
LANSING POLICE DEPARTMENT MOU PROGRESS REPORT



FEBRUARY 1, 2019
LANSING POLICE DEPARTMENT
Chief Dennis Murrin Jr.

Introduction

As part of the Memorandum of Understanding (hereinafter “MOU”) signed July 31, 2018 the following document outlines the six month progress made towards the completion of the steps agreed upon by members of the Lansing Village of Lansing Police Department and the Lansing Community Coalition and South Suburban Branch of the NAACP.

This report documents progress made in the following areas; Community Policing (Recruitment), Restorative Justices Program & School Resource Opportunities, and Police Youth Relations (Video production and instruction).

Recruitment

The Board of Fire and Police Commissioners set a date of October 27, 2018 as the next probationary police officer testing. While the recruitment process in an on-going endeavor, the Lansing Police Department in cooperation and approval from the Board of Fire and Police Commission engaged the community in a variety of recruitment strategies. A meeting was held with Coalition member Elvis Slaughter on 09/06/18 to set direction and strategies for recruitment. It was decided that the testing orientation would be included at the date of the test. Below are the strategies discussed and implemented during this testing process.

- A Blue Line recruitment ad was placed on 09/17/18.
- A recruitment ad was placed in the Shopper. The ad ran for two weeks. Completed 09/18.
- Job recruitment pamphlet was created in both Spanish and English.
- Mr. Slaughter was provided 50 copies of the Spanish version and 200 copies of English version. (09/18)
- Emailed copies of the recruitment ad were emailed to various entities including School District 158 & 215, Lansing Municipal Center (for website), Lansing Chamber of Commerce, Lansing Library, and Lansing Journal. (09/18)
- A recruitment ad was placed in the National Minority Update (09/18).
- Attended Job Fairs at TF South, Family Christian Center, as well as Western Illinois University, & Indiana University Northwest prior to test.

- Flyers were sent to Indiana University Northwest and Purdue Northwest. (09/17/18)
- A promo video with a save the date was posted on Facebook. (09/06/18)
- The recruiting flyer was posted on Facebook. (09/17/18)
- Lansing Police employees and Village of Lansing employees were all made aware of the testing process via the LPD administration and LPD recruitment team.
- Meeting held (10/18) with Board of Fire and Police Commissioners to make online applications available for future testing processes.

Prior to the applications being made available, the Board of Fire and Police Commission waived the \$25.00 application fee.

The probationary police officer testing was conducted by the Board of Fire and Police Commissioners on October 27, 2018. Sergeant Mike Hynek conducted the orientation prior to the administration of the test.

Below is information concerning those who took the examination:

- 81 people took out applications.
- 33 people arrived to take part in the testing process.
- 31 people actually took part in the testing process.
- 27 of the 31 were male, the remaining 4 female.
- 13 African Americans, 4 Hispanics, and 14 Caucasians took the examination.
- Prior to the test, applicants were asked to complete a brief survey as to what advertising mechanism attracted them to the testing process.
- Of the 31 surveys received, 25 indicated that they heard about the testing process via the Blue Line Recruitment ad, 3 were from word of mouth, and the remaining from an LPD employee, local publication, or the library event.
- Upon the completion of the written test and oral interviews with the Board of Fire and Police Commission, the Commission established a final eligibility list which included 25 names.

Community-Based Restorative Practices Program

The Lansing Police Department and the Lansing Community Coalition agreed to engage the Cook County States Attorney's Office in discussions to implement a community-based restorative practices program. The program would be for first time youth offenders to reduce the effect of the school to prison pipeline and repeat offenders in the criminal justice systems. The implementation of such program would be in partnership with the Cook County States Attorney's Office.

A lot of research, meetings, and communication have gone into this topic.

Below are only the highlights:

- Went to the Assistant States Attorney's (ASA's) office, Juvenile Division, and spoke about possible alternatives for juvenile arrests, especially as it relates to first time offenders. We were told that they do not have any alternative programs as it relates to restorative justice. They do have options related to mediation and mandated counseling, but these options are only available after a juvenile has been petitioned to court on a criminal charge.
- Also inquired if a restorative justice type program could be implemented, with the ASA's assistance, and was told that their office could not get involved with offenders unless a petition for criminal charges were completed.
- There is a relatively newly formed Southland Juvenile Justice Council (SJJC). It has been created, in part, to establish innovative ideas for restorative options for juvenile offenders. As of this date, they do not have any options that our department can utilize in lieu of a criminal petition. The ultimate goal is for the SJJC to create programs that all of the South Suburban police departments can benefit from. For now though, it is not an option.
- Researched a 16 hour violence prevention program, organized by Urban Youth Trauma Center, currently being utilized by Park Forest. This program was developed out of the University of Illinois at Chicago (via a grant), and is only currently being conducted at Park Forest.
- Heard of a program organized by Circuit Court Judge Collen Sheehan of Chicago, called Restorative Justice Community Court (RJCC). The program is catered to young adults though, age 18-26,

and not juveniles. Obviously, this would not fit our parameters.

- Requested a conference call with the SSJC. Included was Dr. Jones, Jaclin Davis, Rev. Lane and LPD. A peer jury program was discussed that was developed by Rev. Lane. Rev. Lane is a Dean at Bremen High School in Midlothian. This program trains students to serve as a jury. It serves as an alternative to juvenile first time misdemeanor offenders and status offenders, and is also an alternative to school discipline. The juvenile offender appears in front of this jury and community service is usually recommended to the offender. It is all voluntary. Right now the program is only offered at Bremen.
- Took a lot of information from the above listed items, and other additional sources. Conducted numerous meetings with LPD personnel. Discussions are taking place in reference to exploring the option of starting our own restorative justice style program at our police department. This program would divert eligible first time offenders away from the juvenile court, and also divert away from our local ordinance violation process. Talks are aimed towards recognizing those juvenile offenders that may qualify, and depending on the violation, referring them to one or more of a few options. They may be referred to counseling, community service, and/or attending a “life choices” class. The life choices class would be aimed towards helping redirect the juvenile and teach them how to help make better decisions in life. We are currently doing research on what type of material would best benefit the juvenile for the “life choices” portion. We are also researching if there is an entity out there that already does this type of training that we can utilize.

Continued research on this concept is still in progress, and a few options are being explored. There doesn't seem to be anything available at the moment that fits our overall needs. Hopefully, in the future, more resources will be available in the South Suburban area. If we are looking to fill the gap, and do something soon, it might be best to explore more in the area of our own internal program.

Grant research via the Lansing Police Department Grant Writing team continues regarding additional School Resource officer options.

Police Youth Relations (Video project)

The “What to Do When Stopped by the Police” video project is currently on schedule and considerable progress has been made over the past several months. The following is a timeline of progress to date:

July 2018

- Initial meeting to set outline for video & initial timeline. MOU Meeting to discuss objectives for Video Project and other aspects of the agreement.

August 2018

- Meeting at Village Hall with LPD, LNN, and Village Administration to discuss progress, roles, and expectations.

September 2018

- Meeting at TFS with Students. Roundtable style discussion on necessary elements of video, expectations, and preliminary filming schedule was set.
- Rehearsal at TFS with students for upcoming filming.

October 2018

- Filming Day 1 – Opening Sequence at TFS Cafeteria.
- Filming Day 2 – Pedestrian Stop sequence at Burnham / Ridge Rd.
- Filming Day 3 – Traffic Stop sequence at 2100 block of 178th Street.
- Filming Day 4 – Traffic Stop sequence at LPD.
- October 30th Meeting at LPD with LPD, LNN and Mr. Newman.

January 2019

- Preview of first cut of video at VMC with LPD, LNN, and Village Administration.
- Follow-up meeting to discuss comments and recommendations from the viewing on January 10th.

As of this date, a majority of the primary filming is complete. There is one additional primary sequence to film along with secondary footage and the inclusion of learning content.

We are on schedule to have the video completed by the end of the 2018-2019 school year, with a possible introduction at the beginning of the 2019-2020 school year.

This project has progressed with great cooperation between the Lansing Police Department, Thornton Fractional South High School Administration and students, and the Village of Lansing Administration alike for the content of the video. LNN has filmed all scenes and will complete all post-production to put the project together.

This concludes the 6 month progress report. Work will continue in 2019 and beyond regarding these topics. Additional reports will follow at times described in the MOU.