





# Memorandum

TO: Kevin J. Jackson, Village Manager 

FROM: Shatonya Johnson, Chief Police 

FOR: Village President and Board of Trustees

DATE: May 7, 2024

SUBJECT: BerryDunn's Public Safety Strategic Plan

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## Purpose

The purpose of this memorandum is to present the Village Board with the Strategic Plan completed by the Police Department in coordination with BerryDunn.

## Background

In November 2021, the Village of Oak Park contracted with BerryDunn to conduct an operational assessment of the Oak Park Police Department (OPPD). The overall project included four specific areas in relation to the OPPD: (1) full management and operational assessment study, (2) audit of race equity issues (internal and external), (3) recommendations and research for alternative responses to traditional police services, and (4) presentation of successful measures to contribute to Fair and Impartial Policing (FIP) that have been accomplished in similar cities.

On November 14, 2022, Michele Weinzetl from BerryDunn Consulting presented an overview of its findings and recommendations to the Village Board for the operational assessment of the Oak Park Police Department.

The report included 42 recommendations grouped into five major themes for the Police Department:

- Staffing (including recruiting, hiring, and retention)
- Personnel development
- Policies and procedures
- Impartial policing and transparency
- Technology utilization
- Training

On April 24, 2024, the Village of Oak Park entered into a second agreement with BerryDunn to assist in executing the recommendations. BerryDunn's main deliverable for this project was the creation of a strategic plan. This plan includes three strategic themes for the Police Department that have been used to group recommendations from the initial study:

- Community Safety
- Staffing, Training and Personnel Development, and Operations
- Call for Service Response

Each theme has a desired "future state," goals that support achieving the future state, and objectives to achieve each goal. The plan will be used as a roadmap to guide the Police Department towards successfully implementing the recommendations and achieving its goals.

The Police Department is actively working to implement BerryDunn's recommendations. To date, 17 recommendations are complete or nearly complete. Currently, the department is waiting for a new Records Management System (RMS), one of the original recommendations set forth in BerryDunn's plan for improvement.

cc: Lisa Shelley, Deputy Village Manager  
Ahmad Zayyad, Deputy Village Manager  
Erin E. Baynes, Assistant to the Village Manager  
Christina M. Waters, Village Clerk  
All Department Directors