AGENDA

Public Safety Committee

Thursday, March 12, 2026
7:00 PM
Temporary Village Hall
1000 E. Woodfield Rd.
Schaumburg, IL 60193

VILLAGE OF SCHAUMBURG
PROGRESS THROUGH THOUGHTFUL PLANNING

A G E N D A

I. CALL TO ORDER

II. APPROVAL OF MINUTES

A. September 11, 2025 (Revised)

B. January 8, 2026

III. NEW BUSINESS

A. Recommendation to Approve Intergovernmental Agreement with Harper College for Calls for Service at Harper Professional Center

B. Police Department Strategic Plan Summary - Informational

C. Police Department Wellness Program Update - Informational

IV. COMMENTS FROM THE PUBLIC

V. ADJOURNMENT

VI. NEXT VILLAGE BOARD MEETING

A. March 24, 2026

In compliance with the Americans with Disabilities Act and other applicable Federal and State laws, the meeting will be accessible to individuals with disabilities. Persons requiring auxiliary aids and/or services should contact the Village Manager's Office at 847.923.4705, preferably no later than five days before the meeting.

VILLAGE OF SCHAUMBURG

AGENDA ITEM SUMMARY

September 11, 2025 (Revised)
03/12/26
Public Safety Committee

Presenter:
Lead Department: Police Department

Executive Summary:

Recommended Action:

ATTACHMENTS:
- 2025.09.11 PSC Minutes.docx

I have reviewed the minutes, and they correctly represent the actions taken by the committee.

_____

Bill Wolf, Police Chief

PUBLIC SAFETY COMMITTEE MEETING
September 11, 2025

7:00 PM

Members Present:	Chairman Jamie Clar Trustee Michael LaRosa Trustee Jack Sullivan
Others Present:	Paula Hewson, Deputy Village Manager Bill Wolf, Police Chief James Walters, Fire Chief Fabio Puccini, Deputy Fire Chief

APPROVAL OF MINUTES:

Chairman Clar called the Public Safety Meeting to order at 7:00 pm. Trustee Sullivan made a motion to approve the minutes from the meeting of July 10, 2025. Motion was seconded by Trustee LaRosa Two ayes. Motion carried.

NEW BUSINESS:

1. **Recommendation to Disband the Medical Reserve Corps.**

   Chief Walters said that they've been discussing this for a few years now, as they've been trying to find things for them to do. There are core people that wanted to stay involved. However, it's been difficult to find things for them to do, and time-consuming for staff. There are other organizations that we can recommend these volunteers to go to, such as Hanover Township, Red Cross, etc. Chairman Clar said that Hoffman Estates and Hanover Park Emergency Management programs are successful, why are our programs not successful. Chief Walters explained that Hanover Park is more like a volunteer fire department. They show up on call outs and do lighting for police and fire. They will pick up fire hoses after fires, hazmat, decon, etc. There's a lot of things that they are trained to do, that we reciprocate the training. Chief Walters said that he's not sure about Hoffman's program, he added that a lot of municipalities are disbanding their programs, including Arlington Heights and Mount Prospect as of recently.

   As part of the consideration of this item, there were three questions from trustees.

   Trustee Sullivan asked why Hoffman Estates and Hanover Township have success in finding things for volunteers to do and we have a problem? Chief Walters talked about those groups not being the same as MRC (emergency management volunteers vs. health care volunteers).

Trustee Sullivan asked if we will still have contact with these people and use them, if needed? Chief Walters said that VOS will not maintain a list and refer them to Hanover Township or Red Cross, if they want to volunteer their time.

Trustee Clar asked if the MRC members were notified of the proposal to disband. Chief Walters said "somewhat" and that further discussions will take place to make sure that Tracy and Kathy "let them down easy" and "give them some options" if they want to volunteer.

Mike had no questions.

The discussion lasted about 4 minutes.

Trustee LaRosa made a motion to recommend the Village Board disband the Medical Reserve Corps. Seconded by Trustee Sullivan Motion Carried.

2. Law Enforcement Related Law Updates - Informational

Chief Wolf said he wanted to provide some updates on some relatively new laws that have had some impact on the police department's operations. Chief Wolf said in the past there would occasionally be a law every couple of years that would have some sort of significant impact on our operations, however in the last several years we seem to be bombarded with laws that are having some level of impact, or mandated new training, etc. In recent years, he's brought updates regarding the Safe-T act, which have big impacts on our operations in many ways. These three new laws are more recent. CESSA is a law that was passed in 2021, Community Emergency Services Support Act is the full name. CESSA is based on a very small number of incidents where law enforcement agencies used force, in some cases, deadly force, in situations that involved a mental health call. Due to this our state, as well as some others have similar Acts. If someone calls 9-1-1 and it's a mental health call that meets criteria set by the state, the call is transferred to another call center where a social worker will be dispatched to the call. Chief Wolf said that it is similar to what we are doing with our Mobile Mental Health crisis unit and hybrid responses. However, this would be only social workers that would be dispatched to these calls. In 2021 when this went into effect, the expectation that it would go live the following year. However, due to the state having difficulties putting it together it continues to be pushed back and has yet to go fully live as of now. NWCD, with the support of the police chiefs and village managers, has volunteered to be a test location for CESSA. Since June NWCD has been taking part in the screening process where if a call meets certain criteria, they are forwarding the call to the CESSA line. In our area the Kenneth Young center is the response agency for these calls. NWCD is working on putting stats together with information such as how many calls have been forwarded. We know now that so far it's only been a handful of calls that have met all of the criteria and have been forwarded to Kenneth Young for a response. NWCD is asking the state for those calls that met the criteria, on the outcomes of those calls, such as response times. So far we have not been able to get any of that data from the state, we don't know if they'll be willing to share that data. We thought more calls would be getting transferred to Kenneth Young, however there's been some component of the call that resulted in needing EMS or a law enforcement requirement where the police and/or fire have been dispatched to a majority of these calls. If the call is made directly to 988 or there is an immediate transfer from NWCD, we would never know about the call. Chief Wolf said as of now CESSA has not had any significant impact on our calls for service.

Karina's Law is another law that went into effect in May 2025. Victims of Domestic Violence have always been able to an order of protection, and often times been able to have judges order the offenders have their firearms removed from their possession or from their residence. In the past there hasn't been any mechanism to ensure that it actually has been done. Unfortunately, it has resulted in some tragic situations where the firearms were kept in the possession of the offender. Karina's law provides law enforcement with a search warrant and orders law enforcement to serve the search warrant to ensure that the firearms are received. Chief Wolf said that although Karina's Law is a positive thing, it does put a new significant burden on law enforcement to retrieve firearms in some potentially dangerous situations. Since going into effect, we've had two situations where the person didn't voluntarily give up their firearms. Our first option in these situations according to our newly created policy is to get the person to voluntarily surrender their firearms. Chief Wolf added that the creation of our Warrant Service Team couldn't have come at a better time, to have officers specially trained. NIPAS has already indicated that they will not be doing Karina Law search warrants. Chief Wolf said that we have been required for over ten years to complete clear and present danger forms when we find that a person is a threat to themselves or to others. Very seldomly were the State Police revoking someone's FOID card, as a result of those forms. After the Highland Park incident and finding, the State Police went in the complete opposite direction and revoking nearly everyone's FOID card if a form was completed. We applied for a grant that would allow us to pay our TAC officers overtime to follow up on all of the revocations and suspensions of FOID cards. For every revocation and suspension the State Police sends us the information on Schaumburg residents, we then follow up with the resident to ensure they turn in their FOID card and surrender any firearms they have. We've been doing this for approximately two years now and it's been a great process. We hope that the State will continue to provide the funding to continue the program.

Chief Wolf also mentioned the Pre-Trial Fairness Act, this went into place in September 2023, with last year being our first full year. The majority of arrests we make, we are releasing people based on the law, we are no longer holding people for cash bond. The people we hold now go to a detention hearing, which used to be called a bond hearing. At the hearing it is on the State to prove that the person needs to be detained. This has resulted in a lot less people being detained. Additionally, due to no bonds being held, there has been a decrease in the number of people returning to court. Our fine revenue has decreased. At the county level, judges can now waive fees based on financial hardship. However, so far that has not impacted us. Trustee Sullivan asked about the State's Attorney, compared to the last one. Chief Wolf reported an increase in retail thefts prosecutions.

Informational Only.

OLD BUSINESS:

CONTINUING ITEMS:

1. Fire and Police Commission (No Report)

2. Disaster Preparedness Update (No Report)

DEFERRALS:

COMMENTS :

NEXT VILLAGE BOARD MEETING: September 23, 2025

ADJOURNMENT: Trustee LaRosa made a motion to adjourn. Seconded by Trustee Sullivan. Two ayes. Motion carried.

The meeting adjourned at 7:23 pm.

Jennifer Hellmer
Public Safety Committee Secretary

VILLAGE OF SCHAUMBURG

AGENDA ITEM SUMMARY

January 8, 2026
03/12/26
Public Safety Committee

Presenter:
Lead Department: Police Department

Executive Summary:

Recommended Action:

ATTACHMENTS:
- Public Safety Committee Minutes 20260108.pdf

I have reviewed the minutes, and they correctly represent the actions taken by the committee.

Bill Wolf, Police Chief

PUBLIC SAFETY COMMITTEE MEETING
January 8, 2026

7:00 PM

Members Present: Chairman Jamie Clar
Trustee Michael LaRosa
Trustee Jack Sullivan

Others Present: Paula Hewson, Deputy Village Manager
Bill Wolf, Police Chief
Fabio Puccini, Deputy Fire Chief
Michael Rons, Fire Marshal

APPROVAL OF MINUTES:

Chairman Clar called the Public Safety Meeting to order at 7:00 pm. Trustee Sullivan made a motion to approve the minutes from the meeting of November 13, 2025. Motion was seconded by Trustee LaRosa Two ayes. Motion carried.

NEW BUSINESS:

1. **Recommendation to Adopt an Ordinance Regarding the Regulation of Electronic Vehicle Charging Stations and Lithium-Ion Batteries**

   Chief Puccini explained that the request is to amend our current ordinance for parking garages as it relates to EV charging stations. He said specifically what they are looking at is where they put the charging stations within the parking structure. Additionally, depending on where the charging stations are located, requiring a sprinkler system within the parking garage. Chief Puccini said that as they are learning more about EV cars and have had issues with them, a majority of the time the issues are when the vehicles are being charged, specifically car fires. Some of the hazards and hurdles that the firefighters have faced are when they are interior deep into the building, it's hard to get access to the fires, they spread and it's more difficult to control them. Which causes them to worry about the fires spreading to other vehicles. They would like to try to limit where they put the EV chargers, ideally if they have an outside portion of the parking lot that would be most ideal. Top deck or on an exterior most portion of the parking garage would be the last best options. If the only option would be to have it on an interior portion of the parking garage, the ordinance would say that they would be required to have a sprinkler system, it minimizes collateral damage and maintains the ability to extinguish the fires. There was some discussion about how difficult it is to put these types of fires out. Chief Puccini said the department purchased specialized nozzle called the Turtle, in addition to fire blankets, but they don't come without their own failures. He said that they continue to stay up on best practices.

RECEIVED
JAN 20 2026
VILLAGE MANAGER'S OFFICE

Current structures are grandfathered in. However, when they upgrade the EV chargers, they will be required to move them to an approved location, if they aren't already, or install a sprinkler system.

Trustee Sullivan made a motion to recommend the Village Board amend Ordinance Title 15, Chapter 3, Section 157, with Regard to the Regulation of Electronic Vehicle Charging Stations and Lithium-Ion Battteries. Seconded by Trustee LaRosa Motion Carried.

2. **Northwest Central Join Emergency Management Systems (JEMS) Annual Report 2024 – 2025 - Informational**

JEMS put out their annual report, Chief Puccini gave an overview. We've been part of JEMS since it was founded in 2016 and there are currently thirteen municipalities that a part of the organization. One of the bigger accomplishments this year was breaking off as their own organization and instead of working under NWCD. We get a lot of cooperation amongst the members as well as emergency operations programs. JEMS also recently formed the Northwest Central JEMS Incident Management Assistance Team (IMAT). This new team was created to support NWCD communities in the instance of a prolonged incident. The team of police, fire, and public works could be deployed to provide extra support during an emergency. JEMS has been acquiring equipment that we can use, for example they've gotten barriers that we used at Septemberfest. Additionally, they've provided hours of emergency management training. As well as hosted emergency exercises that we've participated in. Their future goals include focusing on the new IMAT team and have personnel certified to participate. In addition to continuing to work to identify weaknesses during exercises.

Informational Only.

OLD BUSINESS:

CONTINUING ITEMS:

1. Fire and Police Commission (No Report)

2. Disaster Preparedness Update (No Report)

DEFERRALS:

COMMENTS :

NEXT VILLAGE BOARD MEETING: January 27, 2026

ADJOURNMENT: Trustee LaRosa made a motion to adjourn. Seconded by Trustee Sullivan. Two ayes. Motion carried.

The meeting adjourned at 7:27 pm.

Jennifer Hellmer
Public Safety Committee Secretary

VILLAGE OF SCHAUMBURG

AGENDA ITEM SUMMARY

Recommendation to Approve Intergovernmental Agreement with Harper College for Calls for Service at Harper Professional Center
03/12/26
Public Safety Committee

Presenter: Chief Bill Wolf
Lead Department: Police Department

Executive Summary:

Harper College operates a satellite campus in the Village of Schaumburg at the Harper Professional Center, 650 E. Higgins Road and operates an Aviation Maintenance Lab in two hangars at the Schaumburg Regional Airport, 905 W. Irving Park Rd. Pursuant to the Illinois Public Community College Act, 110 ILCS 805/3-42.1, campus police departments have all the powers of police officers in cities on property owned and/or controlled by the College. This includes the power to make arrests.

Harper College wishes to enter into a memorandum of agreement whereby the Harper College Police Department shall be the primary jurisdiction responsible for all incidents that occur in or on the property they own or control, during their normal operating hours of 0700-2300hrs. This includes the investigation of all parking, traffic, criminal matters, and calls for service.

During the hours of 2300-0700, Harper College does not have sworn personnel working and Schaumburg Police may respond, consistent with available resources and department policy and determine the appropriate course of action. The memorandum of agreement also advises that nothing in the agreement shall be construed to create a special duty or expanded obligation to any individual member of the public, nor to limit the Village's immunities or defenses.

In addition, the Village shall have the authority to establish, and to enforce parking and traffic regulations and enforce any and all ordinances of the Village of Schaumburg and any and all laws of the State of Illinois.

Recommended Action:

Staff recommends the Public Safety Committee recommend the Village Board approve the Resolution to Authorize the Village President execute an intergovernmental agreement with Harper College for Calls for Service at Harper Professional Center.

ATTACHMENTS:

- Schaumubrg - Resolution re_ Harper College Agreement.docx

- Intergovernmental Agreement with The Village of Schaumburg and Harper College.docx

RESOLUTION NO. R-26-____

RESOLUTION APPROVING AND AUTHORIZING THE EXECUTION OF AN MEMORANDUM OF AGREEMENT BETWEEN COMMUNITY COLLEGE DISTRICT 512 (HARPER COLLEGE) AND THE VILLAGE OF SCHAUMBURG RELATIVE TO LAW ENFORCEMENT COOPERATION AT THE HARPER COLLEGE SCHAUMBURG CAMPUS

WHEREAS, Community College District 512 d/b/a William Rainey Harper College ("College") has established the Harper College Police Department pursuant to the Illinois Public Community College Act, 110 ILCS 805/3-42.1; and

WHEREAS, the Harper College Police Department has primary operational responsibility for providing police services to the College's campuses, including the Harper College Schaumburg Campus located within the corporate limits of the Village of Schaumburg ("Village"); and

WHEREAS, the Harper College Police Department and the Village of Schaumburg Police Department have concurrent jurisdiction on property owned or controlled by the College within the Village; and

WHEREAS, the Village and the College desire to cooperate in defining the scope of coverage and support provided by the Schaumburg Police Department at the Harper College Schaumburg Campus, including circumstances in which the Schaumburg Police Department may respond to requests for assistance when a Harper College Police Officer is unavailable; and

WHEREAS, the Village and the College are authorized to enter into intergovernmental agreements pursuant to Article VII, Section 10 of the 1970 Illinois Constitution and the Illinois Governmental Cooperation Act (5 ILCS 220/1 et seq.); and

WHEREAS, the Village finds that entering into the attached Memorandum of Agreement with Community College District 512 is in the best interests of the Village and its residents.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF SCHAUMBURG:

SECTION ONE: That the Village Manager is hereby authorized and directed to execute the Memorandum of Agreement between Community College District 512 (Harper College) and the Village of Schaumburg, attached hereto as Exhibit "A", and to take such further actions as may be necessary to carry out the terms of said Agreement.

SECTION TWO: That this Resolution shall be in full force and effect after its passage and approval as provided by law.

AYES:
NAYS:

ABSENT:

PASSED AND APPROVED this _____day of _____, 2022.

_____
Village President

ATTEST:

_____
Village Clerk

MEMORANDUM OF AGREEMENT

BETWEEN COMMUNITY COLLEGE DISTRICT 512 AND

VILLAGE OF SCHAUMBURG, ILLINOIS

THIS AGREEMENT ("Agreement") made this 21st day of January, 2026 ("Effective Date"), by and among the VILLAGE OF SCHAUMBURG, ILLINOIS (hereinafter "CITY") and COMMUNITY COLLEGE DISTRICT 512 d/b/a WILLIAM RAINEY HARPER COLLEGE (hereinafter "COLLEGE") (collectively, the "Parties").

WHEREAS, the College has established the Harper College Police Department (hereinafter "HCPD") as its campus police department pursuant to the Illinois Public Community College Act, as amended, 110 ILCS 805/3-42.1 (the "Act"); and

WHEREAS, the HCPD has primary operational responsibility for providing police service to the College's campuses and, pursuant to the Act, has "all of the powers of police officers in cities and sheriffs in counties, including the power to make arrests on view or on warrants for violations of State statutes and to enforce county or Village ordinances in all counties that lie within the community college district, when such is required for the protection of community college personnel, students, property, or interests. Such officers shall have no power to serve and execute civil process"; and**WHEREAS,** the HCPD has concurrent jurisdiction with the Village of Schaumburg Police Department (hereinafter "Schaumburg Police") on property owned and/or controlled by the College within the boundaries of the Village of Schaumburg, and in all other locations and under all other circumstances as provided by the Act; and

WHEREAS, Harper College Police shall be the primary jurisdiction responsible for enforcing all State of Illinois traffic laws and all College ordinance parking violations and acting pursuant to the Illinois Vehicle Code, 625 Illinois Compiled Statutes 5/11-209, 65 Illinois Compiled Statues 5/1-1-7, and Article VIII, Sections 6 and 10 of the Constitution of the State of Illinois, all parties desire and are fully authorized to enter into an agreement covering regulation of traffic and enforcement of all laws and ordinances by law enforcement personnel of the Village within certain described areas in the Village of Schaumburg; and

WHEREAS, the purpose of this Agreement is to define the scope of coverage and support provided by the Schaumburg Police to the College's Schaumburg campus and to authorize the Schaumburg Police to enforce any and all ordinances of the Village of Schaumburg and any and all laws of the State of Illinois on the College's campus when a Harper College Police Officer is unavailable.

NOW, THEREFORE, the Parties agree as follows concerning the relationship between the Schaumburg Police and the Harper College Police Department:

A. **HARPER COLLEGE SCHAUMBURG CAMPUS STAFF COVERAGE**

During the hours of 2300–0700 when HCPD is staffed by non-sworn Community Service Officers ("CSOs") at the main campus, the Schaumburg Police may respond, consistent with available resources and department policy, to requests for police assistance on the College's campus and determine the appropriate course of action in response to the underlying request. An appropriate course of action may include requesting that an HCPD Police Officer be assigned to address the underlying request. Nothing in this Agreement shall be construed to create a special duty or

expanded obligation to any individual member of the public, nor to limit the Village's immunities or defenses under the Illinois Local Governmental and Governmental Employees Tort Immunity Act (745 ILCS 10/1-101 et seq.) or other applicable law.

B. The Harper College Police Department (HCPD) will staff the Schaumburg Campus (HPC) with either a non-sworn Community Service Officer or a sworn police officer during hours of operation. Incidents that occur in or on the property of the Harper College HPC campus fall under the jurisdiction of the Harper College Police Department. When necessary, HCPD may request assistance from the Schaumburg Police Department. All parking, traffic, criminal matters, and calls for service will be handled by the Harper College Police Department.

C. **ENFORCEMENT OF STATE AND LOCAL LAW**

1. Harper College Police shall be the primary jurisdiction responsible for enforcing all State of Illinois traffic laws and all College ordinance parking violations. In the event a Harper College Police Officer is unavailable, Harper College Police Department may call upon the Schaumburg Police Department to assist.

    I. The Village shall have authority to establish, and to enforce through the issuance of traffic citations and any other means provided by law, such parking and traffic regulations applicable to said property to provide for the safe and efficient movement of traffic in and upon said property. Said regulations may include the regulation of speed of vehicles, reckless driving, stop signs, fire lanes, loading zones, handicap parking, prohibition, restriction, or limitation of the stopping, standing, or parking of vehicles in and upon said property and all laws established within the Schaumburg Code of Ordinances and Illinois Compiled Statutes. If the Village of Schaumburg establishes by ordinance maximum speed limits on any private street, that street shall be considered a "highway" for enforcement purposes. Notwithstanding the foregoing, the Village agrees that it will not impose any regulation without prior consultation with the Owner.

    II. The Village shall have the authority to provide for the removal and storage of vehicles which are in violation of any regulation duly established by the Village pursuant to this paragraph 1, and to provide for the payment of reasonable charges for such removal and storage by the owner or operator of any vehicle so removed, impounded or stored.

    III. The Village shall have authority to enforce any and all ordinances of the Village of Schaumburg and any and all laws of the State of Illinois on said property through the issuance of citations and any other lawful means.

D. **MISCELLANEOUS**

1. **Entire Agreement and Amendment.** This Agreement represents the complete understanding between the Parties with respect to the matters discussed herein and supersedes all prior oral or written agreements, understandings, and commitments concerning the subject matter of this Agreement. This Agreement shall not be amended, modified, altered, or changed except by mutual agreement confirmed in writing and duly executed by the Parties.

2. **Effective Date and Termination**. This Agreement is effective immediately upon execution by the authorized representatives of the Parties. Either Party may terminate this Agreement for any reason by providing at least thirty (30) days advance written notice.

3. **Notices**. All notices which are required or permitted to be given by either Party pursuant to any provisions of this Agreement shall be in writing.

The notice addresses of the Parties are as follows:

For Harper College Police Department:
Chief of Police
Harper College Police Department
Bldg. D, Room 281
1200 W. Algonquin Rd.
Palatine, IL 60067

For Schaumburg Police Department:
Chief of Police
Schaumburg Police Department
101 Schaumburg Road
Schaumburg, IL 60193

4. **Severability**. If any term or provision of this Agreement or the application thereof to any person or circumstances shall be held invalid or unenforceable, the remainder of this Agreement shall not be affected thereby, and each remaining term and provision hereof shall be deemed valid and enforceable to the fullest extent permitted by law.

5. **Choice of Law**. This Agreement is governed by and construed in accordance with the laws of the State of Illinois.

6. **Authorization**. Both Parties hereto acknowledge and represent that their respective governing boards have fully approved this Agreement.

7. **Indemnification.** To the fullest extent permitted by law, the Parties shall protect, indemnify, defend, save, and hold harmless the other Party, including its officers, individual board members, directors, officials, volunteers, employees and agents, from and against any and all claims, losses, liabilities, damages, obligations, penalties, causes of action, costs and expenses (including reasonable attorney and other professional fees), for which the other Party and for which its officers, individual board members, directors, officials, volunteers, employees and agents may become obligated by reason of any accident, bodily injury, death of person, or loss of or damage to tangible property, arising directly or indirectly in connection with, under, or as a result of this Agreement, but only to the extent caused in whole or in part by any negligent or willful act or omission of the indemnifying Party. The Party providing the indemnification shall be allowed to raise on behalf of the other Party any and all statutory and/or common law defenses to such claim or action which the other Party might have raised, including but not limited to any defense contained within the Illinois Local Governmental and Governmental Employees Tort Immunity Act, 745 ILCS 10/1-101 et seq., as amended. Harper College shall procure insurance to protect, save harmless and indemnify the Village and such insurance shall have policy limits of not less than five hundred thousand and no/100 dollars ($500,000.00).

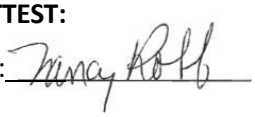
IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement as of the date set forth below.

BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT 512

By: 

Its: January 21, 2026

ATTEST:

By: 

VILLAGE OF SCHAUMBURG

By: _____

Its: _____

ATTEST:

By: _____

VILLAGE OF SCHAUMBURG

AGENDA ITEM SUMMARY

Police Department Strategic Plan Summary - Informational
03/12/26
Public Safety Committee

Presenter: Chief Bill Wolf
Lead Department: Police Department

Executive Summary:

In 2023, the Police Department created a strategic plan to ensure staff remains well-prepared to deliver the high level of service expected by the community. The plan was developed through collaboration with external stakeholders, village leaders, and both sworn and civilian personnel. It focuses on key areas such as recruiting and succession planning, enhancing core competency, training, promoting employee wellness, leveraging technology, and strengthening community outreach and engagement. To support the department's mission, vision, and values, the planning team established clear goals and objectives. The plan was officially implemented in January 2024. The second year of the plan has been completed and significant progress has been made. The attached memo details the progress on the plan.

Recommended Action:

ATTACHMENTS:
- Strategic_Plan_Update_Memo (2).docx

VILLAGE OF SCHAUMBURG
PROGRESS THROUGH THOUGHTFUL PLANNING

MEMORANDUM

Date: January 15, 2026

To: Brian Townsend, Village Manager

From: Bill Wolf, Chief of Police

Subject: Strategic Plan Update

For: Public Safety Committee

In 2023, the Police Department developed a strategic plan that will help to ensure police staff is prepared and able to provide the high level of service expected by the community. The plan was based on a collaboration between external customers, village leaders, and both sworn and civilian police personnel. Areas targeted included recruiting and succession planning, continued training of core competencies across the department, employee wellness, leveraging technology, and community outreach and engagement. As part of the strategic plan, the planning team developed goals and objectives that support the mission, vision and values of the department. The plan was implemented in January 2024.

Initiative 1: Improve the Recruiting, Hiring and Promotional Process

Collaboration with Board of Fire and Police Commission (BFPC)

Working with the BFPC and Human Resources, updates have been made to the hiring process. These updates include a list of lateral police candidates and exceptions to the bachelor's degree requirement for military, current police, and candidates with an associate degree in law enforcement. The police department now conducts the background investigation on the applicants and also sits on the interview panel with the BFPC.

Better alignment of new hires to coincide the end of field training with vacancies

Training Unit staff monitors possible civilian and sworn personnel for upcoming retirements and other departures. The department has been authorized to hire several new candidates before the academy start date to complete onboarding and other initial training so the recruit can go straight from the academy into the field training program. The department also has a certified officer hiring process that remains open in between academy start dates.

Enhance recruitment process

The department continued with our recruitment grant from the State of Illinois. Through the grant, the department was able to partner with a professional marketing and recruitment firm that specializes in the public sector. That firm created new photos, videos, recruitment material, and an electronic hiring campaign using social media and other online platforms. The grant funds were also used for a recruitment advertising campaign at Woodfield Mall. These efforts have resulted in significant increases in qualified candidates applying for positions.

Attract more candidates for the internal promotional process

Staff continued to develop a positive workplace culture that values teamwork, collaboration, and professional growth and encouraged members to pursue promotional opportunities. This year, we completed a promotional process for Lieutenant. There were 3 applicants for the process. Although it is the same number that applied for the Lieutenant process during the first year of this strategic plan, it is an increase in the number of applicants who took part in the process in the past. A survey was sent out to the officers to gain insight into how to attract more candidates to participate in the promotional process. One of the suggestions was to have the ability to shadow a Sergeant when staffing allows to get experience on the day-to-day role of a Sergeant. Staff is currently making plans to do this in 2026.

Initiative 2: Improve Department Training

Increase core competencies

Training staff continues in the development of establishing an in-house training committee made up of civilian and sworn personnel who will evaluate and identify training needs on an ongoing basis. This should be fully complete and operational in 2026.

Enhance reality-based training

The training staff has designed regular reality-based training scenarios for both recruiting and in-service training programs. The scenarios were utilized during in-service training in October 2025 and are also used for all recruits during the field training program.

Enhance the field training program

Field training officers have monthly meetings with the training unit and patrol supervisors to discuss the recruit's progression and ensure they are equipped to adapt to evolving public safety needs. Recruits are also assigned to specialty positions in traffic, quality of life, special operations and detectives to gain insight into those areas. The department added two new field training officers who began training new officers this year. Three officers have been added to the field training program since the inception of the strategic plan.

Initiative 3: Improve Employee Wellness

Enhance opportunities for employee fitness

In year 1, staff developed a team of department members to clean and evaluate the fitness room and equipment. Public Works provided a fresh coat of paint, and the Citizen Police Academy Alumni Association donated new workout equipment. The result was a more functional and inviting gym space with suitable equipment. In 2025, a whiteboard was added at employees' suggestion to track team/group progress and hold friendly competitions.

Encourage healthy employees and implement reasonable standards

In year 1, staff worked with the police command union during the contract negotiation process to include annual health screenings in their contract.

This year, 69% of the sworn officers successfully passed the annual voluntary fitness standards test, and over 70% of the department participated in the Village's annual wellness program.

Evaluate, identify, and implement mental wellness resources for the department

In year 1, with the assistance of a federal grant we were able to contract with wellness consultant/psychologist for officer wellness and a survey of officer needs was conducted. In 2025, we hosted two financial investment workshops for employees, one Wills for Hero's event that included spouses of employees, and one education seminar for employees and their families. We also added two sworn members to the Village's employee engagement committee.

The Wellness Coordinator and Police Psychologist attend roll calls monthly and regularly share information on wellness and mental health through email and flyers posted throughout the police department. We have updated our internal webpage with current resources and developed a relationship with the 100 Club for peer support.

Initiative 4: Leverage Technology and Improve Data Collection and Analysis

Enhance public safety through technology

In year 1, the Real Time Information Center (RTIC) center added 32 cameras for situational awareness in high traffic areas. In 2025, staff instituted a RTIC operator log to better track incidents, dates/times, and the types of work conducted by operators.

Staff developed and tested an online reporting system, where citizens have the option to submit reports related to credit card fraud, criminal damage to property, identity theft, lost property, retail theft, theft, and vandalism. The online reporting system went live to the public in January 2026.

In order to enhance situational awareness and operational efficiency, research was conducted on various vendors offering Drone as a First Responder (DFR) programs. Staff was able to identify BRINC as one of the leading solutions in the DFR field and was able to enter into an agreement with the company for a year-long test of their product starting in May 2026.

Improve data collection, communication, and collaboration

In year 1, the department enhanced its usage of the SLACK platform, which allows for real-time information sharing on crimes throughout the region. The department also made several enhancements to the Directed Patrol Assignment system that streamlined the process, made it more accessible to officers, and easier for supervisors to audit activity. In June of 2025, in cooperation with Northwest Central Dispatch, officers are now able to hear live 911 calls through their in-car computer as they come into the dispatch center. Hearing this first-hand information, sometimes even prior to being dispatched to the location provides excellent situational awareness to the officers and helps reduce officer response time to emergency calls.

Initiative 5: Improve the Quality of Life for Schaumburg Residents and Visitors

Establish new and updated programming

In year 1, staff evaluated the mobile crisis clinician program and converted the mobile crisis clinician position into a traditional social worker funded with opioid settlement funds. In 2025, all social services personnel assist with active calls in progress and mobile response. This involves a total of (5) social workers who assist with mobile crisis response. Mobile response calls are tracked by each provider following completion of the on-scene incident. The responding provider then will complete follow up and provision of services necessary to help address the situation. Since its inception 625 mobile crisis responses have taken place.

The Domestic Violence Response Team (DVRT) protocols were evaluated and updated. Four social workers are now assisting with court diversion and victim advocacy services. One detective is assigned domestic violence investigations and attends monthly DVRT meetings with social services and Quality of Life staff to review cases.

In order to improve outcomes related to mental health calls, staff worked to improve coordination with local hospital emergency rooms. This included social services staff holding open hours once a week related to substance abuse/mental health cases and distributing flyers offering different services.

Streamline Intradepartmental collaboration related to Quality of Life concerns

In year 1, staff developed TEAMS channels to effectively manage Quality of Life concerns, including repeat calls for service, domestic disputes, mental health related calls and other neighborhood concerns. Staff also created online notification forms for officers to complete when they encounter Quality of Life concerns that get routed to the TEAMS database. This continued to develop in 2025 and currently a Quality of Life officer and social worker are assigned as the cases come in and collaboratively work together in addressing the response.

Crisis Intervention Team (CIT) training has been established as a core competency for our personnel. The department received a grant that allowed us to send officers through CIT related courses, as well as courses on de-escalation, autism awareness, and critical incident stress management.

Initiative 6: Enhance Community Outreach Efforts

Improve community outreach and engagement

In year 1, staff worked with Village of Schaumburg Communications and Outreach Department to advertise the new family room at the police department that provides a safe, confidential space for adult residents to speak with village social workers, connect with resources or just socialize. In 2025, the new Community Oriented Policing Supervisor coordinated and enhanced our community outreach and engagement efforts. The Village of Schaumburg website was updated to reflect our current offerings of community outreach and engagement and also highlighted our services in the Cracker Barrel. We increased our business contacts through the Schaumburg Business Association and Meet Chicago Northwest and provided educational presentations for Active Response and Women's Personal Safety. Social services partnered with the Schaumburg library to offer drop-in services every other week at the library for residents that may not be comfortable going to the police department.

Some of the new and enhanced events included; having a presence at the weekly Farmer's Market, partnering with Columbia University on graduate projects, partnering with Old Navy during Public Safety Week, Halloween initiatives with District 54, Schaumburg Township and Woodfield Mall and taking part in "Paint the Town Blue" during Public Safety Week where 150 blue lights were distributed to residents and businesses.

Improve response to crimes involving seniors

A detective was assigned to specialize in crimes against seniors. The detective conducted presentations to educate seniors on financial crimes and other scams at the Schaumburg Public Library and other venues. Social services also offers drop-in services at the senior center once a month**.**

Initiative 7: Reduce Traffic Crashes and Improve the Response to Community Complaints

Create a system that tracks the correlation between traffic volume, speed, and crashes

Staff implemented a web-based solution called Urban SDK that constantly monitors traffic volume and speed averages throughout the Village. Staff is currently working on overlaying the information from Urban SDK with the locations of traffic crashes and citations to create a dashboard that effectively analyzes crash and enforcement trends and can be used by supervisors to direct enforcement efforts.

Improve the department's response to neighborhood speeding concerns

The speed camera devices have been implemented at three locations in residential areas with historically high numbers of speeding concerns. Speed warning citations are sent to violators. Habitual offenders have also been identified for follow up purposes by the traffic unit, and the data has been used to conduct targeted traffic enforcement. Results have shown a 25% reduction in speed violations in the areas where the cameras have been located.

Year 3 outlook:

Staff will continue to work to accomplish the goals and objectives of the strategic plan. Staff will continually monitor the progress of the strategic plan and make adjustments, when necessary, to remain aligned with the goals of the Village.

In year 3, staff will look to develop a cadet program, continue to enhance recruiting and wellness efforts, expand Crisis Intervention Team training and community outreach, evaluate the Drone as a First Responder Program and implement a department-wide training committee.

VILLAGE OF SCHAUMBURG

AGENDA ITEM SUMMARY

Police Department Wellness Program Update - Informational
03/12/26
Public Safety Committee

Presenter: Chief Bill Wolf
Lead Department: Police Department

Executive Summary:

In 2023, the Police Department received a federal grant to develop and implement a comprehensive employee wellness program. Based on employee survey feedback, wellness services were rolled out in late 2024 and throughout 2025, focusing on normalizing wellness as part of department culture and building trust among sworn and civilian staff.

The program utilized a shared model between a contracted police psychologist and a wellness coordinator, providing individual and group services such as counseling, roll-call training, stress management tools, peer and supervisor referrals, and critical incident support. Employee engagement and repeat utilization increased throughout 2025, indicating growing trust and proactive use of wellness resources.

Key initiatives included launching a digital wellness resource guide, expanding collaboration with the Village's Healthy U program to include all shifts, offering on-site wellness activities and financial education, hosting peer support and Critical Incident Stress Management (CISM) training, and supporting staff after major incidents. Community support was demonstrated through fundraising efforts toward a dedicated Wellness Room, along with morale-boosting activities such as employee appreciation events and comfort dog visits.

A follow-up wellness survey in 2025 showed measurable improvement in work-life balance, financial stress, and emotional well-being compared to 2023 results. Building on this foundation, 2026 program goals will be guided by employee feedback and structured around five wellness pillars: peer support/CISM, mental resilience, sleep and fatigue, physical readiness, and family/financial well-being. Planned efforts include expanded training, policy updates, increased peer support capacity, enhanced family involvement, and completion of a dedicated employee Wellness Room.

The grant that has funded the program expires in September 2026. Continued funding for the wellness program is included in the FY 2026/2027 budget. The proposed funding includes $79,200 for the contracted psychologist and wellness coordinator and $15,000 for wellness related classes and programs. The wellness related programming will focus on sworn staff, given the unique challenges of the profession. The employee assistance program, Healthy-U program, and other village offerings are well suited for all employees.

Recommended Action:

ATTACHMENTS:

- Officer_Wellness_Update_Memo.docx

VILLAGE OF SCHAUMBURG
PROGRESS THROUGH THOUGHTFUL PLANNING

Memorandum

To: Bill Wolf, Chief of Police

From: Brian Townsend, Village Manager

Date: January 29, 2026

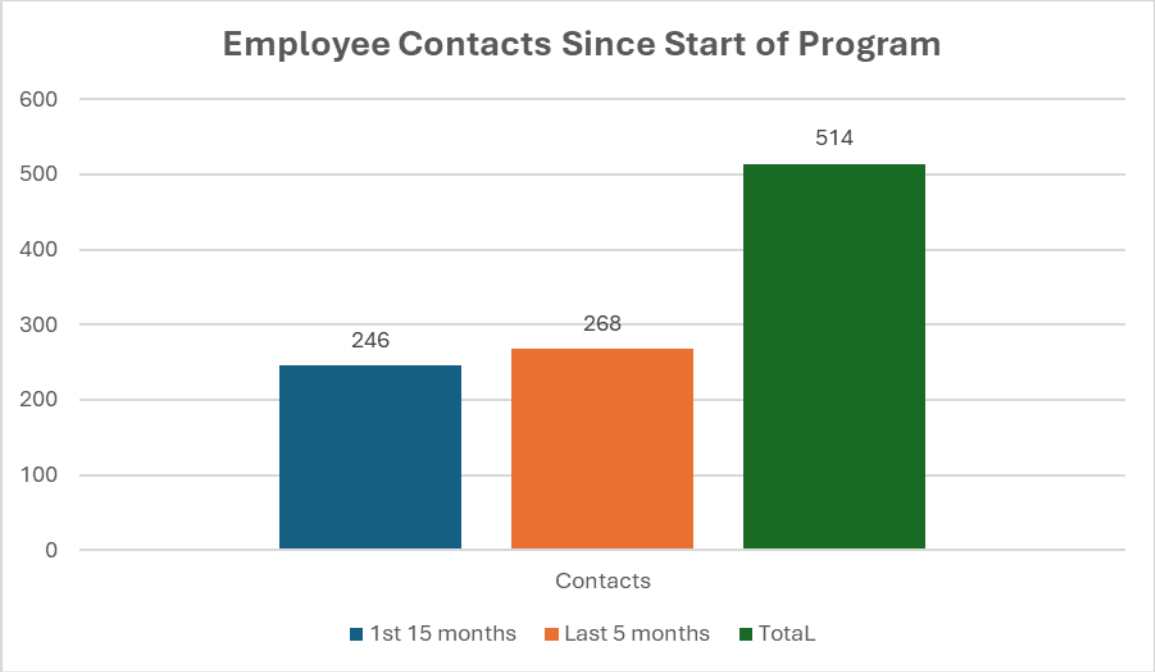
Subject: 2025 Wellness Program Summary

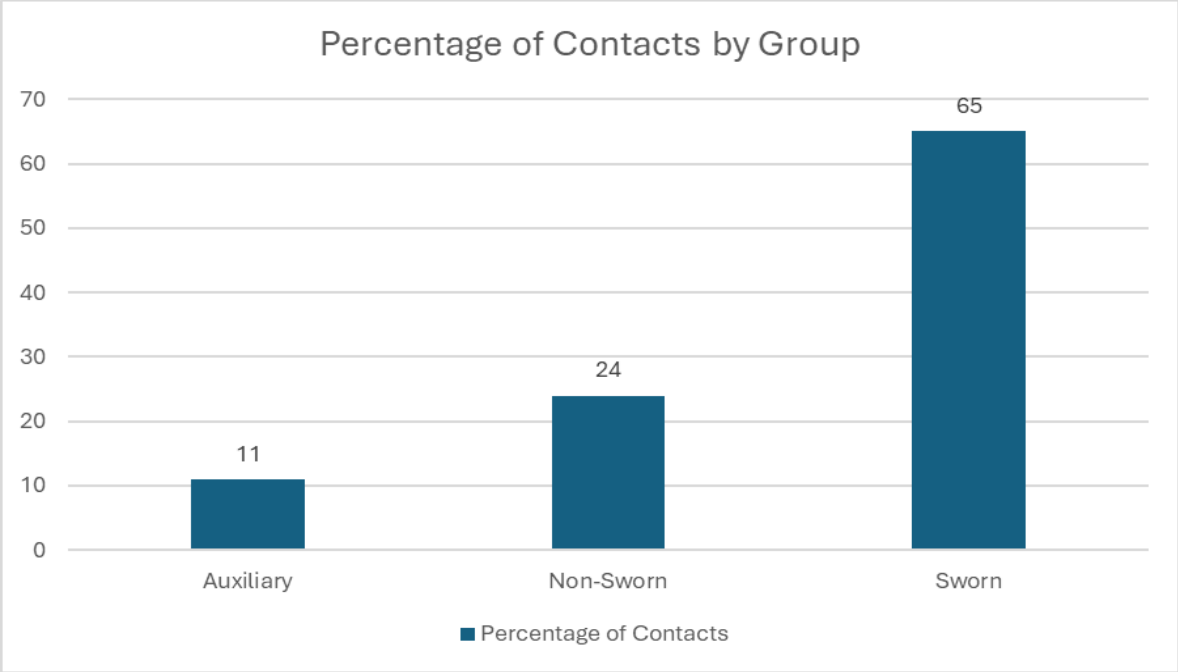
Re: Public Safety Update

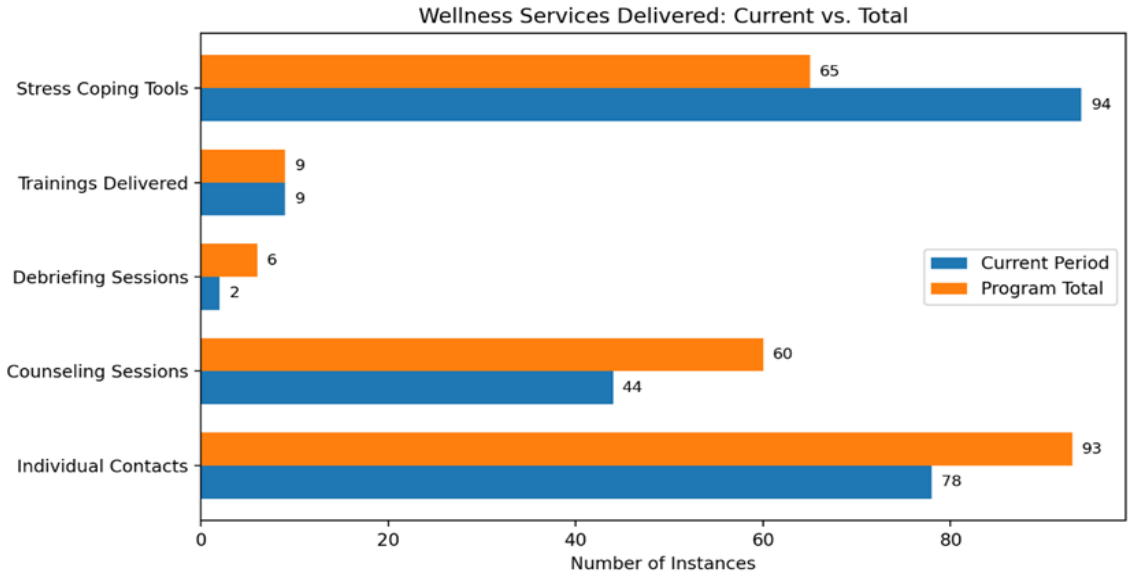
In 2023, the police department was awarded a federal grant to provide wellness related services and assist toward the development of a wellness program within Schaumburg Police Department. To tailor the program to meet our needs, a survey was completed by employees with programming offered thereafter.

The wellness team began by offering a range of services throughout late 2024 and 2025 providing both individual and group services. A strong focus was directed toward establishing relationships among staff and beginning to engrain wellness-related services as a norm within the organization. Initially there was some resistance and hesitation toward having a wellness coordinator and psychologist involved within the department, but this began to fade as relationships grew stronger and continued to gain momentum throughout 2025. Many engagements with sworn and civilian staff included counseling sessions, roll call training, tools for stress management and resource referrals. Staff engaged through a blend of scheduled and informal contacts throughout the police department focused on engaging in conversations, ride-alongs, peer and supervisor referrals, and participation in roll calls. These methods helped normalize wellness conversations and fostered trust among personnel.

Throughout this timeframe, wellness services were delivered through a shared model between the department's contracted police psychologist, and the wellness coordinator. Their work was complementary and reinforced the program's credibility and accessibility. The employee contacts for the psychologist and wellness coordinator also grew throughout the year, which helped to not only show that their credibility and trust with both civilian and sworn staff has grown, but also reflect a sustained pattern of contact. Many personnel engaged with the police psychologist and wellness coordinator more than once, allowing issues to be addressed proactively rather than only in response to a crisis. These interactions took place through informal conversations, roll call engagement, and scheduled meetings. This consistent availability helped normalize wellness conversations and reduced barriers for employees who may not otherwise seek formal support and resources.


Employee Contacts Since Start of Program
600
500
400
300
200
100
0
246
268
514
Contacts
1st 15 months
Last 5 months
TotaL


Percentage of Contacts by Group
70
60
50
40
30
20
10
0
11
24
65
Auxiliary
Non-Sworn
Sworn
Percentage of Contacts



As part of the initiative, the department created and launched a digital resource guide and updated Launchpad to include wellness resources and provider organizations vetted by the wellness coordinator that relate to wellness services. We also partnered with the Village's Healthy U program to coordinate services and increase collaboration relating to wellness. Initial focus was toward advocating for the expansion of programs offered through Healthy U to include personnel working evening and overnight shifts. This has resulted in most services being provided to all shifts with personnel from both evening and afternoon shifts being added into the Healthy U and Employee Engagement Committee.

On-site wellness opportunities provided to staff have included new Officer wellness orientation during in-service training, financial wellness education seminars both in person and on Zoom, Reiki Sessions, participation in the Village's 1% Weight Loss Challenge, access to on-site representatives with Mission Square, interactive team-building exercises during roll calls, and multiple activities and honors provided during National Police Week to recognize our staff members. Officers were also provided the opportunity for themselves and significant others to attend the Proud Police Families Conference held virtually at no cost to them.

Training relating to peer support and critical incident stress management (CISM) has been hosted at the department with additional training slated in 2026. The department also utilized CISM sessions after two major incidents that occurred, in order to provide support for the sworn and civilian personnel that were involved. Seven SPD members have received training with an additional eight slated to attend in future classes. Efforts in providing a unified peer support programs are ongoing with focus on both CISM and the "Power in Peers" training. Training throughout the year also included attendance at the Frontline Conference hosted by the 100 Club of Chicago and the International Chief's of Police Wellness Conference. Having established a foundation for this initiative, members are currently in the process of drafting a policy relating to CISM and updating the existing policy on peer support to reflect modernized, current practices.

During Septemberfest, an employee appreciation raffle was conducted across all shifts, ensuring that personnel working varying schedules had equal opportunity to participate. This initiative

allowed wellness staff to connect with personnel during a high-demand operational period, reinforcing the message of appreciation for all assignments and schedules.

Community involvement and commitment toward a dedicated wellness room further strengthened during this reporting period. A community fundraiser sponsored by multiple local businesses was held in support of creating a dedicated Wellness Room within the police department. This effort not only advanced a tangible wellness resource but also demonstrated meaningful community members support to encourage officer well-being. The development of a Wellness Room is a step toward embedding wellness into the physical environment of the department as well as the culture.

Throughout the holiday season, there were three visits by local comfort dogs providing opportunities for connection and wellness engagement with our Wellness Coordinator. These visits, while simple in nature, consistently generated positive morale during a stressful time of year with increased operational demands and personal stress.

Personnel completed a wellness survey in 2023 in which many officers reported struggles with work-life balance, financial stress, emotional well-being and resources to handle stress. A follow-up survey in 2025 showed significant improvement in these areas after the program's first full year was completed. Efforts to maintain this progress and continue offering evidence-based wellness initiates will meet the needs of officers and staff members.

Program goals for 2026 are based on the subsequent needs survey completed by employees in October 2025. Such feedback allows the wellness team to continue refining its approach based on staff feedback and priorities. The program will be structured using the five integrated pillars of overall wellness.

Pillar A - Peer Support and Critical Incident Stress Management (CISM)
Pillar B – Trauma, Resilience, and Mental Performance
Pillar C – Sleep, Shift Work, and Fatigue
Pillar D – Physical Readiness, Injury Prevention, and Nutrition
Pillar E – Family, Relations, Finance, and Addiction Risk

Current and projected projects:

- Expand the wellness curriculum for new sworn officers.
- Creating a private Facebook group for family and friends to engage in overall wellness and support.
- Finalize general orders relating to CISM and Peer Support.
- Strengthen employee recognition, training, and increase officer participation in the wellness initiative.
- Increase participation with Healthy-U to provide a broad range of services to all shifts.
- Provide additional peer support and CISM training to wellness initiative members.
- Creating an employee wellness room equipped with resources for overall employee wellness.
- Provide wellness related training and services to the families of officers.

The grant that has funded the program expires in September of 2026. Continued funding for the wellness program is included in the FY 2026/2027 budget. The proposed funding includes $79,200 for the contracted psychologist and wellness coordinator and $15,000 for wellness related classes and programs. The wellness related programming will focus on sworn staff, given the unique challenges of the profession. The employee assistance program, Healthy-U program, and other village offerings are well suited for all employees.

VILLAGE OF SCHAUMBURG

AGENDA ITEM SUMMARY

March 24, 2026
03/12/26
Public Safety Committee

Presenter:
Lead Department: General Government

Executive Summary:

Recommended Action: