

LAKE COUNTY SHERIFF'S OFFICE

TRAINING DIVISION

TRAINING  
OVERVIEW





**SHERIFF**  
**JOHN D. IDLEBURG**

# OUR VALUES & MISSION

The Mission of the Lake County Sheriff's Office is to protect our diverse communities by maintaining order, upholding laws and defending the rights of all people. Our commitment is to serve through education, communication, partnerships and enforcement while strengthening the public trust.



## **INTEGRITY**

Being morally upright, driven by the principles of honest and ethical behavior.



## **RESPECT**

Earning the high opinion of the public by treating all persons with dignity, courtesy, tolerance and empathy. We will act objectively and defend the rights and beliefs of all.



## **PROFESSIONALISM**

Having the skill and training to do our job in a fair and objective manner. We will follow through in our work; we will be faithful in our work and strive for perfection by conducting ourselves in an exceptional manner by consistently improving our craft and skills.



## POLICE

Deputies  
Supervisors  
Court Security Officers  
Marine Unit Deputies

230 Employees



## CORRECTIONS

Officers  
Supervisors

200 Employees



## CIVILIANS

Administrative Assistants  
Dispatchers  
Maintenance  
Receptionists  
Clerks  
Auxiliary Deputies (Volunteers)

125 Employees



### 18,000 Hours of External Training

- North East Multi-Regional [Police] Training, Inc.
- Northwestern University Center for Public Safety
- University of Illinois Police Training Institute
- Colleges of Lake and DuPage County
- Specialized training classes and conferences



### 5,000 Hours of Internal Training

- Use of Force
- De-escalation
- Active Threat – Rapid Deployment
- Crisis Intervention Team Training
- Standardized Field Sobriety Testing
- Other courses taught on-site by staff or contracted speakers



### 3,000 Hours of On-Line Training

- Illinois Law Enforcement Training and Standards Board On-Line Learning Network
- Federal Emergency Management Agency
- Illinois Law Enforcement Agencies Data Systems
- Relias – Custom LCSO Training Software
- Library of 500 Custom Courses from Computer Operations to Constitutional Law
- In-house Training Management

**25,000  
ANNUAL  
TRAINING  
HOURS**



# ANNUAL POLICE TRAINING PLAN



## Sheriff's Office Mandated

- Annual all employee training plan +
- Use of Force
- Response to Hazmat Incidents
- Vehicle Pursuit and Roadblocks Review
- All Hazards Plan Review
- Racial and Biased Based Profiling
- Weapons Training and Qualifications



## Illinois Mandated

- Annually
  - Use of Force with Scenarios
  - Legal Updates
- Every Three Years
  - Constitution & Proper Use of Law Enforcement Authority
  - Procedural Justice
  - Civil Right
  - Human Rights
  - Cultural Competency
- Trauma Informed Response and Investigation of Sexual Assault & Abuse
- Every Four Years
  - Lead Homicide Investigator Refresher
  - Standardized Field Sobriety Testing Refresher
- Every Five Years
  - Domestic Violence Act

# USE OF FORCE TRAINING OVERVIEW

Training incorporates the mission and values written by the members of the Sheriff's Office. The use of force training encompasses traditional classroom instruction and practical exercises and scenarios:

- Authority, Roles and Responsibilities
- Sheriff's Office Policy
- State Laws
- Constitutional Laws
- Case Law
- Terminology
- Current Trends in Law Enforcement
- Analysis of Local Use of Force Events
- Weapons Qualifications



# A DUTY TO INTERVENE

In 2020, new language was added to the Sheriff's Office use of force policy officially acknowledging the duty of our employees to intervene during inappropriate applications of force.

*"Members of the LCSO have an obligation to protect the public and other employees. It is the duty of every employee present at a scene where physical force is being applied to either stop, or attempt to stop, another employee when force is being inappropriately applied or is no longer required."*



# LCSO USE OF FORCE POLICY

In addition of Illinois laws, U.S. Constitutional law, and case law the Sheriff's Office requires:

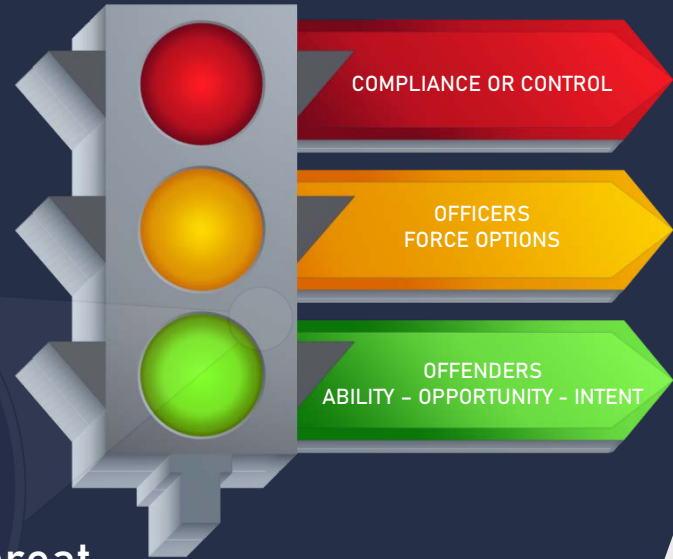
- De-escalation attempts should be attempted before resorting to force.
- Use only force which is reasonably necessary.
- When feasible, identify yourself and warn the suspect of your intent to use deadly force.
- Warning shots are not permitted.
- Members must be trained and receive annual certification with weapons they use.
- A duty to intervene.
- Render medical aid.



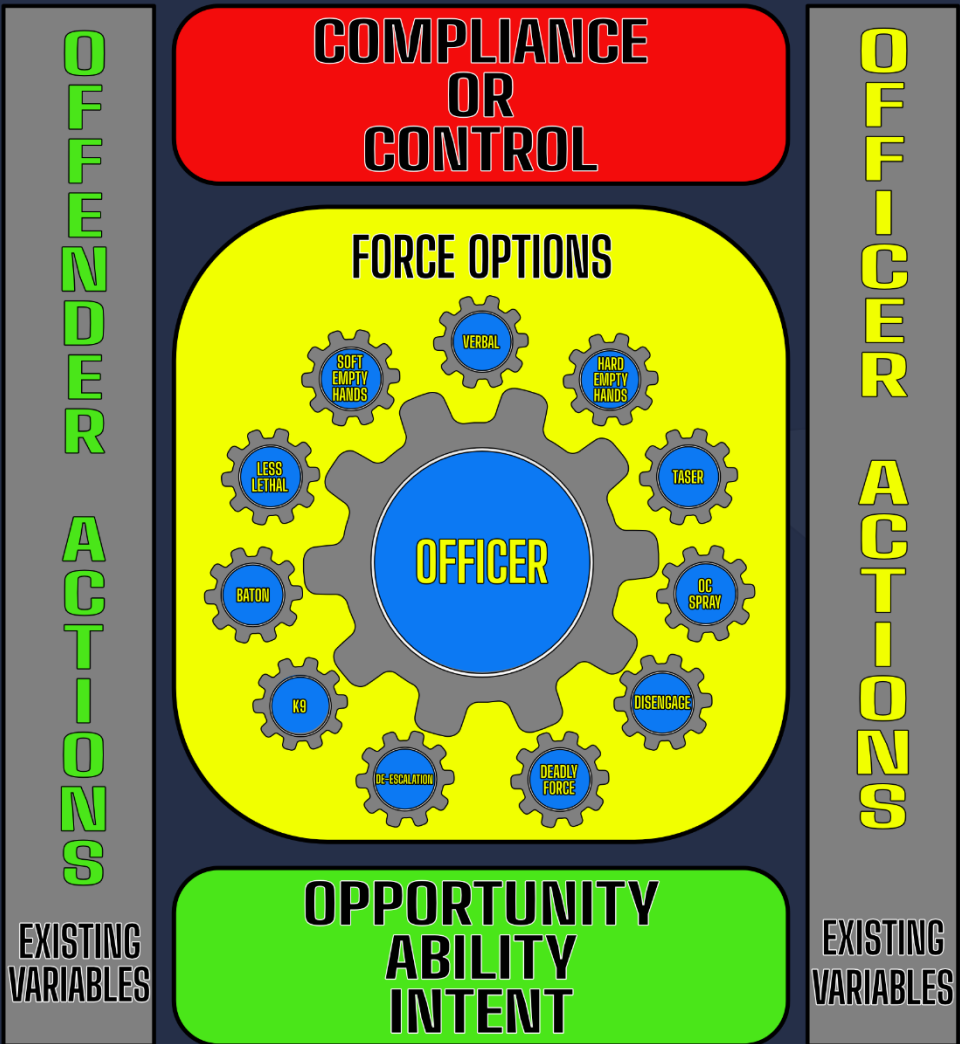
# LCSO USE OF FORCE POLICY

Prior to using force, you should consider:

- The **threat** to the offender and others
- The **immediacy** of the threat
- The **ability** of the offender to carry out the threat
- The **opportunity** of the offender to carry out the threat
- The **perceived intent** of the offender
- The preclusion that all other options of force have proved **ineffective** or that by their very nature would be ineffective



# USE OF FORCE MODEL



# Ethical Beliefs

As law enforcement and corrections officers, every day you rely on your own **ethical beliefs**. You must also rely upon the law and Sheriff's Office policy. Your actions will be judged as a **"reasonable person"** using the **"reasonable belief"** standards.

When unjustified force is used, you might be sued, fired and arrested. Supervisors and other officers can also be held liable for a failure to intervene during these circumstances.

# QUESTIONS

