



ILEAS Issues Document

Governing Board Meeting

July 23, 2020

State FY21 Preparedness and Response Grant (PAR)

ITTF has approved and IEMA has issued ILEAS a portion of the \$5 million State FY21 PAR grant. ILEAS received:

Line Item	Amount	Comment
Operational	\$60,000	Provides funding for ILEAS staff to respond to actual operational events and the SEOC that cannot be paid by Federal grants
MFF Trucks	\$127,000	There are nine Mobile Field Force trucks that are 10-15 years old. In the last two PAR grants ILEAS has purchased three each year. These are the last three for replacement.
MFF Protective Gear	\$50,000	This equipment is not allowed pursuant to Federal grants. This line item funds replacements and maintenance of the Mobile Field Force protective gear.
Lion Suits	\$201,000	This is the most modern HAZMAT uniform available for the Special Response Teams. This is a multi-year replacement process.
Bearcat	\$325,000	See discussion below.
SCBA Bottles	\$146,000	Again, a multi-year capital replacement project.
Chem and Less Lethal Gear	\$60,000	Not allowable under the Federal grants. Recent events show how important it is to be ready with regard to less lethal and chemical agents.
Total PAR	\$969,000	

Requested Board Action

Staff requests that the Board authorizes staff to accept the State FY21 PAR grants and to formally add it to the ILEAS budget.

Line of Credit Expansion

As the Board is aware, ILEAS has had a \$250,000 line of credit for the last few years. Access to the line of credit is limited to authorization by one person from each group below (for a total of two):

1. Executive Director or Finance Manager
2. ILEAS President or Treasurer

ILEAS created the Line of Credit in the first place to:

- Establish a good credit rating as we always pay off the loan amount when reimbursed by the State
- Preserve cash flow for major purchases due to the State's inability to quickly process reimbursements

With the increase in State Preparedness and Response grant funds available to ILEAS. The cash flow situation has worsened. Because of the recent purchase of two Bearcats, ILEAS will have to come up with \$700,000 at one time to take physical possession of them. There is a grant Catch-22:

1. We cannot have the Bearcats in our possession until we pay the vendor approximately \$700,000
2. Federal & State Grant Rules prohibit us from submitting an invoice for reimbursement to the State until we have the Bearcats in our possession

The Bearcats are being paid with Federal Funds. Those funds are generally processed in about 60-90 day. State PAR reimbursements take no less than 6 months to process. In the meantime, ILEAS must have cash flow. The Line of Credit assists with that.

ILEAS' primary bank is currently finalizing on the details of the line of credit expansion. Their legal department is currently working on the final verbiage of the loan structure. The loan is approved by PNC as per Dustin Knuth of PNC, at a rate of 3% plus the one month LIBOR rate (there is a floor to this rate of .75%). The structure of the Line of Credit will be a non- revolving Line of Credit, which means that PNC will give us a line of credit for the amount of the invoice of the bearcats, on top of the current \$250,000 existing Line of Credit. Once we are able to pay back the bank with the Federal Funds received for the bearcat purchase, the Line of Credit will be reduced to the current \$250,000 amount. As we are paying for bearcats in FY 2021, we will be able to increase our Line of Credit to the amount of the bearcat invoices. This structure of the Line of Credit will remain until August, 2021.

Requested Board Action

Staff requests that the Board authorize the expansion of the Line of Credit from \$250,000 to the arrangements as described above.

Financial Policies

As per Federal Grant guidance for Federal Awards, ILEAS is required to document internal controls for any area of compliance that is applicable for federal programs. These areas of compliance include: Cash Management, Equipment, Procurement, Program Income, Allowable Activities, Cost Principles, Period of Performance and Reporting. Staff is currently working on these internal controls for presentation at the July Governing Board Meeting.

As those grants become available early next week, they will be forwarded to the Board.

Requested Board Action

Staff requests that the Board approve the policies as proposed.

Staff Raises

On July 25, 2019, The Governing Board adopted the Federal FY2019 budget. In that budget as proposed and accepted was a 2% increase for ILEAS staff that would take effect on July 1, 2020 when the FFY19 grant started. As members of the Board may or may not know, all ILEAS staff started out as contractors. In 20XX the contractors were converted to employees. As part of that process, ILEAS developed a salary schedule with pay ranges, specific job descriptions and specific pay rates. In every year following that, the Board (in the annual budget vote each summer) has approved the modification of both the salary schedule and specific pay rates. The following table outlines a history of staff pay increases and salary schedule adjustments over the last seven years.

Fiscal Year	ILEAS Staff Raise	Salary Schedule Adjustment
2014-2015	3%	3%
2015-2016	0%	0%
2016-2017	3%	3%
2017-2018	2%	0%
2018-2019	2%	0%
2019-2020	2%	0%
2020-2021	2%	Some increased, some static
Totals	17% (compounded)	8% for 2014-2020 10% for upper level

The IMERT staff falls within the ILEAS Salary Schedule; however, the specific salary for each IMERT-related employee is determined by ITTF at IMERT’s request.

ILEAS has historically assisted IEMA by funding staff for ITTF in Springfield. There have been as high as five or six employees on ILEAS payroll at IEMA. However, in an agreement between IEMA and ILEAS, those positions are being closed out for ILEAS. There are currently three left. Deb Clark is retiring at the end of this calendar year. She will be replaced by an IEMA employee. Sharon Combs is leaving in two weeks and will also be replaced by an IEMA employee. The last one will be gone within the year. I do not believe that ILEAS will receive a grant for those employees next year.

Requested Board Action

The Board already approved the salary increase in the budget adopted in 2019.

Staff does, however, request that the Board approve the new salary schedule as presented.

COVID /Civil Unrest Update

Training Center

So far, at least 54 events have been cancelled based on the ILETSB funding issue and COVID19 cancellations. On June 26, 2020, the Governor issued an Executive Order initiating Phase 4 of the Restore Illinois Plan. As part of that reopening, the ILEAS Training Center is now scheduling events again. However, there are restrictions and guidance that ILEAS must follow. These include:

- Limit of 50 persons at one time in any event.
- Auditorium limit is 50 and the main classrooms limit is 20.
- The ITC has posted the following rules for anyone attending an event at the ITC:
 - Please stay home if you have any COVID19-related or flu-like symptoms
 - Classrooms and other rooms have reduced capacity for social distancing
 - Social distance of 6 feet should be maintained when possible
 - If you are unable to maintain a distance of 6 feet, please wear a mask covering over your nose and mouth
 - Please use the provided hand sanitizer often throughout the day
 - Wash hands frequently when appropriate
 - Please try to stagger breaks with other classes to decrease the number of students in the hallways at any given time
 - Please minimize access to the kitchen area near the classrooms

So far, there are 39 event scheduled between now and when the Board meets next in September.

Joint Operation Command

Statewide law enforcement activities with regard to COVID19 are being coordinated through the Law Enforcement Joint Operation Command (JOC). The JOC also has representatives from Corrections, etc. It also interfaced with the LE reps in the SEOC. The JOC created and supervises the Law Enforcement Support Centers (see below). It should be noted that ISP Logistics coordinated email addresses for each LESC as well as cell phones for each. The JOC has essentially been stood down for the moment. During the civil unrest in June, the JOC was meeting twice daily and over the weekends monitoring the situation and providing resources to teams in the field.

Law Enforcement Support Centers

The three Law Enforcement Support Centers have been stood down. LESC North was the last one closed on June 30, 2020. The North LESC was the most active during the civil unrest. The other two centers also saw an increase during this time.

Info to Agencies

There is a lot of information about COVID19 issues, procedures, guidelines, executive orders, links and many documents available to law enforcement on their ILEAS web page. It is updated daily. If the ISP Director announces any new policy or document during his weekly conference calls, ILEAS will post it almost immediately. The same practice occurred during the civil unrest. ILEAS has begun the process of archiving old material. However, the resources will stay up as long as Illinois is in Phase 4.

Special Teams

During the civil disorder in June, all ILEAS special teams were active to one degree or another. The Mobile Field Force teams were the most active for an extended period of time. ILEAS devised a reporting methodology used by the special teams' commanders to quickly document their activity live during the deployments. Staffer Mike Cahill tracked the deployments daily. That tracking document is over 40 pages long. Hard copies of that report will be available at the Board meeting.

✓ **Nearly 600 officers/deputies deployed across Illinois for 23 days from May 31st through June 22nd**

✓ **No verifiable (to ILEAS knowledge) specific complaint about an officer or a team from anyone – civilian or law enforcement**

✓ **No significant workers' compensation claims resulting from injuries during the deployment.**

✓ ***One Mobile Field Force team member – Romeoville PD Officer Kevin Heiden - waded into a hostile anti-police crowd to give life-saving first aid to a stabbing victim whose intestines were exposed. Eventually aided by a Special Response Team Tactical Emergency Medic, they saved the victim's life while surrounded by an aggressive crowd and protected by his fellow teammates.***

Those facts are remarkable! For so many to be deployed for three weeks consisting of very long and exhausting days and in so many places resulting in no complaints and no injuries to speak of. Coupled with the life that was saved by a team member, makes this a very significant event for ILEAS. It is my belief, that our response to these riots and civil disturbances proves beyond a doubt that the ILEAS concept has proved its value in the time of need.

Requested Board Action

No Board Action is requested at this time.

Bearcat Purchase and Status Update

To-Date Summary of Bearcat Capital Replacement

At the March 26, 2020 Board meeting, the Board discussed at length the specifics of replacing the 14 year old Bearcats as part of a capital replacement strategy. The Board approved the inter-fund movement of money to order two new Bearcats. Because of the ongoing COVID19 restrictions, more funds became available and the Board approved the acquisition of a third Bearcat. All three Bearcats have been ordered with a delivery dates in August 2020 for the first two and May 2021 for the third one.

Separately from that, on June 24, 2020, the ITTF approved the State FY 21 Preparedness and Response Grant. (discussed above). As a part of that grant, ILEAS was approved to acquire a 4th Bearcat at a cost of \$325,000. Discussion with the vendor resulted in an agreement that if ordered by the end of July, the Bearcat would be complete in June of 2021. These PAR funds close on June 30, 2021.

NIPAS Bear

Last month the Board discussed the arrangement with the NIPAS Special Response Team with regard to their current Bear (larger version of a Bearcat). Their new Bearcat will replace their full-sized Bear. ILEAS has \$189,000 remaining in the budget in 18UAILESRT. NIPAS leadership and ILEAS have agreed to an arrangement for those funds and the Bear. ILEAS issued purchase orders for equipment for the NIPAS Special Response Team. In consideration of that, NIPAS will cede their Bear to ILEAS for redistribution. ILEAS has since issued the purchase orders for that equipment which includes accessory equipment for their new Bearcat such as a forced entry ram, back up camera/monitor, roof mounted remote control spotlight, run flat tires, etc. It is estimated that the NIPAS Bearcat will arrive in January 2021 and the transfer of the Bear to ILEAS will take place shortly thereafter.

Replacement Strategy

When the two new Bearcats arrive in August, one will be assigned to WMD Special Response Team Region 9/11. The other will be assigned to WMD Special Response Team Region 6/7. Region 9/11 will retain their current Bearcat. The 9/11 area is so big, that the mileage on their current Bear is getting high. Adding a shared Bearcat to the three Regions will lessen that mileage build up which will lengthen its useful life.

The Region 6/7 Bearcat, however, will be surplus. In January of 2021, the Bear from NIPAS and the surplus Bearcat from 6/7 will be available to be reassigned. In June, two more surplus Bearcats (the 3rd and 4th orders) will also be available. The plan (agreed to by NIPAS) at this point, is to:

- announce the availability of the Bear and the Bearcat
- open up an application process
- assemble a committee of team commanders, ILEAS staff and NIPAS representatives to review and make selections of where these two vehicles will go

- Priority will be for teams that are:
 - Multi-jurisdictional and long standing in nature
 - Do not currently have armor
 - Will, when possible, agree to maintain it and deploy it to requests for mutual aid where armor is necessary.
 - Preferably in an area of the State where armor is lacking

Once the awards are made, the armor will be transferred to the new owners. Once the transfers are done, this will be the status of Special Response Team armor:

- Region North will have one (new) in DuPage County and one (current) in Will County.
- Region 6/7 will have one (new) in Peoria County and one (current) in Rock Island County.
- Region 8 will have one current Bearcat. However, Region 8 also has STARRS funded armor in the area as well.
- Region 6 will have one current Bearcat.
- Region 9/11 will have one new and one current available.

Requested Board Action

Staff requests that the Board authorize staff to issue a purchase order to acquire an additional 4th Bearcat for capital replacement.

Special Teams Equipment Acquisitions

Assuming the Board approves the State FY21 PAR, permission from the Board to purchase equipment that is over \$100,000.

Mobile Field Force Trucks

As part of ILEAS' staggered capital replacement strategy, the last of the three Mobile Field Force Teams' trucks need to be ordered. There are 10 teams but only 9 need replacements of their 2004 Excursions. Using PAR funds for the last two years, we have already replaced six, so these are the last three. There are ten Mobile Field Force teams, but the Region 4 North Mobile Field Force was just created in the last two years and got a new truck then.

LION Suits

LION (brands name) Suits are the most modern HAZMAT suits that is used in the tactical Special Response Team discipline. They are approximately \$2,150 apiece. ILEAS started in State FY 20 PAR to begin the capital replacement process for these suits. In SFY20 we bought 100 of the suits (\$210,000). This year we plan to buy 95 more at a cost of approximately \$201,000. In SFY22 the number falls to \$96,000 (80 suits).

SCBA Bottles

We purchased the current bottles in 2005. They have reached the certified end of life and need to be replaced. SCBA bottles for WMD SRT Teams (375 total) will all be "expired" as of 2024. Current pricing is approximately \$1163 per bottle. A third of the bottles are being replaced on a three-year cycle, starting in SFY 2021 (125 bottles). This is the first of a three-year capital replacement process as has been ILEAS' practice.

Requested Board Action

Staff requests that the Governing Board approve the acquisition of the following special teams' equipment to include LION Suits, SCBA Bottles and Mobile Field Force trucks as described above.

ILEAS Training Center Activity Report 2020

Between COVID19 and ILETSB's funding problem, it should be noted *that over 50 events have been cancelled*. More cancellations are expected.

March 16-18	IDOT Training
March 17-18	IPSCA Training
March 17	Champaign County Sheriff Corrections Training
March 19	EOD Team Commanders' Meeting
March 19	Head Start Meeting
March 19	K9 Training
March 23-26	COML Training
March 24-25	Champaign FD Promotional Assessments
March 24	Head Start Meeting
March 26	Head Start Meeting
March 26	Champaign PD Explorers
April 1	Champaign County Investigators Training
April 2	METCAD Policy Board Meeting
April 2	City of Urbana Business Development Luncheon
April 6	City of Urbana Training
April 20	City of Urbana Training
April 21-24	Mobile Field Force Basics
April 27-28	Less Lethal Recertification
April 27-29	Basic Evidence Photography
April 27-May 1	COM-T Training
May 6-7	ON Target Solutions for Government Managers and Supervisors (Rescheduled)
May 8	Employee Evaluations: Solutions to Improve Performance
May 13	Illinois Asphalt Pavement Association Training
May 13	METCAD Informational Session
May 19	Regional Emergency Command Group Workshop
May 19	Champaign Co. Sheriff Mental Health Training
May 20	US Probation Training
May 21	Champaign Co. Sheriff Mental Health Training
May 26-28	Bike Response Team Training
May 28	Region 7 Mobile Field Force Training
June 1	Champaign County Protest Planning and Command Post
June 4	Illinois Protective Officials Conference Meeting/Training
June 4	METCAD Policy Board Meeting
June 4	ILEAS Staff Meeting
June 5	Carle Tactical Emergency Casualty Care Training
June 11	Head Start Meeting
June 18	MTU Advisory Board
June 19-20	Carle Tactical Emergency Critical Care
June 23	Champaign County Sheriff Training
June 29	Urbana FD Assessments
June 30	Carle Tactical Emergency Casualty Care Training
June 30	Champaign County Local Emergency Planning Committee
July 7	Mobile Field Force Commanders' Meeting
July 7	Urbana FD Meeting
July 8	Less Lethal Meeting
July 9	Champaign County Chiefs' Meeting
July 9	K9 Training
July 9	ILEAS Staff Meeting
July 13	ISP/ILEAS/IL. Guard COVID19 After Action Meeting

July 14	WMD Special Response Team Commanders' Meeting
July 24	Champaign County Probation Meeting
July 15-16	The Creative Curriculum for Preschool – Implementation for Teachers
July 16	EOD Team Commander Meeting
July 16	Champaign PD Explorers
July 17	US Probation Training
July 20-24	All Hazards Incident Management Team Training
July 21-24	Champaign Police Youth Police Academy
July 23	Governing Board Meeting
July 24	K9 Training
July 28-30	IDOT ELDS Training
July 29-30	Public Information in an All-Hazards Incident
July 30	Champaign PD Explorers
August 3-4	Urbana Fire Engineer Testing
August 3-7	Internet Crimes Against Children Task Force Training
August 4-7	Champaign Police Youth Police Academy
August 6	ILEAS Staff Meeting
August 6	K9 Training
August 7	Carle Tactical Emergency Critical Care
August 10	Handle With Care Behavior Management System
August 12	Strategic Technology Reserve Training
August 13	Region 7 Mobile Field Force Training
August 13	Champaign County Chiefs' Meeting
August 13	Champaign PD Explorers
August 13	Urbana FD/IL Fire Chiefs Meeting
August 14	IL Probation and Court Services Board Meeting
August 17	Urbana FD Engineer Testing
August 18	Regional Emergency Command Group Workshop
August 18-21	CNA Classes
August 19	US Probation Training
August 21	Urbana FD Honor Guard Training
August 24-28	SPI Organizational Leadership & Problem Solving Course
Augusts 27	Champaign PD Explorers
August 28	Urbana Honor Guard Training
August 28	K9 Training
August 31 – Sept 4	CNA Classes
September 1	Mobile Field Force Team Commanders' Meeting
September 1	Urbana Fire Meeting
September 8	WMD Special Response Team Commanders' Meeting
September 8-11	CNA Classes
September 9-12	Mobile Field Force Basic Training
September 9-10	Recruiting and Applicant Background Investigations
September 10	ILEAS Staff Meeting
September 10	Champaign County Chiefs' Meeting
September 10	K9 Training
September 10	Champaign PD Explorers
September 11	Leadership for Law Enforcement
September 14-18	Strategic Management for 21st Century Policing
September 14-18	CNA Classes
September 16	MTU Advisory Board Meeting
September 17	EOD Team Commanders' Meeting
September 17	First Responder Health, Wellness and Fitness
September 18	Urbana FD Honor Guard Training
September 21-25	CNA Classes
September 23	Teaching Strategies GOLD: Introduction for Teachers

September 24	ILEAS Governing Board Meeting
September 24	Champaign PD Explorers
September 28-29	IL Probation & Court Services Assoc Training
September 29	Champaign County Local Emergency Planning Committee
October 1	Region 7 Mobile Field Force Training
October 1	ILEAS Staff Meeting
October 2-4	Carle Tactical Emergency Casualty Care
October 5	Urbana FD Meeting
October 5-9	SPI Personnel Assessment and Liability Leadership Course
October 6	Police and Minority Relations
October 6	UFD Meeting
October 7	Tactical De-Escalation Training
October 8	Champaign County Chiefs' Meeting
October 8	Champaign PD Explorers
October 12-13	On-Target Solutions for Government Managers & Supervisors
October 14	MABAS Dispatch Conference
October 14	Employees Evaluations: Solutions to Improve Performance
October 15	K9 Training
October 16	Urbana FD Honor Guard Training
October 22	Champaign PD Explorers
October 26	Legal and Justifiable Use of Force
October 26-30	Performance Management: From Budgeting to Operations
October 27-29	Mobile Field Force Basic
October 27-28	EOD Robot Maintenance Course
October 29-30	EOD Robot Maintenance Course
November 2 – 6	WMD Response Course
November 3	Mobile Field Force Team Commanders' Meeting
November 3	Urbana Fire Meeting
November 5	ILEAS Staff Meeting
November 5	Champaign PD Explorers
November 10	WMD Special Response Team Commanders' Meeting
November 12	Champaign County Chiefs' Meeting
November 12	K9 Training
November 17	Mobile Field Force Team Commanders' Meeting
November 17	Regional Emergency Command Group Workshop
November 19	EOD Team Commanders' Meeting
November 19	Champaign PD Explorers
November 20	Urbana FD Honor Guard Training
November 24	Local Emergency Planning Committee
December 1	Urbana FD Meeting
December 3	ILEAS Staff Meeting
December 3	Champaign PD Explorers
December 4-5	Carle Tactical Emergency Critical Care
December 7-11	Lead Homicide Investigator
December 10	Champaign County Chiefs' Meeting
December 10	ILEAS Governing Board Meeting
December 15	How to Build Trust Without Compromising Safety Training
December 17	K9 Training
December 17	Champaign PD Explorers
January 7, 2021	K9 Training
January 26-28, 2021	IDOT Training
May 4, 2021	Criminal Interview and Interrogation Techniques
May 17-18, 2021	Less Lethal Recertification
MAY 24-28, 2021	CIT BASIC