Kankakee has a City Inspector that investigates all “major” complaints and allegations against agency employees. The City Inspector works directly under the Mayor and serves as the agency’s Internal Affairs Unit. The Mayor’s office maintains all disciplinary records where they are secured and maintained.

Personnel Actions

	2012	2013	2014
Suspension	3	9	2
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	0	0	0
Other	2	7	8
Total	5	16	10
Commendations	7	10	9

The classification “Other” is referring to the Department issuing officer written reprimands. The agency has had a decrease in the number of personnel actions since the last accreditation cycles. No officer or employee has been terminated nor resigned in lieu of termination this accreditation cycle. Also, there has been no demotions this accreditation cycle. The majority of disciplinary actions have been taken by supervisors during minor code of conduct infractions.

There are no identified trends dealing with disciplinary actions. There are no pending litigation dealing with personnel actions nor has there been any significant media attention in reference to personnel actions.

Recruitment and Selection

The City of Kankakee is a diverse community as exhibited by its data and when talking to Chief Regnier. Chief Regnier stated in his interview with the team leader that is one of the biggest challenges he faces is recruitment and selection of minority applicants to represent the city that he serves. The Recruitment Plan is maintained and updated by the Board of Fire and Police Commissioners. The agency responsibility falls upon the Deputy Chief of Police who is responsible of carrying out this plan. He does this by posting job announcements in English as well as in Spanish. He also makes contact with the local chapter of the NAACP when positions become available. The Chief of Police meets with the NAACP monthly and one of the topics addressed is hiring minority applicants. When hired, each employee must complete 12 month probation for sworn personnel and six month probation for non-sworn personnel.

**Sworn Officer Selection Activity in the Past Three Years
 2012**

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	206	2	1%	73%
Caucasian/Female	17	0	0%	
African-American/Male	32		0%	14%
African-American/Female	9	0	0%	
Hispanic/Male	16	0	0%	8%
Hispanic/Female	2	0	0%	
Other	5	0	0%	5%
Total	287	2	1%	

2013

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	206	2	1%	73%
Caucasian/Female	17	1	6%	
African-American/Male	32		0%	14%
African-American/Female	9		0%	
Hispanic/Male	16		0%	8%
Hispanic/Female	2		0%	
Other	5		0%	5%
Total	287	3	1%	

2014

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	67		0%	73%
Caucasian/Female	9		0%	
African-American/Male	5		0%	14%
African-American/Female	5		0%	
Hispanic/Male	9		0%	8%
Hispanic/Female	3		0%	

Other	3		0%	5%
Total	101	0	0%	

There were seven candidates who did not reveal their race or gender in the 2014 testing. Kankakee utilizes the United Census bureau for data of its population and available workforce data. As seen in the earlier graph of this report, the ratio of minority police officers to the community’s available workforce remain consistent. The data shows an available workforce of 14% of African-Americans. The agency currently has 14% of sworn African-American officers. However, this number of sworn African-American officers (14%) is significantly lower than the African-American population (37%).

Numbers that reflect the Hispanic workforce and the total population is relatively consistent with the number of sworn Hispanic officers. The population of Hispanic citizens is at 8%, with a 6% available workforce. There are currently 4% of sworn Hispanic officers in the Kankakee Police Department.

The number of sworn female officers from the last assessment cycle to the current assessment cycle has increased by one officer from six officers to seven officers. There were no other minority officers hired during his assessment cycle as shown above.

The agency continues to strive toward attracting minority candidates and has identified it as one of its top priorities moving forward as expressed by the Chief of Police.

Training

The City of Kankakee Police Department has a superb lesson plan system that states lesson plan objectives, Information, Verification, and Performance and Job Related Objectives. The Lesson Plan form is organized in such manner that any instructor or student can clearly look at the approved lesson plan and understand the objectives of that particular training. All training is administered and maintained by the Illinois State Police Learning Management System (LMS) and training standards are provided by the Illinois Law Enforcement Training and Standards Board.

The agency has a robust Field Training Officer program that contains three phases of the program, orientation, field evaluation, and Monitoring of the employees permanent shift. All sworn personnel receive retraining as prescribed by LMS. Those personnel in specialized positions receive specialized training that is pertinent for their respective position.

The agency has a SWAT team that is a collateral duty for all personnel. Each member receives specialized training twice a month with a regional SWAT team concept.

Promotions

Illinois State Statues govern promotion processes throughout the state. State code states that agencies shall administer a promotional process every three years for the ranks of Sergeant and Lieutenant. The agency conducted a promotional process in 2011 during the last promotional process, with one male Caucasian officer being promoted in 2013. The

agency again conducted a promotional process in 2014 for Sergeant and Lieutenant. Of the 24 officers that tested, seven were minority candidates. As of the time of this on-site assessment the agency has only made one promotion during this promotional process. The one promotion was an African-American male.

Sworn Officer Promotions

	2012	2013	2014
GENDER / RACE TESTED			
Caucasian/Male	0	0	17
Caucasian/Female	0	0	0
African-American/Male	0	0	4
African-American/Female	0	0	0
Hispanic/Male	0	0	3
Hispanic/Female	0	0	0
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	0	0	12
Caucasian/Female	0	0	0
African-American/Male	0	0	3
African-American/Female	0	0	0
Hispanic/Male	0	0	1
Hispanic/Female	0	0	0
GENDER/ RACE PROMOTED			
Caucasian/Male	0	1	0
Caucasian/Female	0	0	0
African-American/Male	0	0	1
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0

The promotional process for the agency is constructed of a written test, an oral assessment center, and time of service points, including time in service and educational points. The Chief of Police also has the ability of giving up to 10% of total points based upon criteria established by the Chief of Police. All appeals for promotions are heard by the Board of Fire and Police Commission which has final authority.

Per state law, the Kankakee Police Department does not have a probationary status for newly promoted supervisors. Newly promoted supervisors receive specialized training dealing with supervision.

Law Enforcement Operations and Operations Support (Chapters 41 – 61).

The patrol function of the Kankakee Police Department is solid, well managed, and provides a significant presence in the community. Documentation of calls for service is thorough with obvious attention to detail contained in the reports. Reporting criteria are well written and conveys necessary information for the resolution of community concerns.

The department mandates and provides protective vests for all officers both on patrol and in high-risk situations. Observations and documentation show that vests are regularly used by both uniform members and detectives when necessary.

A ride-along was conducted with Officer Gary Tison, who provided a positive, professional approach to police work. Sergeant Wayne Trudeau assisted on a call for service the Officer Tison was assigned. Sergeant Trudeau was obviously well respected by both the officer and the citizen that was contacted.

Criminal investigations within the Kankakee Police Department are professionally handled and in-depth. The case tracking system enables both detectives and management alike the ability to quickly assess status and progress on assigned cases. Preliminary investigations are good and proofs show a good understanding of police work and investigative steps needed to solve crimes by patrol officers.

Even though the Kankakee Police Department is a smaller agency, they provide an investigative function that would rival a much larger department.

The criminal intelligence function is adequate for the community it serves. Discussions with the recently appointed Investigations Commander show a desire to expand this operation to better address CALEA standards.

The agency does not actively investigate Vice, Drugs, and Organized Crime complaints. The agency provides personnel to a regional group (KAMEG) that is responsible for the function of the chapter.

The Juvenile Operations function for the Kankakee Police Department is limited; however they are providing necessary services. Juvenile records are maintained in a separate area with adequate security. It appears that the department is making a concerted effort in schools to provide role models and assistance to youth. During the public comment period, several speakers lauded the department for their efforts to provide a positive environment for the youth in the city.

The City of Kankakee has a media presence limited to a single newspaper; however the department has been subjected to high-profile media inquiries in the past. They are prepared to respond to any inquiry and provide a professional image to outside scrutiny.

Mr. Jeff Bonty, the Web/Wire Editor for the *Daily Journal* in Kankakee was interviewed during the onsite assessment. He has had approximately one year in the job covering public safety in the city and approximately 30 years of experience with the *Daily Journal*. He was pleased with his interactions with the department and has developed positive relationships with department personnel. He felt that the department was deserving of accreditation and recommended reaccreditation without any reservations.

Traffic Operations for Kankakee Police Department seem to be comprehensive and well executed. Several videos offered as proofs clearly indicate the agency's outstanding approach to traffic operations and police work in general.

The Kankakee Police Department clearly shows a skilled approach to traffic operations. Patrol officers are trained and willing to provide traffic services to the citizens of their community.

Citations are clear and provide all necessary information for subjects to adequately resolve their citation. Enforcement activities were conducted professionally and when necessary. The traffic control equipment provided to officers is used effectively by officers. Smooth traffic flow was facilitated by the effective use of equipment and officer presence.

Crime Statistics and Calls of Service

Year End Crime Stats

	2012	2013	2014
Murder	6	4	6
Forcible Rape	26	23	28
Robbery	72	71	93
Aggravated Assault	135	105	94
Burglary	352	286	292
Larceny-Theft	812	754	906
Motor Vehicle Theft	45	37	34
Arson	25	8	15

The Kankakee Police Department continues to serve its community and provide a better quality of life for its citizens. This small city is not immune from types of crimes as larger cities. Serious crimes such as murder and forcible rape has stayed consistent over the accreditation cycle, however aggravated assault has showed a significant decrease

along with motor vehicle theft. In stating this decrease, during the on-site assessment the agency was conducting an investigation where 5 victims were shot in a nightclub.

The agency continues to work with a robust neighborhood watch program and continues to work with several communities within the city to limit the incidents of crime. The agency has had some recent success with two camera systems mounted on a mobile trailer. This trailer has been mobilized to high crimes areas where it has all but eliminated crime in those areas when the cameras are up.

Calls for Service

2012	2013	2014
55,489	54,362	54,721

As noted above, calls of service during this assessment cycle have been relatively consistent. However, calls of service has increased significantly from the prior assessment cycle.

Vehicle Pursuits

The City of Kankakee continues to have clear directives in dealing with vehicle pursuits. Pursuits are only permitted in marked police vehicles and the officer must believe the offender has committed a forcible felony, involved in bodily harm, or involves an attempt to escape by the use of a deadly weapon.

Vehicle Pursuits

PURSUIITS	2012	2013	2014
Total Pursuits	4	4	8
Terminated by agency	0	3	3
Policy Compliant	4	4	8
Policy Non-compliant	0	0	0
Accidents	0	0	0
Injuries: Officer	0	0	0
: Suspects	0	0	0
: Third Party	0	0	0
Reason Initiated:			
Traffic offense	4	3	4
Felony	0	1	0
Misdemeanor	0	0	4

The agency's pursuit analysis and oversight is evident. Every vehicle pursuit is analyzed and critiqued by the Patrol Commander. Annual analysis is comprehensive and speaks to developing trends and observations at the agency level.

Forcible stopping techniques (stop sticks) were implemented during this reporting period (2014) and training was conducted for officers on the technique. Agency requirements dictate annual training, and while not conducted as yet in 2015, the department plans to conduct the training prior to January 1, 2016 to maintain compliance.

Critical Incidents, Special Operations, and Homeland Security

The All-Hazard for the Kankakee Police Department is comprehensive and covers all necessary elements of the Incident Command System. Training is conducted throughout the agency for sworn personnel. There isn't any non-sworn personnel involved in all-hazard planning, therefore no training for other agency employees were conducted or required.

Special event planning is limited, although appropriate for the agency's size and community needs. The Incident Command System is considered and used in planning special events for the agency.

The Kankakee Police Department interfaces with the area's Strategic Information Center (STIC) for operational information and provides information back to the STIC if developed.

Internal Affairs and Complaints against employees

Internal affairs investigations are conducted by a City Inspector that reports directly to the Mayor of Kankakee. Operationally, the inspector works in the agency and is provided unfettered access to the Chief of Police. Communications between all functions is evident and provides the necessary levels of service to the agency. The City Inspector receives all complaints and assigns a case number. He is responsible for listing each complaint, maintaining contact with the complainant, and providing dispositions to the alleged and the complainant.

Complaints & Internal Affairs Investigations

External	2012	2013	2014
Citizen Complaint	25	22	27
Sustained	2	4	5
Not Sustained	10	5	16
Unfounded	13	13	6
Exonerated	0	0	0
Internal	0	1	0
Directed complaint	0	0	0
Sustained	0	0	0
Not Sustained	0	0	0
Unfounded	0	1	0
Exonerated	0	0	0

The number of citizen complaints has remained consistent during this accreditation cycle with a slight increase of the number of sustained complaints, but also shows an increase of the number of “not sustained” complaints. The types of complaints investigated by the City Inspector involves serious offenses that the likely outcome are punitive disciplinary actions. All investigations are to be completed within six months however the Mayor may grant an extension for unforeseen circumstances.

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

The Kankakee Police Department has a very limited role in the civil and legal process, as the majority of this responsibility is relied upon by the Kankakee County Sheriff’s Department. The only legal process officers from the Kankakee Police Department are permitted to serve are search warrants and subpoenas from the County’s States Attorney’s Office.

Detainee transportation is limited to patrol operations. It is conducted with safety of detainees and officers in mind. There were no reports of escape in the assessment cycle, which should be a testimony to the care that officers place into the function.

The Kankakee Police Department does not operate any temporary detention facilities or processing areas, except for a small room for juvenile processing. Applicable standards are followed, however limited in scope to simply fingerprinting and photographing

juvenile offenders for minor offenses. The Kankakee County Sheriff's Office Detention facility is used for all detentions of the Kankakee Police Department.

The Kankakee Police Department has a limited court security function. Operating only when required, the City of Kankakee holds appeal hearings for parking citations issued in the city. The agency does provide security for this function, and meets all chapter standards for the hearings. Responsibility for the function is clearly delineated in agency directives and proofs indicate compliance for the assessment cycle.

Weapons security procedures are followed, with a magnetometer available for screening and a storage area adjacent to the City Council Chambers, where the hearings are held. Officers are equipped with the normal patrol equipment, which includes a two-way radio and cellular phone for communications. The agency does not operate any holding facilities, and there are none associated with this function.

The Communications function is provided as a contract service by the Kankakee County Communication Center (Kan-Com). This is a regionalized center that works in conjunction with two other Public Safety Access Points (PSAPs) to provide communication services to the county.

Interviews were conducted with Mr. Kevin McGovern, Director of Communications and Ms. Sharon Homberg, on-duty supervisor for the Kan-Com. Both indicated their positive opinion of the Kankakee Police Department and the cooperation of the agency in communications needs throughout the county.

Services provided by Kan-Com are well within CALEA standards and most likely provide a service to the agency that is superior to what the city could provide if it were an independent entity. Mr. McGovern outlined plans to eliminate one PSAP as directed by the State of Illinois, which would most likely increase their presence in the county.

The facility appeared to be well run and most employees were APCO certified. The few that weren't were progressing toward certification within a short time.

The Kankakee Police Department is the largest user of the Kan-Com, being responsible for approximately 65% of their call load, with a year to date call volume of about 54,000 calls for the Kankakee Police Department. Working relationships between staff, officers, and administration appear to be healthy and all are working toward a common goal.

Security of the facility was up to standard and applied appropriately.

The Central Records function is administered by Mr. John Schultz. They service local criminal arrest reports and pawn records for the city. Security for the records is

adequate, and records dating back to 1999 are digitized into the New World Systems Law Enforcement Records Management System (LERMS).

Evidence is collected by patrol officers and detectives in the agency. There are adequate supplies on hand to collect evidence and maintain a clear chain of custody. Clear procedures are written and followed within the department. Report examples provided showed that officers applied sound procedures to the evidence collection and preservation process. The department has obviously invested resources into the proper collection of evidence.

The Property and Evidence control function is a one-person operation handled by Detective Scott Morferdini. His dedication to the task is apparent in the organized, methodical approach to control of the evidence collection and storage areas. He should be commended for his control of the function.

The storage of evidence and property is well organized and accessible. The intake of evidence/property is appropriate to the size and type of items. Security is adequate and procedures are followed. The Chief of Police conducts unannounced inspections of the facility to ensure storage integrity. These inspections are properly documented.

Temporary storage is organized and adequate for the operation. The potential for tampering with evidence during temporary storage is minimized by the proper equipment and storage lockers provided for the purpose.

There have been no evidence custodian changes during this assessment cycle however Detective Monferdini indicated that he completed a 100% inventory upon his assuming the duty in 2010. Applicable inspections have been occurring as required by CALEA Standards.

H. Standards Issues Discussion:

This section provides specific information on standards found to be in compliance after on-site “adjustments” were made. Adjustments may include modifying agency policies and directives, creating documentation, and an alteration of the physical plant.

The agency had two standards placed into this area.

1.2.9 The agency has a written directive governing bias based profiling and, at a minimum, includes the following provisions:

A. prohibition against bias based profiling in traffic contacts, field contacts, and in asset seizure and forfeiture efforts;

B. a documented annual administrative review of agency practices including citizen concerns.

ISSUE: The agency conducted a documented annual administrative review as required in Bullet D. However; the documented annual review did not include data detailing field contacts as required from Bullet A. In practice and through conducting interviews, the agency conducts field contacts but has no clear way of gathering the data.

AGENCY ACTION: While on-site, the agency completed an annual review including field contacts through their Computer Aided Dispatch (CAD) data. The agency will establish a system of collecting the field contact data to include in future administrative reviews of bias based profiling.

43.1.1 Complaint Management

The agency has a written directive for investigating vice, drug, and organized crime activities, to include: (M)

- a. specifying procedures for receiving and processing complaints;*
- b. maintaining a record of complaints received;*
- c. maintaining a record of information conveyed to and received from outside agencies; and*
- d. specifying procedures for advising the agency's CEO of activities.*

ISSUE: Directives are more than adequate to meet the standard; however operational patterns indicate that the directives are not always being followed. All Vice, Drugs, and Organized Crime activities are handled by the Kankakee Area Metropolitan Enforcement Group (KAMEG), which is run by the Illinois State Patrol. The Kankakee Police Department supplies detectives to the KAMEG; however day-to-day operations are not directed by the KPD.

In attempting to locate patterns of information flow, it is apparent that the documentation of complaints generated by either citizens or officer activity is not always readily available. The agency specifies that that an officer will either write a report or memorandum to the investigations commander, who will the log the information and forward it to KAMEG.

In practice, information from citizen complaints are documented in call screens and preliminary investigations are completed. "Project sheets" are

generated and forwarded to KAMEG, however while individual examples were provided, a comprehensive list of the documents could not be found.

Officer activity was less formalized and relied on the officer making a phone call to KAMEG to pass along information developed. This was a haphazard approach and relied upon the officer's initiative to complete the process.

Interviews with KAMEG personnel revealed that notifications to their agency by the KPD were not always logged and followed up on, so an analysis of referrals:

AGENCY ACTION: The intent of the standard was being attempted and information was being forwarded to KAMEG, but documentation of the referrals was incomplete. In discussions with the Investigations Commander, the agency decided to issue a reminder to officers to complete reports and memorandum as required and the investigations section will refer the data to KAMEG. The department will review procedures going forward to determine the proper approach to the situation.

I. 20 Percent Standards:

This section does not apply.

This was a Tier One assessment, thus all standards are mandatory.

J. Future Performance/ Review Issues:

This assessment did not contain any future performance or review issues.

K. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	<u>155</u>
Other-than-Mandatory Compliance	<u> </u>
Standards Issues	<u>2</u>
Waiver	<u> </u>
(O) Elect 20%	<u> </u>
Not Applicable	<u>31</u>
TOTAL	<u>188</u>

L. Summary

Agency files were found to be well organized and well documented through the PowerDMS Assessment software. Some files were identified during the off-site review process that were returned to the agency for more attention; however these files were corrected by the on-site review.

There were no issues that required attention on this assessment as well as the agency's last assessment. Annual reports were submitted to CALEA on time and the assessment was not problematic. The cooperation that was received by the newly appointed accreditation manager, Lieutenant Austin, was extremely surprising based upon this new assignment less than two months from this on-site assessment. The agency is led by a leader that has risen through the ranks and leads by example, in that of Chief Regnier. The agency was very receptive and open to the assessment team and the assessment team always felt they had full access of any agency facility and personnel.

The assessment team reviewed all standards and found them to be in compliance with agency's practices meeting the intent of the CALEA Standards.

The assessment team interviewed and interacted with many citizens, stakeholders, and police officers in this City of Kankakee. The vast majority of these interactions were positive and the shows that the agency has developed social and community capital with the communities of Kankakee by making community policing a culture and not an assignment. This is clearly shown in their robust neighborhood watch program, their citizen academy program, and the various other outreach activities the officers of the Kankakee Police Department participate in.

Statistics show that crime is steady in Kankakee and they are not immune from city problems and the crime that goes with that. However, they take a proactive approach on dealing with quality of life issues on the front end with building relationships, which in turn help solve crime.

As the assessment team spoke to several city aldermen and the mayor, it is clear the agency has the support of their elected officials and that the elected officials and the mayor have the support of the agency.

The Kankakee Police Department is a professional law enforcement agency that exemplifies forging community relationships which results in trust and quality of service. It is apparent, with the evidence in this report, that the Kankakee Police Department will continue its high level of excellence and leadership by the dedicated women and men that serve within this agency.



Christopher B. Settle

Team Leader

January 26, 2016