Introduction

MISSION STATEMENT

North East Multi-Regional Training, Inc. exists to provide its members high quality, cost effective training programs, and criminal justice related information and services with a strong emphasis on customer satisfaction.

VALUES: At North East Multi-Regional

- We will answer for our conduct and obligations. **Accountability**
- We recognize that what we do, or fail to do, affect the lives of others. **Accuracy**
- We will be committed to the creative process, to quality improvement and to the problem solving process. **Committed**
- We will be polite and gracious to all we have contact with, whether in person, on the telephone or through e-mails. **Courteous**
- We will be truthful in what we say, think and do. **Honesty**
- We will live up to NEMRT’s values. **Honor**
- We will do what is right, legally and morally. **Integrity**
- We will bear true faith and allegiance to the United States Constitution, the laws of Illinois, and our by-laws; we will be loyal to those with whom we work and to those for whom we work. **Loyalty**
- We will treat people as they should be treated. **Respect**
- We will put the welfare of the law enforcement profession, of our member departments, and of NEMRT before our own. **Service**
- We will make the best use of the local and state funds provided to us. **Thrifty**

VISION STATEMENT

The Vision of **North East Multi-Regional Training** is to positively impact our community by training criminal justice practitioners.

GOAL STATEMENT

**North East Multi-Regional Training’s** goal is to provide emphasis on the importance of the criminal justice profession and its dedication to the safety, freedom, and the quality of life citizens rely on by training full and part time professionals. Individuals are encouraged to enhance personal and professional skills while learning to cope with societies’ diverse behaviors and cultures. Through North East Multi-Regional Training course work, students are able to build upon their current job knowledge, skills, and techniques through quality instructors, relevant course content, and modern methodology.
North East Multi-Regional Training, Inc. is the preeminent provider of In-Service and Part-Time Basic law enforcement training for full and part-time officers in the state of Illinois. As an innovative not-for-profit institution, we are known for providing thoughtful, cost efficient training and consulting services to local, county, state, and federal law enforcement agencies.

NEMRT strives to be a leader in every aspect of the law enforcement training business by providing our members with the best instructors and the most up-to-date, relevant course content available. Additionally, we are determined to provide a level of service and customer satisfaction that is matched only by the professionalism and dedication of our member departments. Our strength lies in our organization’s core mission of designing and delivering a superior selection of professional, in-service training to the law enforcement, coroner, and correctional agencies that comprise our membership.

Highlights from 2019...

Back on January 30, 2002, our Board of Directors adopted a Comprehensive Plan, which allows NEMRT to...

1. Keep pace with changing member department needs, funding issues, and program priorities;
2. Understand our market and our place within that market;
3. Reduce internal and external uncertainties, increase stability within our membership, and;
4. Enhance the ability of our directors and staff to control resources critical to NEMRT’s survival.

The main goal of our Board of Directors and Staff is to ensure that this agency remains as responsive as possible through the varied initiatives spelled out in the plan. While the results of the planning survey utilized in this report reflect a high level of satisfaction with existing services, NEMRT is loath to lose the momentum built of past successes.

During fiscal year 2017, the direction for training took a new course with passage of the Police – Community Relations Act. This act was the first time that training for Illinois Police Officers became mandated. Officers now have to complete training in Law Update and Use of Force every year. On a three-year basis, officers in Illinois must complete training in the following areas: Civil Rights, Cultural Competency, Human Rights, Constitutional and Proper Use of Law Enforcement Authority and Procedural Justice.

In 2018, Sexual Assault was added to the mandate list for investigators and for line police officers. Detectives assigned to investigate sexual assault cases had to complete a 16-hour course on the new law by December 31st, 2018. A train the trainer program was created and held by the ILETSB in conjunction with the Illinois Attorney General’s Office. Detectives from around the state were selected to attend the training with the caveat they develop a 16-hour course and work with the MTU’s to train investigators throughout the state.
FY 19 ANNUAL REPORT

By the end of the Fiscal Year, many of the investigators had not been identified and as a result, NEMRT along with all the other MTU’s were late in getting curriculums and instructors approved so classes were late in getting started for FY 19. Toward the end of the Fiscal Year NEMRT had identified three instructor teams that began preparing to present during the first half of FY 19.

NEMRT also began working with these same teams to begin to develop the Trauma Informed Response to Sexual Assault, a 6-8-hour training program that all officers must complete by the end of 2019. Training through the On-Line Network at the Executive Institute should be available during FY 19 to help in the completion of this mandated training.

The On-Line Juvenile Specialist Skills program continued its success in FY 19. An agency is simply able to contact NEMRT and register for the course. NEMRT then assigns a password for each of their officers enrolled and they go to our website, log in and complete the course at their own pace. Once the officer completes the course, they register for a review session and exam. This allows officers time with an instructor for review and any questions before the required exam. In FY 19, 297 officers took advantage of the on-line version. NEMRT works in conjunction with PTI to offer this course to their basic recruits. In FY 19 NEMRT will begin to work with the Suburban Law Enforcement Academy to offer this course to their recruit classes also.

Using our current software package, Chiefs, Sheriffs and Training Officers are able to interact directly with NEMRT’s computer system rather than through the Registrar or other NEMRT personnel. Each of NEMRT’s three catalogs are placed on line and member agencies can register officers, follow training histories and change their personnel rosters. This results in a significant savings of staff time and effort for both the provider and end user of NEMRT’s training services.

During FY 19 our IT Manager, worked with Board staff to develop a protocol to download NEMRT’s training information directly into the LETM system used by the Board to track training for officers. A download of data occurs every week, which keeps training histories for our member agencies up to date and accurate both on ImPak and LETM.

NEMRT is also able to create reports on financial matters used to work with our outside accounting firm in creating monthly financial reports for staff and members of the Board. We can track soft match hours and look for trends in how classes are doing attendance wise and location wise throughout the MTU. The system also provides us with a complete financial breakdown, instructor contractual, travel and per-diem expenses, handout and training aids costs.

During FY 14 NEMRT added the capability of on-line access to all training certificates. Rather than mailing certificates to agencies upon the completion of training, an agency training officer or an individual officer is now able to go on-line and print out certificates for completed classes. This not only saves time but also the expense of postage to mailing certificates.

FY 19 Annual Report
As the statistics below reflect, NEMRT continues to be a leader in law enforcement training with training levels that are consistently the highest among the Mobile Team Units in the State of Illinois.

- NEMRT provided 15,710 certificate hours of training
- NEMRT provided 398,490 contact hours of training
- NEMRT provided training to 98,607 sworn personnel

In FY 19, training levels at NEMRT significantly increased as compared to the last two previous fiscal years. In FY 19 NEMRT provided 995 more hours of certified training than in FY 18, which related to an additional 90,536 contact hours during that same time. This increase is due to additional on-line and in-house training that NEMRT helps provide to its membership.

**Upcoming Objectives...**

- In FY 20 NEMRT will continue to work with our new software consultant to better utilize and upgrade the ImPAK and APAK systems to help streamline use for staff and our member departments.
- In FY 20, our IT Manager will be working with the software consultant to develop an instructor portal that can be used to download class rosters and give each instructor a historical view on not only upcoming classes but also classes a look at their prior activity. This will also allow instructors to update vital information if needed.
- In FY 20, staff will continue to evaluate new facilities to conduct training to move as many training classes to strategic sites throughout NEMRT’s geographic area to better serve our membership.
- NEMRT will be working throughout FY 20 to continue to upgrade the training history information available to Chief’s and Training Officers. The goal is to be able to note on individual’s records, their progress of meeting all training mandates along with giving Chief’s and Training Officers advance notification as to when an officer’s compliance to the mandates will expire.
- Finally, NEMRT will continue to work throughout the upcoming fiscal year with the ILETSB to develop an avenue to share training data as it relates to new levels of mandated training for police officers in Illinois through on-line outside vendors.
The ambitious projects mentioned above are the cornerstones of NEMRT's strategy to maintain a strong presence in the world of in-service police training.

Thomas M. Reasoner, Director
North East Multi-Regional Training, Inc.

Chief Frank Kaminski, Board President
North East Multi-Regional Training, Inc.
THE A.S.S.I.S.T. PROGRAM

The Illinois Law Enforcement Training Standards Board is mandated to monitor and coordinate law enforcement and corrections training within the state. As part of their mission, the ILETSB is responsible for the administration of the Illinois Intergovernmental Law Enforcement Officers In-Service Training Act (Public Act 82-674).

To meet the obligation of PA 82-674, the ILETSB created “A Statewide System for In-Service Training,” the Illinois ASSIST Program.

The ASSIST Program established sixteen Mobile Training Units throughout the state. Each training unit is designed to deliver decentralized in-service training to law enforcement and Sheriff’s agencies within a specific geographic area. Since 1983, the ILETSB has allocated a portion of the money collected through the Criminal Conviction and Traffic Surcharge to provide partial funding of the ASSIST program. Since that time, the ASSIST Program has become the most productive source of law enforcement training within Illinois.

NORTH EAST MULTI-REGIONAL TRAINING, INC.
MOBILE TEAM UNIT #3

North East Multi-Regional Training, an Illinois not-for-profit corporation governed by an Advisory Board of Directors, has been designated as Mobile Team Unit #3. The Advisory Board meets quarterly in open public meetings. Members of the Board receive no compensation for their time and effort. The Board is guided by a President who is elected from, and by, the Directors.

ADVISORY BOARD OFFICERS

President,
Chief Frank Kaminski
Park Ridge Police Department

1ST Vice President,
Chief Joel Brumlik
Winthrop Harbor Police Department

2nd Vice President,
Chief Elvia Williams
Richton Park Police Department

Secretary,
Chief Michael Kilbourne
Carpentersville Police Department

Treasurer,
Mr. Terry Hunt
Kane County Auditor

Immediate Past President,
Chief Clint Herdegen
Kendall County Sheriff’s Office
NEMRT COMMITTEES

The Board of Directors maintains one Executive Committee and four Standing Committees, each responsible for overseeing different facets of the corporation’s management. The Standing Committee Chairmen report directly to the Board President and fellow Directors offering their committees recommendations on specific issues. The full Board then decides the issues. These committees include:

The Executive Committee is composed of the Advisory Board Officers and Chairmen of the Standing Committees. Created by Advisory Board resolution and acting with the full authority of the Board, the committee considers matters that require immediate Board action or are of an emergency nature. The Committee Chairman is the same as the Board President.

The Training and Curriculum Committee is responsible for the development of NEMRT’s strategic training plan, development of new courses to support that plan, the revision of older courses, and the equitable delivery of training programs to member departments. Committee Chairman Chief Elvia Williams of the Richton Park Police Department assumed that committee in March of 2017 at our annual meeting.
The Finance and Audit Committee is directly responsible for the corporation’s Annual Budget and Grant Application, as well as the annual audit of the corporation’s financial internal controls, risk and accounting issues, and efficiency and compliance issues. The Committee Chairman is Chief Michael Kilbourne of the Carpentersville Police Department. He assumed that position with election to the Board of Directors at the March 2017 Annual Meeting.

The Personnel Committee reviews all significant personnel actions. It also provides invaluable advice to the Director on issues of staff additions, terminations, discipline, the administration of pay and fringe benefits, as well as the professional development of staff personnel. The Committee Chairman is Chief Joel Brumlik.

The Policy and By-Laws Committee is specifically responsible for the maintenance of the corporation’s by-laws. Additionally, this committee recommends broad policies to the Board for the more efficient and effective delivery of NEMRT programs and overall administration of the corporation. The Committee Chairman position was vacant during FY 19 and late in the fiscal year the Board was considering a consolidation of this committee with the Personnel Committee.

STAFF AND ORGANIZATION

Serving the Board and Committees is a staff of thirteen dedicated employees with expertise in non-profit management, law enforcement administration, operations management, and training and support services.

OFFICE OF THE DIRECTOR

The program responsibilities of this Office include:
- Advisory Board and Committee Liaison Program
- Executive Administration Program
- EEOC and Recruitment
- Financial Support Program
- Non-member Department Liaison Program
- Mobile Team Council and Information Exchange Program
- Police Subcommittee Liaison Program
- Police Chief/Sheriff Association Liaison Program
- Public Information and Education Program
- Public and Private Sector and Federal Law Enforcement Agencies Program
- Quality Improvement: Program
- Strategic and Business Planning Program
- University and Academic Institution Liaison Program

Tom Reasoner: Director: Tom provided 23 years of dedicated service to the Clarendon Hills Police Department, before joining NEMRT in September of 2003 as Deputy Director of Administration. His experience with Clarendon Hills included 7 years serving in various capacities including patrol officer, detective, juvenile officer and crime prevention before
taking over and serving 16 years as Chief of Police. In 2003 after retiring from Clarendon Hills Tom came to NEMRT as the Deputy Director of Administration. He served in that capacity until 2014 when he was moved to Deputy Director of Operations. Upon the retirement of long time Director Philip Brankin in June of 2016, Tom was appointed Director of NEMRT. Tom has a Bachelor of Arts degree in education and is a graduate of the FBI National Academy.

**ADMINISTRATIVE PERSONNEL**

The program responsibilities of these staff members include:

- Accounting Bookkeeping Program
- Administrative and Financial Records Management Program
- CALEA Accreditation Project Program
- Computerized Course Registration Program
- Local Area Network Maintenance Program
- Member Department Registration and Membership Fees Program
- Membership Services Program
- Personnel Management and Benefits Administration
- Risk Management Program
- Student Intern and Volunteer Coordinator Program
- Supplemental Grant Program
- Technical Advancements Program
- Vehicle Maintenance Program
- Audio/Video Training Aids Distribution Program
- Instructor Library/Information Services Program

**Joseph Schweihis, Information Technology Manager:** Joe began his career at NEMRT as coordinator of all student handout materials. In April of 1997, Joe obtained his certification as a Novell Network Administrator and was promoted to the newly created position of Network Administrator in July of 1998. Joe now has numerous certifications and deftly manages NEMRT’s extensive computer network, and web site. He received his Bachelor of Science Degree in Business Communications from DeVry University in February of 2004. For a six-month period during FY 11 and part of FY 12 Joe served on active military duty with the 85th Support Command located in Arlington Heights Illinois. **Joe was fittingly named NEMRT employee of the year in 2003, 2010 and again in 2016.**

**Mary Rose Poculis – Accounting Specialist:** Mary joined the NEMRT staff as the receptionist in August of 2004. Mary had previously served for 14 years with the Glen Ellyn Police Department as a community service officer and was a graduate of the first NEMRT PEP program. Prior to that Mary had also worked with the Wood Dale Police Department as an assistant to the Chief of Police. Mary came to NEMRT as the receptionist, was promoted the Training Coordinator in 2005 and then to Accounting Specialist in September of 2006. Mary
continues to take an active role in the Law Enforcement Torch Run benefiting Special Olympics Illinois, serving as a leg leader for Du Page County Law Enforcement and as a State Committee member. **Mary was named as the NEMRT employee of the year for 2006 and 2012.**

**April Morris, Basic Training Program Manager and Accreditation:** April joined the NEMRT staff in December of 2005 as an Administrative Assistant. April came to NEMRT after graduating with a BS degree in December of 2005 from Northern Illinois University. April was promoted to the Training Coordinator position in September of 2006 and served in that position until 2010. In January of 2010, April was again promoted, this time to Program Manager for Basic and In-Service Training. April now holds the title of Program Manager for Basic Training and CALEA Manager. **April was selected as the NEMRT Employee of the Year for 2008 and in 2015.**

**Therese Hancock – Registrar:** Terri started her employment with NEMRT on April 4th of 2016. Terri had been employed for the previous 10 years with the Naperville Area Humane Society as the Humane Education Manager. Terri is a graduate of Kaneland High School where she was a member of the National Honors Society. She has been recognized by the Naperville School Districts 203 and 204 for her work with programs for students on Humane Behavior. She was also a member of the Association of Professional Humane Educators. **Terri was named NEMRT employee of the year for 2017.**

**Sarah Cole, Librarian (Special Services):** Sarah has been with NEMRT since January of 1988 and holds the distinction of being the first Librarian ever hired by the ASSIST program. She is responsible for the maintenance and distribution of the materials and holdings of our Instructor’s Library, as well as our primary liaison with the national library community. Sarah assists in the development of courses and researches other issues in the furtherance of our training mission. She is a member of the Illinois Library and Special Library Associations and holds a Master’s Degree in Library Science from N.I.U. **Sarah was named the NEMRT Employee of the Year for 2001 and 2018.**

**Serina Rivera, Administrative Assistant:** Serina came on board in June of 2019 just at the end of the fiscal year. Serina graduated in May of 2019 from Aurora University with a degree in Criminal Justice,
OPERATIONS PERSONNEL

The program responsibilities of this division include:

- Basic Training for Part-Time Police Officers Program
- Course Evaluation and Curriculum Assessment Processes Program
- Distance Learning Curriculum and Course Development Program
- Firearms Training Simulator System Program
- ILETSB Course Re-Certification Program
- In-Service Course Delivery Program
- Instructor Evaluation and Standards Program
- Operational Records Maintenance Program
- Quarterly Training Schedule Program
- Quarterly Training Catalog Development
- Reproduction Services Program
- Training Aids Distribution Program
- Training Needs Analysis: Design, Distribution, and Analysis Program
- Global Scanning, Benchmarking, and Networking Program
- ILETSB New Course Certification Program
- In-House Course Delivery Program
- In-Service Curriculum and Course Development Program
- Marketing Services Program
- New Instructor Recruitment and Training Program

Chuck Ghiloni, Deputy Director: Chuck provided 34 years of dedicated service to the Norridge Police Department, before joining NEMRT in September of 2014, as Deputy Director of Administration. His experience with the Norridge Police Department included 12 years as Sergeant, 10 years as Assistant Chief and 8 years as Chief of Police. Chuck has a Master’s Degree in Criminal and Social Justice from Lewis University. Chuck is a graduate of Northwestern University Center for Public Safety School of Police Staff and Command and the Executive Management Program. Chuck moved to the Operations Division at the beginning of FY 17.

Andy Nelson, Publications Manager: Andy joined NEMRT staff on a part-time basis in July of 1992 after graduation from NIU with a B.A. in English. Moving to full-time in October of 1992, Andy became responsible for the layout of the Training Course Catalog and the Video Catalog. He also works very closely with our adjunct faculty to maintain course outlines and master handout files. Andy received a M.A. from NIU in 1999 and has completed course work toward a Ph.D., in English. A long distance runner, Andy has competed in the Chicago Marathon, the Boston Marathon, and the Hops/Tampa Marathon. Andy was selected as the NEMRT employee of the year for 2014.
Melinda Ray, Program Manager - Scheduling: Melinda joined the NEMRT staff in March of 2007 as the new receptionist. Melinda came to NEMRT from School District 99 where she served as a clerk for administrators of Wilson Elementary School. Melinda described herself as a quick learner, which proved to be very true as she took over the duties of the receptionist position. Melinda was promoted to the vacant registrar position in June of 2007 replacing the registrar who had resigned to pursue a new career. In January of 2016 Melinda was promoted to Program Manager in charge of Scheduling. Melinda was named NEMRT employee of the year for 2009.

Michele Bou-Sliman, Program Manager for Special Projects: Michele joined the staff of NEMRT in September of 2001 as an Administrative Assistant to the Research and Development Division. Michele brings with her 13 years of experience in the records divisions of the Glen Ellyn and Warrenville Police Departments. Additionally, Michele has worked as an Administrative Assistant for a private security company, which specialized in undercover operations, executive protection, and contract guard forces. Michele was named acting Program Manager for Special Projects upon the retirement of Joseph Santercier, and was promoted to that position on 08/06/2015. Michele was named the NEMRT Employee of the Year for 2004 and 2013.

Michael Schoenfeld, Training Coordinator: Michael joined the NEMRT staff in October of 2007. Michael came from a previous employer where he used and developed his skills in general office operations. Before that time, he has served as an Assistant Manager in a small hardware business. In December of 2009, Michael was promoted to fill the vacant position of In-Service Training Coordinator. During the majority of the FY 11 fiscal year Michael served a dual role with NEMRT, not only filling his commitments as the Training Coordinator but also serving as the Receptionist during Marty Schaefer’s absence while serving on active military duty. Michael was selected as the NEMRT Employee of the Year for 2011.

Marty Schaefer, Program Manager for Curriculum and Certification: Marty joined our staff in April of 2002 as the Basic Training Program Manager with responsibility for the conduct of the P.E.P. and S.T.T.A.R programs for part-time police officers. Marty moved to the position of receptionist in December of 2009. In 2011, Marty was promoted to the newly created Training Coordinator position and again was promoted in August of 2017 to Program Manager for Curriculum. Marty spent 19 years of Military Service with both active and reserve duty time. He served two tours of duty with Coalition Forces in Iraq and received notice in June in 2009 of a third deployment to active duty in Afghanistan. Marty was again deployed for his 4th tour overseas to Afghanistan returning to work in January of 2013. Marty retired from the Army Reserves in 2018.
TRAINING HIGHLIGHTS:  
ACCOMPLISHED PROGRAMS AND GOALS FROM FY 19

Introduction:

North East Multi-Regional Training, as Illinois leader in law enforcement in-service training, has been long aware that our continued existence and success are based not upon the quantity of training services we deliver; rather, they are based upon the quality of services we deliver. With the mandates now required in Training, NEMRT took a different focus late in FY 17 that carried over into FY 19. We began to focus some of our effort in working with member departments to create in-house programs in conjunction with the mandates of the Police and Community Relations Act. With our assistance, we helped develop certified programs with agencies using their own personnel as instructors to assist in helping them meet mandates. We were successful in helping develop 73 courses for 36 different departments.

We also provided certification and tracking for the monthly lessons for those departments using PLI (Police Law Institute) and Court Smart. Once certified by the Board NEMRT receives a monthly download of all officers who completed the lesson and add that information to training histories. Once that is done, this information is forwarded to the Board with our weekly updates.

As was stated in last year’s objectives, NEMRT replaced the two MEGGITT firearms simulation-training systems and acquired a third. Staff work very hard and continues to work hard to run instructor refresher courses along with new instructor course to train in the new systems. The three systems are in the field every week at one location or another thus providing more training for our membership in the area of simulated firearms training.

In addition to providing PTI with our on-line Juvenile Specialist Skills program for recruits, we were able to add to and provide this training to the Suburban Law Enforcement Academy for their recruit classes. Agencies who send recruits no longer have to wait to send officers to the 40 Hr. Juvenile Specialist skills class once they are out of the academy and back at their respective agencies. They simply take the class at their own pace while at the academy and then spend a 4 hr. review session with an instructor and take the exam. NEMRT has also collaborated with MTU’s 1 & 2 and ran this course with them twice during FY 19.

All Accreditation Standards from CALEA were maintained:

On April 2nd, 2018, NEMRT began the assessment process to gain reaccreditation from The Commission on Accreditation for Law Enforcement Agencies (CALEA) for the sixth time. Two assessors spent 3 days at NEMRT headquarters as part of the reaccreditation assessment process. This was NEMRT’s 3rd onsite for reaccreditation under the 2nd edition standards. The prior three reaccreditation processes were completed under the first edition standards.

The second edition standards are broken down into nine chapters consisting of 159 standards. In Summary for this on-site NEMRT complied with 127 Mandatory Standards, 23
Other-Than Mandatory with three elected 20%, and 6 Standards were deemed non-applicable by function. For the second straight on-site, there were no file maintenance issues and no files returned for non-compliance. The Team Leader stated, “All of this information confirms that the academy is accomplishing its mission statement to provide its members high quality, cost effective training programs, and criminal justice related information and services with a strong emphasis on customer satisfaction.”

The final part of the process saw the assessors going out to some NEMRT training sites to view the facilities that are used. This also gave the assessors the opportunity to talk with instructors and students and get their general feedback on NEMRT. A hearing in front of the commission took place in Grand Rapids Michigan in July 2018, where full reaccreditation was granted to NEMRT.

April Morris who had been appointed as the accreditation manager competed on-line training to take over this very important position with our organization. She did an excellent job during the assessment process, having no files returned and no applied discretions to any files. During FY 19, Ms. Morris began the process of converting the entire CALEA training academy standards into the POWER DMS program now used to CALEA, in anticipation of our first annual review sometime in early FY 20.

**NEMRT's Electronic and Web Based Initiatives:**

The Web Based Academy, formally known as the STARR program designed by the ILETSB was upgraded in 2007 from a video to a web-based format, this method allows for some flexibility in time and/or place constraints normally encountered in traditional, on-campus classes but require a workstation to be set up for student use. The blocks of instruction are now easily updated.

During FY 17, the Web Based Academy was suspended while the ILETSB upgraded the curriculum from 400 hours to the 560-hour basic recruit academy curriculum. Much to the displeasure of our members who use part time officers. The 560-hour curriculum became available to the MTU’s in late December 2017. All MTU’s who chose to take on the new curriculum were encouraged to start a class in January of FY 19. NEMRT chose to start the class in March due to a few logistical problems and the first class is due to graduate in December of 2018.

North East Multi-Regional Training, Inc., staff work in conjunction with ILETSB to insure that the design of instruction of Distance Learning programs for local law enforcement officers, corrections officers and coroner’s staffs promote and protect the health, safety and welfare of the citizens of our member department communities and all citizens of the state of Illinois.

During FY 19, North East Multi-Regional Training continued the number and availability of electronic services available to our membership through our web site: **www.NEMRT.com.**

The web site insures that any information our member department chiefs and training officers need to know about NEMRT or our programming is available at the click of a mouse.
Within our web page, they can find everything traditionally available in our course catalogs, and more, including:

- course descriptions for each program
- state mandates covered in each class
- course dates & locations
- host site directions
- pre-registration and cancellation forms
- topical and alphabetical course listings
- an internal search engine for training topics, which was improved in FY 17
- videotape descriptions & listings
- membership information
- consulting services
- links to other law enforcement sites.
- bonus training section for classes NEMRT adds throughout the year
- section for member departments to post job openings
- e-mail access to each staff member

**On-Line Registration Remained Strong!**

During FY 19, we continued to see the positive results of our on-line registration with over 328 agencies utilizing our online registration system. More than 29,279 or 90% of our students have been registered for classes on-line! We are currently working on implementing customized reports into the system for agencies to generate.

**On-Line Training Needs Survey and Analysis:**

During FY 06, staff at North East Multi-Regional Training worked with e-learning experts to make our Training Needs Survey and Analysis available to our member departments on-line. The FY 07 Training Needs Analysis, conducted in the Autumn of FY 06, was the first to be conducted on line and remained on line throughout FY 19.

By putting the Training Needs on-line, we have realized these distinct advantages:

- Reduced overall cost. By putting the survey on-line despite its high front-end cost, will eliminate many of the annual costs associated with purchasing of special SCANTRON forms, printing, mailing, processing and reviewing the forms. We will save considerable amount in staff salaries, too. The statistical analysis and review of the survey results have been automated no longer require extensive staff time and effort.
- Processing time was reduced. By putting the survey on line, we significantly reduced the total processing time per department.
- *On-demand availability* enabled our chiefs, commanders and training officers to complete the training survey conveniently at off-hours or from home.
- This will make departments more willing to complete the survey, increasing the accuracy of the survey results.
- Proof of completion and certification, essential elements of training initiatives, was automated.
Annual Report of the NEMRT Instructors Library
FY 2019:

Events and Highlights of Fiscal Year 2019:

- Added 122 new titles to the book collection: both print and audiobooks.
- Linked 75 new titles to the Online Computer Library Center (OCLC), available to worldwide users through its WorldCat.org web interface. Twelve books were new to OCLC.
- Reached over 1550 followers on Twitter, as @NEMRTLibrary.
- Support over 500 police officers and managers through the Local Police News e-mail list, and the library update e-mail lists.
- Received donations from instructors, including Ken Jones, Paul Carroll, James Houlihan, and Keith Killacky.

Fiscal Year 2019 Statistics:

- 19 video viewer rosters returned.
- 187 total reported viewers of the NEMRT’s video collection.
- 145 videos circulated.
- 10 new video titles added to the video collection.
- 206 Books circulated, to NEMRT instructors, local police officers, criminal justice students, and academic institutions.
- 1730 book titles listed in OCLC WorldCat.
- 100 Reading lists now appear on the NEMRT Instructors Library Reading List page (www.tinyurl.com/nemrtbooklists), including one of recently added books, titles appearing on local promotion exam reading lists, and a list of works essential to a law enforcement library.

Services the NEMRT Library provides to North East Multi-Regional Training’s member departments:

- Print publications: Over 7600 book titles, including new releases, classic resources, and audiobooks, all pertaining to law enforcement, searchable through the Online Computer Library Center’s (OCLC) public access database WorldCat.org (at www.worldcat.org), or through a simple call to the NEMRT Library.
- 616 videos in DVD format, for in-house, roll call, classroom, or citizen academy training. PDF files of the catalog and indexes are available on the NEMRT homepage: www.NEMRT.com.
- Journal subscriptions: the NEMRT Library subscribes to over 21 enforcement-related periodicals, and has numerous issues of other publications available for use.
• Access to the NCJRS Abstracts Database, available for personal searching at www.ncjrs.gov (select “Library Abstracts” from the page’s toolbar); and the Criminal Justice Periodical Index as an online subscription.
• Custom research assistance.
• Topical Reading Lists: visit www.tinyurl.com/NEMRTbooklists.
• The NEMRT Instructors Library is a current member of the RAILS System, one of Illinois’ regional library cooperatives.

Plans for the coming fiscal year include:

• Maintenance of the Directory of Illinois Law Enforcement Associations.
• A gradual replacement of VHS videos with DVD versions.
• A page of the NEMRT website for the library and its services, including a link to the NCJRS Abstracts database, the ProQuest Database (Criminal Justice Periodical Index Online) and Worldcat.Org.
• Continual updating of an online list of books appearing on promotions exam reading lists, and of titles, local police managers consider important for their successors.
• Adding more reading lists, submitted by NEMRT instructors, to the NEMRT Booklist list.

On June 30, parts of North Aurora experienced extended power failures due to a short but violent storm. It gives one a fresh perspective on modern life when one has to do without lights, or air conditioning, or computers, or lights, or telephones, or… or lights for a day. We are remarkably dependent on the connectivity an accessible power source provides. As it turns out, the only activity I could engage in was reading a hardcopy book. It was both an informative, and reassuring, experience. Though the power grid and the internet may fail, real books will still work!

Many public libraries have been adding downloadable eBooks to their collections, to varying levels of success with their users. After that experience on the penultimate day of the fiscal year, the NEMRT Library has had its opinion confirmed that investing in durable hardcopy materials is the most cost-effective use of member department’s investment in NEMRT.

The NEMRT Library’s collection includes books, magazines, reports, and indexes. It combines a broad range of subject areas – for the modern police officer needs to know something about nearly everything – with personalized service in selecting materials best suited to satisfy your professional needs and curiosity. The NEMRT Library is an essential part of North East Multi-Regional Training’s excellence.

Over the past year, the NEMRT Library has acquired books recommended by instructors, experts, and other notable figures in both law enforcement training and human behavior analysis, as well as items requested by local police officers. Over 120 books and reports were added to the collection in FY 19. Most of these were new publications, or works frequently referred to by law enforcement administration. They are available to both law enforcement officers in the Mobile Team unit’s region, and police throughout the country, via interlibrary
loan. The NEMRT Library participates in OCLC’s WorldShare system for loaning materials to other libraries throughout the country. In FY 19, the NEMRT Library was able to assist libraries outside of Illinois over 35 times to provide materials to their users that they did not have. Illinois officers borrowed 180 books. The library’s online book lists, which now number over 100, allow officers and criminal justice students from around the world, to identify items appropriate to their needs. Those lists also allow them to see both the titles the NEMRT Library owns, and those available through their own local library. Of course, many of the NEMRT Library’s books are works that few other libraries own, so the need for its collection to other libraries in the system is particularly important. In fact, one of the Library’s booklists is of books considered core works for any criminal justice collection. Over 450 Worldcat users have viewed this list of these essential materials for a Police library.

The NEMRT Library helps officers expand their knowledge in other ways, too. Its daily email announcement, Local Police News, keeps recipients alert to issues that affect their work. The library’s social media presence on Twitter informs viewers daily of important news and information.

The NEMRT Library added ten new titles to its video collection, as well as several DVD versions to replace popular VHS titles. Therefore, the DVD collection is growing. Thanks to Det. Paul Carroll (ret.), who provided the library with a DVD/VHS video recorder, this task may become easier. As with books, agency recommendations, and state mandates, are a major influence on which programs the Library purchases. Some of the most popular new DVDs feature training on dealing with ambushes, and practicing de-escalation techniques.

As for future library development, plans have been discussed to have a separate page on the NEMRT website for library services. This site, when it becomes available, is expected to include the downloadable PDF files for the video catalog, links to WorldCat.org, and the library’s online book lists of special interest, several helpful research databases, and explanations of the NEMRT Library’s essential services. This resource will make the NEMRT Library’s services even more accessible to more law enforcement officers in the Chicago area. Thanks to assured financing for the current fiscal year, the Library expects to make progress in expanding and developing its collection.

So, come sunshine or storm, power success or power failure, the North East Multi-Regional Training Instructors Library is ready to help the information and self-education needs of law enforcement instructors and personnel in the Chicago area, and across the country. We appreciate each opportunity to serve member agencies and instructors. We are also open to suggestions for resources you would like to use. Please contact the NEMRT library with your recommendations, by telephone or e-mail (sarah@nemrt.com) or in person. Visitors as always welcome. We look forward to hearing from you soon.

The Goals of the FY 19 Training Plan:

The staff at North East Multi-Regional Training, working hand in hand with the members of our Training and Curriculum Committee, continued to develop training plans that will incorporate all we have ourselves learned about effective training. For FY 19, this training plan
structure was a foundation for the future of our training efforts. It was the basis for our business plan and overall strategic plan. The FY 19 Training Plan included an in-depth analysis and understanding of the geographic structure and population of officers to be served and potential new member partnerships.

During FY 19 North East Multi-Regional Training provided a wide array of training activities for both member and non-member departments within the Metropolitan Chicago area. Our emphasis, however, remained strongly on serving our member departments. Our 335 member departments employ approximately 9,600 full time officers of all ranks and an additional estimated 885 part-time officers, auxiliary officers and civilian personnel. Our goal is always to serve our students as professionals who wish to further their education by learning more about their fields. We took into consideration the department’s size, number of full and part-time sworn and civilian personnel, and the responses from our Training Needs Analysis. Training classes were then scheduled and placed accordingly.

With the passage of the Community and Police Relations Act, which set forth mandated training requirements of Use of Force and Law Update Training annually and training every 3 years in Civil Rights, Cultural Competency, Human Rights, Constitutional and Proper Use of Law Enforcement Authority and Procedural Justice. Knowing that providing training for every officer of our member departments, NEMRT worked in establishing mandated in-house training where member agencies could submit proper instructor applications with course outlines and syllabus for training within their own departments to cover the mandates.

These applications and course information have all been submitted to ILETSB for certification. Once certified the agencies would inform NEMRT of class dates so we could provide the necessary registration and evaluation forms. Once run, these classes were sent back to NEMRT and classes were processed documenting the mandates into the officer’s training records. Towards the end of FY 19, we had processed approximately 60 classes for 24 member departments in an effort to assist our membership to get the mandated training for all of their officers.
NEMRT's Training Levels in FY 19:

NEMRT provided 15,710 hours of training for our member and non-member agencies. Further, we trained 98,607 police personnel totaling 398,409 contact man-hours of training. These figures are significantly higher when compared with the training levels of FY 17. This is in part, as we started providing training credit for PLI and CourtSmart training in FY 18. In addition to the classroom training, 34 video viewing rosters were submitted for 241 officers viewing tapes from the NEMRT library.

The following graph depicts the comparisons in personnel trained between FY 17, FY 18 and FY 19.
The following graph depicts the comparisons in Hours of Training provided between FY 17, FY 18 and FY 19.

The following graph depicts the comparisons in Man-hours between FY 16, FY 17 and FY 19.
PLANS AND PROPOSALS FOR FY 20:

On-Line Registration will continue to grow and improve!

As we move into FY 20, we are very pleased with the response to our on-line registration. It is an overwhelming success! During FY 19, we had more than 240 agencies make use of the on-line registration system. There were 25,383 students registered for classes during FY 19 of which 22,571 or 89% registered online. That number includes students who registered for classes and were placed on wait lists, or for classes that due to some circumstance had to be canceled. With the continuing support of the ILETSB and our Board, we will continue to improve a program that permits our departments to update their departmental rosters and view current billing information.

Web Based initiative:

In addition to our upgraded on-line registration system, FY 19 continued to provide instant on-line confirmation notices to training officers as they register students for classes. At the time, the student information is input into the computer the training officer will know that the student either is enrolled in the class or is on a waiting list. If indeed, an opening would occur in the class and when a student is moved from the waiting list, an e-mail confirmation will be sent to the training officer about the enrollment.

In FY 19 NEMRT will be initializing a class-by-class email notification for students and instructors if there are any charges to a class. This will include cancellation, change of a venue, weather related instances where a class may have to delay a start time or anything particular to that class. This will be accomplished through our website registration system.

In an effort to eliminate the need to send fax alerts to all member administrators, e-mail notifications are now sent using the web. All committee and board of director meeting notifications are sent via this process along with any updated news of things that concern NEMRT members. Chief’s, Sheriff’s and training officers receive notification on students who fail to show up for classes for which they have been registered.

Operating Budget Changes including an Estimate of Cost for Training:

The staff at North East Multi Regional Training has spent a considerable amount of time in preparing our modified program budget structure so that the results of our individual efforts are all linked harmoniously with the requirements of our mission as a Mobile Team Unit. We have written specific goals that accurately describe the long term, continuing importance of our projects and the strategic results we are striving for; and, we have jointly written attainable, specific, and measurable training year objectives consistent with our organizational goals and programs. Our program structure reflects our commitment to excellence and to a progressive 4-5-year agenda of Mobile Team Unit activity.
Operational Budget Summary FY 19

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Operating Budget Changes including an Estimate of Revenue:

Our Grant Application and Budget include the following Operational Revenue Sources for the FY 19 Training Year:

![Operational Revenue Sources](image)

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<td>Other (Interest, sale of assets, other grants)</td>
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### INTERGOVERNMENTAL COOPERATION AGREEMENTS: Member Departments:

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Libertyville Police Department
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Mount Prospect Police Department

Lincolnshire Police Department
Mc Henry County State's Attorney
Mundelein Park District Police Department

Lincolnwood Police Department
Mc Lean County Coroner
Mundelein Police Department

Lindenhurst Police Department
McCook Police Department

Lisle Police Department
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Naperville Park District Police Department

Little Company of Mary Hospital
Security Services
McHenry Police Department
Naperville Police Department

Lockport Police Department
Medinah Park District Police Department
New Lenox Fire Department

Lombard Police Department
Melrose Park Police Department
Niles Police Department

Loyola University Police Department
Merrionette Park Police Department
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Gottlieb Memorial Hospital Dept. of
Public Safety
Metra Police Department
Norfolk Southern Railroad Police Department

Lynwood Police Department
Midlothian Police Department
Norridge Police Department

Lyons Police Department
Midwestern University
North Aurora Police Department

Manhattan Police Department
Minooka Police Department
North Central College Public Safety

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Momence Police Department
North Chicago Police Department

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North Riverside Police Department

Marengo Police Department
Montgomery Police Department
Northbrook Police Department

Markham Police Department
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Northeastern University Police Department

Matteson Police Department

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