



# SHERIFFS NEWSLETTER

*United in Justice*

February 2022

## Bill of the Day

IL GENERAL ASSEMBLY

### PENDING LEGISLATION

OPPOSED BY THE ISA

#### HB 1727

Creates the Bad Apples in Law Enforcement Accountability Act of 2021. Provides that a peace officer subjecting another person to the deprivation of individual rights is liable to the person for appropriate relief. Excludes sovereign immunity, statutory immunity, and statutory damages for claims brought under this provision. **Provides that qualified immunity is not a defense to liability under this provision.** Allows attorney's fees and costs to be awarded to the plaintiff. Provides that civil actions brought under this provision must be commenced within 5 years after the cause of action accrues. Requires units of local government to make public disclosures regarding judgments or settlements awarded under this provision. Determines what information is not required to be disclosed by the unit of local government.

SPONSORS: Multiple, See Link

Please contact your Representatives immediately & let them know you are opposed this bill.

LINK TO FULL BILL ATTACHED



We are in the thick of the 2022 Illinois General Assembly legislative season, therefore it's time again for ISA's **Bill of the Day**.

Please check our Facebook daily for bills both supported and opposed by the ISA.

Feel free to share this information on your social media pages to garner additional support from Illinois citizens in your county!

[ISA Facebook Link](#)

## The Trouble With Staying Awake

*The cops who stay awake while the rest of us are sleeping need special support to maintain their physical and mental health*

[By Tim Dees for Police1](#)

Chronic fatigue and other ills brought about by irregular work schedules have always been a concern for law enforcement officers. Only relatively recently has there been any scientific analysis of the problem.



Some of that research was reviewed in a recent webinar, Stress and Cardiovascular Disease among First Responders, hosted by the National Institute for Occupational Safety and Health (NIOSH).

The webinar featured several presenters who each broke down data gathered during a longitudinal study of police officers in Buffalo, NY. [The Buffalo Cardio-Metabolic Occupational Police Stress \(BCOPS\) study](#) followed hundreds of public safety officers between 2004 and 2020, tracking their work schedules and health over the course of the project.

The seminal work in this area was an unrelated research effort published over 20 years ago [Tired Cops](#) by Bryan Vila (now a Ph.D. and professor of criminal justice at Washington State University) detailed some of the health hazards suffered by cops who worked irregular schedules. Some of the situations he studied were brought about by the cops themselves, who insisted on working second jobs or engaged in other pursuits when they should have been sleeping.

### WHAT ARE THE HEALTH IMPACTS OF SHIFT WORK?

John Violanti, Ph.D., was one of the webinar presenters. Participants in the study were examined

periodically to track heart rates, waist and neck circumference, height and weight, abdominal height and blood pressure. Violanti noted that the BCOPS study was the first study of its type to include a significant number of women.

Researchers drew blood specimens to run lipid panels, which measure cholesterol, triglycerides and high- and low-density lipoproteins. Ultrasound studies of coronary arteries were performed to detect the early stages of heart disease, and DEXA analyses measured bone density, body fat, and lean mass. Participants' saliva was also analyzed for the presence of cortisol, a hormone produced in greater quantity when the body is under stress.

Changes in the mental health of the study participants were less driven by shift work stresses than by other behavioral issues common to policing. These included a lack of organizational support for individual officers and the threat of physical risks.

Officers who worked mostly on the night shift showed an increased propensity for cardiovascular disease, impaired blood flow and metabolic syndrome. Women had greater resistance to the health hazards associated with night shift work but suffered more stress from internal organizational issues than a concern for the dangers of the street.

## **STRATEGIES TO ADDRESS THE HARMFUL EFFECTS OF SHIFT WORK**

Another presenter, James Burch, Ph.D., spoke on some of the strategies that are available to reduce the harmful effects of shift work.

He acknowledged that shift work was essential not only in public safety but also in medical, manufacturing, hospitality and other industries. Still, shift work is directly associated with chronic fatigue and increased accident and injury rates, resulting in hundreds of billions of dollars in losses each year.

Dr. Burch developed a testing instrument that screens for 22 symptoms related to adaptation to shift work, as greater adaptation means fewer undesirable effects. It was no great surprise that adequate sleep is a fundamental requirement of successful adaptation. Properly rested officers maintained better mental health and showed a reduced incidence of biomarkers associated with poor adaptation, such as leptin, insulin interleukin and tumor indicators.

The BCOPS studies detailed the problems associated with shift work in public safety. It gave rise to a subsequent initiative, [Safety and Health Improvement Enhancing Law Enforcement Departments](#), or SHIELD, which includes recommendations for a better diet, physical activity, management of body weight, and reduction of stress, tobacco use and alcohol use. (See research article in full below.)

SHIELD also looks to build resilience to PTSD through imagery and skills training, education about psychological trauma, relaxation techniques and strategies to deal with the emotional challenges of trauma. Growing out of the SHIELD initiative, the New York State Police has implemented a free health benefit for its troopers that includes a van equipped with medical testing gear to bring the diagnostic process to the various NYSP posts throughout the state.

Shift work isn't going away. The cops who stay awake while the rest of us are sleeping need special support to maintain their physical and mental health. Projects like BCOPS and SHIELD identify the hazards and suggest workable solutions.

---

## **2022 Solidarity Kits**



ISA's Solidarity Kits were introduced in 2021 for individuals who wish to show support for local Illinois Law Enforcement.

Included in this year's package are encouragement cards to hand out to officers throughout the year! Solidarity Kits are \$20 and can be purchased on our website: <https://www.ilsheriff.org/solidarity-package/>

### A full package includes:

- “They Protect Us, We Support Them” 3.5' x 6.5" Decal (1)
- “Dear Officer, Thank You” Cards (15)
- “They Protect Us, We Support Them” Coasters w/ ISA Logo (4)
- ISA Logo Koozies (2)
- ISA Thin Blue Line Lanyard (1)

## ISA Award Winners





**David A. May**  
2021 Deputy of the Year



**Justin Cogdal**  
2021 Correctional Officer of the Year



**Lance Buyno**  
2021 Telecommunicator of the Year

**Want to listen to our  
award winners  
recount their heroic  
stories in their own  
words?**

*Click the image!*

Thank you to our  
peacekeepers.

Here's to getting  
**HOME.**




**Deputy Sean Riley  
Family Benefit**

With live music performed by  
**HOWL2HO**  
Dueling pianos

**Granada**  
108 N. 9th Street Mount Vernon, IL. 62864

On **Saturday, March 5th**, Jefferson County FOP is partnering with Jefferson County Fire and the Mt. Vernon Elks Lodge for a fundraiser to the family of Wayne County Deputy Sean Riley.

The Elks will be serving fried chicken dinners from noon until 6 PM on that day. They offer dine in, carryout and drive up.

That evening the FOP is hosting Howl At The Moon Dueling Pianos at the Granada Theater, downtown Mt. Vernon. There will be a cocktail hour from 7 PM to 8 PM at Humphreys / Granada Theater. Howl At

The Moon will play from 8 PM to 11 PM.

All profits from this event will go to Deputy Riley's family.

Tickets are currently not available to the public. We are opening up sales to First Responders early. I know there are civilian employees included in this message. If you receive this message, you are considered a part of the First Responder family. Feel free to order tickets if you'd like.

On Thursday Feb. 10 at 12 AM, remaining tickets will go on sale to the public. I would encourage you to get your tickets early as there is a limited number and we believe they will sell out.

Attached is a link to Eventbrite, who is handling ticket sales.

<https://deputy-sean-riley-family-benefit.eventbrite.com>

---

## **Preparation: Verbal and Physical De-escalation Skills**

Article by: Lt. Dan Marcou

As a new officer in the 1970s I noticed there was one “pompous cop” no one wanted to work with due to his disagreeable countenance and talent for making things worse with his words whenever he arrived on scene. When the man retired, everyone was glad to see him go.

I became a defensive tactics instructor early in my career. Since there were no systems taught in those days, I was required to develop my own system for both academy and in-service training. Keeping the difficulties created by the “pompous cop” in mind, I taught officers not only how to physically control suspects, but also how to make certain their words were always designed to de-escalate calls.

I was convinced then and now that many confrontations (but not all) could be avoided if officers were driven to develop what I called a “black belt in dialog.” I speak the truth when I say, ***“I used my black belt in dialog more often than my black belts in the martial arts, but to make it safely through my career there were times I needed both.”***



Looking to avoid fights whenever possible and win fights whenever necessary was part of my life long-training in the martial arts, which included the study of the teachings of an ancient general you may have heard of.

### **WORDS OF AN ANCIENT GENERAL**

If I had been inclined to follow the lead of the “pompous cop,” I would have experienced more confrontations in my career. Rather, I chose to be

impacted by the words of General Sun Tzu who valued the ability to achieve a victory without a fight over a victory achieved by fighting. Sun Tzu said: “To subdue the enemy without fighting is the acme of skill.” As a career-long defensive tactics instructor, I saw the value of teaching officers to de-escalate violent persons with well-crafted words while being prepared from the start of every contact to, in a moment, de-escalate the situation with physical techniques when words failed. I always emphasized everything you say and do should be designed to de-escalate.

### **THE MISTAKE OF MODERN DE-ESCALATION PROPONENTS**

It is a good thing that de-escalation skills are now being widely taught in police training. However, many non-police proponents of de-escalation hold the unrealistic perception that perfect words can always guarantee perfect non-physical outcomes. In fact, it would be a critical deadly error for a police officer to believe words will never fail.

For real-world application, police officers should learn to use verbal de-escalation tactics and techniques for conflict and crisis resolution, but they must also be masters at smoothly transitioning to effective physical de-escalation alternatives when words fail.

Sun Tzu addressed this clearly 2,600 years ago when he said: “He will win, who knows when to fight and when not to fight.”

### **DE-ESCALATING WHEN WORDS HAVE FAILED**

Police officers around the country can be seen time and time again spending too much time in unsuccessful efforts to de-escalate with words only. Getting bogged down in a failed effort to verbally de-escalate a situation can endanger officers and others, resulting in officers learning the hard way that

action is faster than reaction.

Training must be designed to help officers not only craft their words wisely but also to recognize when their well-crafted words have failed. When words fail officers must learn how to transition in a timely manner to physical alternatives.

That training should include the development of all these valuable de-escalation techniques:

1. Professional crisis communication skills (for the mentally ill in crisis) and de-escalation tactics.
2. Professional conflict communication skills (for general use) and de-escalation tactics.
3. Skills in hands-on control tactics.
4. Skills in the use of TASER or pepper spray.
5. Skills in the use of chemical munitions, and the proper display and use of the police baton.
6. Skills in the use of less-lethal munitions.
7. Firearms skills.
8. Practical knowledge in the legal application of force.

## **LEADERS, TRAIN YOUR OFFICERS AND EDUCATE THE PUBLIC**

The public needs to be made aware that your professional police officers' de-escalation skills are developed and then finely honed from the police academy onward. This is easy to prove by gathering and releasing statistics in your area to show that most contacts between police and the community end without any use of force.

The public should also be informed that police officers must also possess expertise in the timely transition to legal physical alternatives when reasonable words fail to convince unreasonable people.

## **CONCLUSION**

In a perfect world, both the police and the public would love for each police contact to have a peaceful outcome. However, a police officer in the real world must be prepared throughout every contact for that well-timed moment when the only de-escalation technique that will be effective is a well-trained and objectively reasonable use of force. That use of force will have the best results when as Sun Tzu would say, it is executed: "Like the well-timed swoop of the falcon."

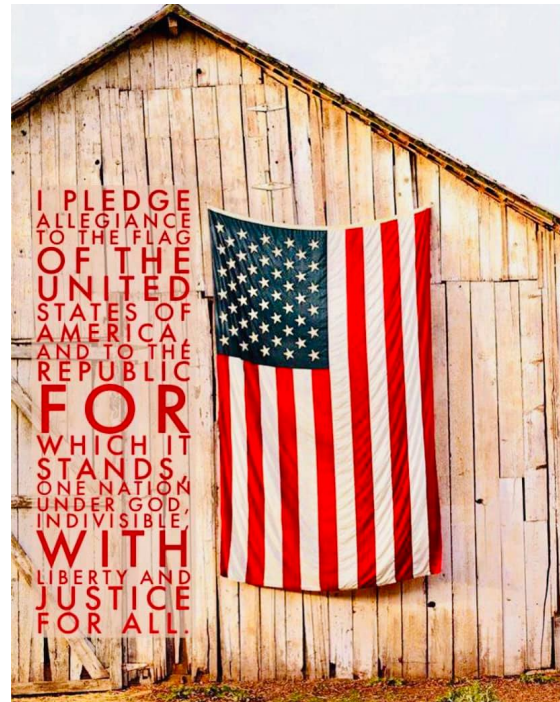
I couldn't agree more with the General.

Thank You Sheriff's for  
pledging honor and respect to  
Illinois citizens.

**"If we love our  
country, we should  
also love our  
countrymen."**

**-President Reagan**

**Stay safe, Stay healthy and  
Stay FAITHFUL**



## **2022 Conference Dates:**

Chief Deputy & Jail Administrators  
April 13- 15, 2022  
East Peoria

Jail Medical Summit  
August 25, 2022  
Peoria



Sheriff Summer Training Conference  
September 17 - 20, 2022  
East Peoria

Administrative Assistants Training  
October 20-22, 2022  
TBA

New Sheriff Management Institute  
November 13 - 17, 2022  
Springfield



Level: DIAMOND ELITE

---



Level: DIAMOND ELITE

---



Level: DIAMOND

---



Level: PLATINUM



Level: PLATINUM



Level: PLATINUM



Level: BRONZE



Level: PLATINUM



Level: PLATINUM

**We have the most amazing sponsors!**

If you are looking for services or products in these areas please reach out to one of our Preferred Vendors. (Click Logo for link)

**Without their support we would not be able to host our Training Conferences.**



Level: BRONZE