

## East Central Illinois Mobile Law Enforcement Training Team **Mobile Training Unit #13 Newsletter**

### April 2023

April is here and with it I hope is warmer weather. We got off easy in February, but March was a bit chilly. Thank you again for attending MTU 13 training. MTU 13 is looking for a part-time employee. If anyone knows someone who is interested. They do not have to be a law enforcement officer to work in this position. It might help but we will train the person on what they need to know. Traditionally, April and May are a couple of our busiest months. Please take the time to look the schedule over as we have added some classes since the last month. We also have a bunch of Instructor Level classes as well. If you are interested in attending any of them, the time is now. We are working with Ron Yanor to provide some of these top tier level classes and are thankful for his help.



Officer Andres Vasquez-Lasso

End of Watch: Wednesday, March 1st, 2023

Chicago Police Department

Police Officer Andres Vasquez Lasso was shot and killed while responding to a domestic incident at 4:45 pm in the 5200 block of South Spaulding Avenue in the Gage Park neighborhood.



Project Director-Brad Oyer

Assistant- Christina Stephen

### **\*\*\*In-House Training Update\*\*\***

**Trainers**– Before holding in-house training. Please call and schedule with the MTU. I'm asking for at least 2 weeks notice. We are being asked to attend your training and fill out an "audit" form to evaluate the training. We need a couple of weeks if possible in order to arrange schedules so that one of us are available to attend if possible.

If you have any questions, please feel free to give us a call or drop us an email.

*Brad and Christina*

### **Instructor Level Course that are Coming to MTU 13**

Firearms Instructor Course\*\*FULL\*\*  
April 3rd-7th

Law Enforcement Medical Instructor  
April 14th

CQB/SWAT Tactics Instructors Course  
April 24th-28th

Carbine Instructor Course- May 23-26th



# East Central Illinois Mobile Law Enforcement Training Team (MTU 13)

## Part-Time Wanted at MTU 13

MTU 13 Law Enforcement training is hiring a part-time employee who can work at average of 24 hours a week. This job would consist of auditing in-service, in-house training. This candidate is expected to coordinate training at training centers. They will be trained in responsibilities. They are not expected to teach the classes, just open and closed, working with instructors as well as other training needs.

### Position Benefits-

- Employee will be paid \$20.00 @ hour
- Employee will be paid mileage when going to actual training
- Employees may work up to 999 hours a year.
- Flexible work schedules
- Work in a positive environment

### Employee responsibilities are as follows-

- Travel to police and sheriff's department to audit their in-house training.
- File paperwork with director as trained ahead of time.
- Open and close training classes at main training center in Mattoon or other locations
- Assist instructors with audio visual complications within reason
- Assist instructors with making copies for handouts
- Assist officers with training needs
- Report to Director and Assistant Director as requested
- Assist Director and Assistant Director as needed.

The ideal candidate would have the following, but all candidates will be considered.

- Law Enforcement training experience or experience in an organizational training aspect.
- Candidate who has experience writing training outlines
- Ability to travel within and outside of MTU 13 with a reliable vehicle
- Must have a genuine desire to help officers with training for the betterment of their departments and the communities.

To apply for this position, please submit a resume to Director Brad Oyer at [ecimlett@gmail.com](mailto:ecimlett@gmail.com) or drop it off at the main office of 651 Jackson Ave. Room 327, Charleston, IL. This is the third floor of the Coles County Courthouse. If you have any questions, please contact Brad Oyer at 217-345-3344 or send him and email. Please make application before April 15<sup>th</sup>, 2023

# April

<b>Juvenile Officer Course</b> .....	April 3rd-6th
<b>Firearms Instructor Course **FULL**</b> .....	April 3-7th
<b>CIT for Dispatch</b> .....	April 7th
<b>Pat McCarthy's Street Crimes ***POSTPONED until September 25th-27th</b> .....	April 11th– 13th
<b>Law Enforcement Medical Instructor</b> .....	April 14th
<b>Sexual Assault Investigator</b> .....	April 17th
<b>Seated Field Sobriety Testing (Seated, not standardized)</b> .....	April 18th
<b>Breath Alcohol Operator**FULL taking Stand-By list)</b> .....	April 19th
<b>Asset Forfeiture</b> .....	April 20th
<b>Search and Seizure</b> .....	April 21st
<b>Use of Force Modules One– Two and Three (Yep, the 22nd is a Saturday)</b> .....	April 20-22
<b>CQB (SWAT) Instructors Course</b> .....	April 24th– 28th
<b>Managing Police Discipline</b> .....	April 27-28th

## Joke of the Month

Bono and The Edge walk into a bar. The bartender looks at them  
and sez.....  
(Answer on the page 8)

## May

Active Shooter/ Rapid Response.....	May 1st
Glock Armorer's Course.....	May 2nd
Use of Force Modules One– Two– Three.....	May 3-5th
Identifying and Intercepting School Violence through Cyber-Investigations.....	May 3-4th
Criminal Minds with Gail Sullivan.....	May 3rd
Conversations with a Sex Offender with Gail Sullivan.....	May 4th
Investigative Strategies for Sexual Deviant Offenders.....	May 5th
Introduction to Patrol Rifle AR15.....	May 10-11th
First Line Supervisor.....	May 10-12th
Law and Order: a 40-Hour <u>Lead Homicide Investigators Course</u> .....	May 15-19th
Criminal Related Interrogations Made Easy (CRIME 1-2-3).....	May 22nd
New Detective Bootcamp.....	May 23-24th
Patrol Rifle/ Carbine Instructor School .....	May 23-26th
Injury Prevention for Defensive Tactics Instructors.....	May 30th
Lead Homicide Investigator Refresher.....	May 31st

## June

Use of Force Modules One - Two and Three.....	June 6-8th
Firearms Instructor Refresher Course.....	June 13th-15th
Prison Rape Elimination Act Training.....	June 19-20th
Prison Rape Elimination Act Refresher (4-hour version).....	June 20th
TASER Instructor Course (Sign up through TASER website).....	June 27th

Many more classes are posted on the website through the rest of the calendar year.....

# What Really Matters for Effective Police Leadership?

You owe it to those you lead to practice the positive leadership attributes you admire in others and never do the bad things you've observed

Sep 6, 2022

Chief Chris D. Lewis

In my previous two articles, I espoused two of my steadfast beliefs – based on over 30 years in police supervision and executive leadership roles in one of North America's largest police services:

1. Leadership can make or break morale and in doing so affect levels of police employee professionalism and productivity. Without effective leadership, employees won't feel connected, will not be inspired and will likely not act and do their very best; and
2. Police department professionalism and productivity ultimately impact public trust. The department is not apt to develop the vital trust of the public they serve if they are not perceived to be professional and always trying their best to ensure community safety and reduce victimization. Overall, such a scenario will create an ineffective "us versus them" policing environment and severely hurt both employee retention and the ability to recruit the best the community has to offer.

While you are reading this article, I'd ask that you do two things: Firstly, think of the best leader you ever worked for and what made them that way. What was it they did or said that made you willing to walk through broken glass for them? Secondly and conversely, think of the worst boss you ever had. What was it about them that made you want to quit the job, go home and suck your thumb and cry yourself to sleep?

Weak leadership has negative impacts on all public or private sector organizations, but in a policing environment that continues to be plagued with allegations of racism and excessive force, that range from real to exaggerated to contrived, combined with calls for government reviews into and for the defunding of police, it has never been more critical to get leadership right. Police leaders owe that to their communities and to their employees.

## ESSENTIAL LEADERSHIP SKILLS

I was a cop most of my adult life and in leadership roles throughout. I saw and learned from the very best, but sadly they were few and far between. I also learned tremendous leadership lessons from the weakest of leaders, but they taught me how NOT to treat people. Then there was a large glut in the middle. They were supervisors and managers who really didn't care about anyone but themselves; never tried hard to inspire, coach, or mentor others or to make good decisions; but at the same time were not necessarily offensive. They simply filled a uniform, or a suit and they were most often physically present, but that was it. For much of my career, it was a depressing picture.

When I wrote my book, "Never Stop on a Hill," I put questions similar to what I asked you above regarding good and bad leaders to many police chiefs from across Canada in one-on-one interviews, and to thousands of police employees during lectures and through informal surveys I conducted. When I asked those questions to live audiences, I immediately saw the gears turning among them as they pictured the worst and the best leaders that have impacted their lives. Some smiled, others grimaced.

Chief Rick Deering (Ret.) of both the Ontario Provincial Police and the Royal Newfoundland Constabulary told me: "The best leader I had the pleasure of working for was Roy Gordon, a common-sense, soft-spoken gentleman with a quick wit and a sense of humor that was appreciated by all. He taught me many valuable lessons regarding the art of leadership through the humility, empathy and honesty that accentuated every decision he made, particularly the difficult ones. In particular, he had the innate ability to accurately assess every situation on its own merits and apply the best resolution for all involved. Succinctly put, he was a master at both talking the talk, and walking the walk."

Many police personnel at all levels describe individuals with similar “people skill” qualities that positively impacted them as leaders. They speak of courage, decisiveness, passion, support, humility, empathy and honesty. They give examples of leaders who were there for them in the tough times, personally and professionally. I heard descriptors like: “He'd stop and talk to people and make them feel special.” They confirmed my belief that leadership is all about people.

From an essential skill perspective, the qualities that most often resonate with employees are as follows:

1. **Communication.** I firmly believe that if you can't communicate you cannot lead. Leaders must be able to effectively talk and honestly listen, in good times and bad, formally in meetings and casually in the hallway, in groups and individually. Communicating with personnel about employee issues and needs as opposed to all the wonderful accomplishments of the leader is key. Ensuring an environment in which respectful feedback is both given and taken is a must.
2. **Decision-making.** Real leaders do what is right, not what is easy or expedient, and do it for the right reasons – the good of the community and in the best interests of those being led, as opposed to what is best for the leader's resume. They involve employees in identifying the problems and the solutions. When feasible, true leaders actively seek input prior to making decisions and at the very least communicate the “what” and the “why” of their decision-making. It should never be a “Where is this coming from?” environment from an employee perspective.
3. **Accountability.** It should not be a “do as I say but not as I do world.”. True leaders ensure employees are accountable and that they are accountable themselves. Many employees expect to be held accountable but expect the punishment to fit the crime and in a uniform way. Many employees have told me stories of superiors who were totally unaccountable themselves but harangued good employees over the most trivial of issues while allowing pet employees to get away with anything. Fairness and consistency emerged as key themes, as did the ability of leaders to distinguish honest mistakes from acts of malice with an even-tempered approach.
4. **Caring and supportive.** Employees of all ranks want leaders who know them, appreciate and care about them. I've regularly heard the sentence “He (or she) doesn't even know me.” Of all the feedback I have received about my leadership success over the years (and I have had my failures as well), I have no doubt that “knowing” people has been my strength, as has knowing their names, stopping to say hello, asking them about their families, and acknowledging work successes. Also checking in on them following difficult personal or professional events are things that mean the world to people. And we cannot forget that they are “people” with names, histories, families, goals and feelings and a need to feel supported.
5. **Inspiring.** When you think back to your own lives and careers, those who inspired you to be and do your very best undoubtedly stand out in your minds. As a leader, that should be a critical goal: Inspire those around you. Employees who feel they have a say, feel understood, appreciated and supported are much more apt to be inspired to contribute to department goals and strategies. At the same time, they will likely do it more professionally than those who merely do the minimum because they are forced to.
6. **Building trust.** All successful roads lead to trust. By effectively and honestly communicating and supporting your people with integrity while demonstrating your faith in them, a two-way trustful environment will emerge. Would you strive to do your best for a leader who you do not trust? No. Nor will those you lead. Trust is a critical commodity. Work hard to build and maintain it.

## CHOOSE GOOD LEADERSHIP

Observations I have received about bad leaders are the total antithesis of the good and great ones. Bad leaders are largely described as unethical, dishonest and poor communicators. Some have tremendous egos. They are more concerned about their own careers than those of the officers they led. They play favorites, are insecure, show a lack of judgment and/or common sense, and are prone to panic and abuse people verbally through demeaning commentary and derogatory behavior. In fact, they really aren't “leaders” at all but simply have been appointed to leadership roles.



Bad leaders were described by police officers as people who:

- Cause hatred and dissension
- Destroy morale and ruin lives
- Won't make decisions
- Are self-serving and full of entitlement
- Surround themselves with "yes people"
- Are abusive, ignorant and rule with an iron fist
- Care about no one but themselves
- Blame others, take credit
- Never seek input as they know it all.

The resounding lesson is this: Remember what the good leaders did and do those things yourself as a leader. Then remember what the bad leaders did and never do those things to anyone, ever. Those leaders significantly impacted you in both wonderful and disturbing ways, so you owe it to those you lead to use the positive attributes and not the negative qualities that you personally experienced.

*This article includes excerpts from "Never Stop on a Hill" by Chris D. Lewis and The Good, the Bad and the Ugly of Leadership, FBI LEEDA Insider Magazine ([Issue I – Winter 2022](#)) by Chris D. Lewis.*



# Information from ISP Breath Alcohol Recertification.

In regards to Breath Alcohol Recertification, I received these instructions from Tara Walter at ISP Alcohol and Substance Abuse Testing Section Supervisor.

“ISP handles all recertification for BAO licenses, officers can email [ISP.BAO.Training@illinois.gov](mailto:ISP.BAO.Training@illinois.gov) to request to be registered for the recertification training. Once we receive their request we will verify their training records/transcripts and register them for the class. We will then respond to their message with the link to log on to the training, their username and their temporary password so that all they will have to do is click the link and log in to recertify. It is important to note though that they must take the class and test on a desktop computer with a strong network connection. If you have any other questions, please don't hesitate to let me know. “

Joke of the month answer.....”Not U2 again.”

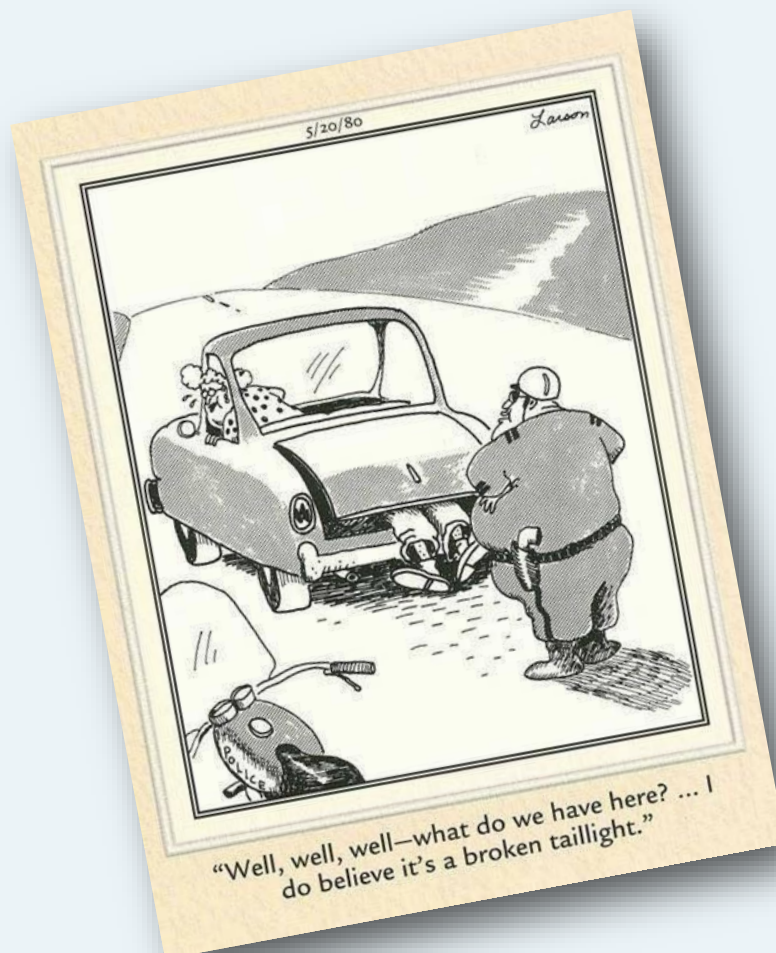
## FY 23 Camera Grant Program Announcement

The ILETSB is pleased to announce that the FY 23 Camera Grant Program—Phase 1 is now open.

This year, the program is administered through the AmpliFund system. For additional questions please email [PTB.Grants@illinois.gov](mailto:PTB.Grants@illinois.gov).

Currently, this program is offering reimbursement grants for cameras purchased between July 1st, 2021 and June 30, 2023. Given the complex supply chain problems that occurred recently, the Board has been authorized to extend the eligibility period an additional fiscal year.

In addition to camera purchasing costs, the ILETSB grant funds can now be used for reimbursement of an agency's related data storage costs. A separate funding opportunity for these requests will be made available in a subsequent grant opening later this spring—Phase II. Details regarding this second opportunity will be published on the Board's website as they become available.





# HONOR. DUTY. COURAGE. RESPECT.

## Sullivan Police Department

307 S. VanBuren St., Sullivan, IL 61951

**Phone:** (217) 728-4351 **Fax:** (217) 728-4352

**Email:** sullivanpd@sullivanil.us **Website:** www.sullivanil.us

**City Population:** 4,400 (2020) **Sworn Officers:** 8

**THE CITY OF SULLIVAN ILLINOIS IS ACCEPTING APPLICATIONS FOR THE POSITION OF:**

## Full Time Police Officer

### Applications are available at:

<http://www.sullivanil.us/departments/police/index.php>

**Starting Hourly Wages:** \$25.59

**After Certification:** \$25.90

**Lateral Program for Years of Service** (i.e. 2 Years of Service: \$26.39 )

### Applicants may experience:

- ☐ Background checks
- ☐ Interview
- ☐ P.O.W.E.R. Testing
- ☐ Medical / Vision Examinations
- ☐ Drug Testing
- ☐ Rotating Schedule with 12 Hour Shifts
- ☐ Shift Differential Pay for the shift hours of:
  - 14:00 – 02:00 (\$520 per year)
  - 18:00 – 06:00 (\$728 per year)

### Minimum Requirements:

- ☐ Applicants must be at least 21 years of age.
- ☐ Applicants must have a high school diploma (GED accepted).
- ☐ Applicants must possess a valid Illinois driver's license.
- ☐ Applicants must not have any felony convictions.

### Employee Benefits:

- ☐ Free Health, Dental, and Vision Insurance (family / dependents are covered 50% by the City of Sullivan)
- ☐ IMRF Retirement & Police Pension (AXA)
- ☐ Sick leave, 11 paid holidays, 40 hours vacation on date of hire, 80 hours of accrued comp time with 40 hours rollover to following year
- ☐ No residency requirements & will provide longevity pay
- ☐ Union Representation

# VILLAGE OF GERMANTOWN

## POLICE DEPARTMENT

### POLICE OFFICER POSITION

The Village of Germantown Illinois Police Department will be taking applications for the position of Police Officer. This position is a Full- Time position.

**Job Description:** Officers of the Village of Germantown are charged with the duties of maintaining the peace, order and safety of the Village by enforcing laws of the Village and of the State of Illinois.

**Job Qualifications:** Individuals must be 21 years of age, possess a valid Illinois driver's license, possess a valid Illinois FOID card, Have at least an associates degree from an accredited college, and be able to pass the Illinois P.O.W.E.R test and have no felony convictions.

Benefits.

\$25.00 hourly rate.

Medical, vision and dental insurance

Member of IMRF retirement

Paid training for police academy or other specialized training

2 weeks of vacation yearly

12 ½ paid holidays

If you're a team player and ready for a law enforcement career instead of a job this is the department for you.

Phone: 1-618-523-4226

E-Mail: [Germantownpolice@yahoo.com](mailto:Germantownpolice@yahoo.com)

Applications may be picked up at the Village of Germantown City Hall, Please submit and application, resume and other qualifications to The Village of Germantown.

Chief Jeffrey Wuebbles



## **Village of Brooklyn Police Department**

312 South 5<sup>th</sup> Street  
Brooklyn, Illinois 62055  
(618) 274-2198 (Office)  
(618) 274-2450 (Fax)



### **Notice of Open Patrolman Position**

The Village of Brooklyn is currently accepting applications for the position of patrolman with the Brooklyn Police Department. This position is considered full-time; however, part-time certified applicants will also be considered for available open positions.

#### **Requirements for full-time patrolman position**

- 21 years of age
- Valid driver's license
- Be able to obtain an Illinois firearms identification card (FOID).
- Be able to pass the State of Illinois P.O.W.E.R. test.
- High School Diploma or equivalent
- No prior felony convictions / Pass a background check.

#### **Requirements for part-time patrolman position**

- State of Illinois full-time or part-time certified law enforcement basic training
- Be able to obtain a waiver from the Illinois Police Training and Standards Board
- Valid driver's license
- No prior felony convictions / Pass a background check.

#### **Benefits**

- \$21.00 hourly rate for full-time or part-time position
- Medical, vision and dental insurance (50 dollars per pay period/employee contribution)
- 2 weeks PTO accrued monthly, 3 weeks PTO after 1 year of service.
- Take home car (subject to mileage restrictions)
- Free housing
- FLEX time
- 3 bereavement days
- Paid training for police academy or other specialized post training opportunities.
- Secondary detail positions at \$50.00 an hour pay rate.
- Flexible shifts

# Officer Down Memorial Page

Officer Line of Duty Deaths 2022– 230

**Total Line of Duty Deaths for 2023: 24**

**Gunfire 10**

**Vehicular Assault 1**

More officers have taken their own lives than been attacked and killed by other humans.

We have to **CHANGE** this!



## No shame, no judgement

just us being happy you're here.  
Stay with us, you have choices. They all want to help.

► Text "BLUE" to 741741

► 866-COP-2COP  
24 Hour Peer Support

► 855-964-2583  
BlueLine Support  
24 Hour Peer Support

► [www.1sthelp.net](http://www.1sthelp.net)  
Resource Database for  
First Responders

► 1-800-COPLINE  
24/7 Law Enforcement Hotline

► 1-800-273-TALK  
Suicide Prevention Hotline

► 800-273-8255, Press 1  
Veteran Crisis Hotline



[www.bluehelp.org](http://www.bluehelp.org)  
Facebook, Insta, Twitter: @BlueHelpLE

## Law Enforcement Officers who have lost their life to suicide.

2019.....	248
2020.....	187
2021.....	183
2022.....	174
2023.....	35

### Take the Pledge

Without solidarity, acknowledgement and honor– stigma, silence and denial remain. By taking the pledge each year, you are committing to: publicly show your support for prevention of law enforcement suicide; support for the officers who are suffering and; honoring the memory of those we have lost. Anyone can pledge, you don't have to be an officer; you simply need to be committed to eradicating the stigma.

#### I Pledge To:

- Make emotional wellness a priority for myself, my family and/or my fellow officers;
- Seek Assistance when I may be in need of support– for work or personal pressures;
- Confidentially contribute suicide information to aide in accurate data.

#### Pledge Benefits

- Pledge certificate worthy of display
- Watch Your 12 Challenge Coin
- Recognition on our website
- 15% off merchandise purchases in the Blue H.E.L.P. store for one year.
- 15% off conference registration fees for one year

#### How to Pledge

-Click the link at website ([bluehelp.org/take-the-pledge/#](http://bluehelp.org/take-the-pledge/#))  
(20.00 individual/ \$150.00 department)

- (Optional) send your department patch to [Contact@bluehelp.com](mailto:Contact@bluehelp.com) or mail to:  
Blue H.E.L.P.  
P.O. Box 539  
Auburn, MA 01501





# ADVANCE IN YOUR CAREER

WITH THE NEW **CRIME SCENE TECHNICIAN**  
PROGRAM AT LAKE LAND COLLEGE

CRIME SCENE TECHNICIANS  
ARE IN HIGH DEMAND



# 14%

NATIONAL GROWTH

(source Career Coach)

## NEW- ONE OF THE FEW PROGRAMS IN THE STATE!

### HANDS-ON TRAINING

- Blood splatter analysis
- Bullet trajectory analysis
- Crime scene investigation
- Crime scene photography
- Evidence gathering
- Evidence processing

### SHORT TERM PROGRAM

- One-year certificate
- Stackable with Criminal Justice programs

### CAREER ADVANCEMENT

Meets all standards of the (IAI) International Association of Investigation. Be prepared for the IAI exam after completing one year in the field as a police officer.

### ENROLL TODAY!

Visit [lakelandcollege.edu](http://lakelandcollege.edu) and look for the **Enroll Now** button.

Apply by **August 19, 2022**  
to enroll in the Fall 2022  
semester.

### CONTACT

**David Chambers**  
Criminal Justice Instructor/  
Coordinator Criminal Justice  
Programs  
[dchambers@lakelandcollege.edu](mailto:dchambers@lakelandcollege.edu)  
217-234-5310

Accredited program was  
curated and will be instructed by  
active and retired Crime Scene  
Technicians.

Total Cost \$2,504

**LAKE LAND**  
COLLEGE