



AGENDA

Human Services Committee

Monday, August 21, 2023

Lorraine H. Morton Civic Center, James C. Lytle City Council Chambers, Room 2800
5:00 PM

Page

(I) CALL TO ORDER/DECLARATION OF A QUORUM: COUNCILMEMBER HARRIS

(II) APPROVAL OF MINUTES OF THE REGULAR MEETING

HS1. **Approval of the Minutes of the Regular Meeting of the June 5, 2023** 4 - 8

Staff recommends approval of the minutes of the regular meeting of June 5, 2023

For Action

[Human Services Committee - Jun 05 2023 - Minutes](#)

[P. Keenan-Devlin Support Letter for Janet Alexander Davis](#)

(III) PUBLIC COMMENT

Those wishing to make public comments at the Human Services Committee meetings may submit written comments in advance or sign up to provide public comment by phone or video during the meeting by completing the City Clerk's Office's online form at <https://www.cityofevanston.org/government/city-clerk/public-comment-sign-up> or by calling/texting 847-448-4311.

Community members may watch the Human Services meeting online at www.cityofevanston.org/channel16 or on Cable Channel 16.

(IV) ITEMS FOR CONSIDERATION

- HS2. **Beekeeper License Review** 9 - 20
- Staff recommends that the Human Services Committee review the objection against an Evanston-licensed beekeeper located at 3040 Grant Street. The authority to deny or grant the license application of a beekeeper based on an adjacent property owner’s objection vests with the Human Services Committee.
- For Action**
- [Beekeeper License Review](#)
- HS3. **Ordinance 61-O-23, Amending City Code Section 7-10-3 “General Regulations”** 21 - 26
- Staff recommends the Human Services Committee consider forwarding Ordinance 61-O-23, Amending City Code Section 7-10-3 “General Regulations” to the City Council for adoption.
- The cost of the signage is approximately \$1,100 for a total of 11 signs. Funds for this expense will be deducted from the Park Utility/Minor Equipment and Tools Account (100.30.3025.65085), which has a FY23 budget of \$7,000 and a remaining balance of \$7,000.
- For Action**
- [Ordinance 61-O-23, Amending City Code Section 7-10-3 “General Regulations”](#)
- HS4. **Ordinance 77-O-23, Amending Title 3 of the Evanston City Code to Add Chapter 35, "Minimum Wage"** 27 - 38
- Councilmember Reid requests that the Human Services Committee recommend the adoption of Ordinance 77-O-23, Amending Title 3 of the Evanston City Code to Add Chapter 35, "Minimum Wage," to the City Council.
- For Action**
- [Ordinance 77-O-23, Amending Title 3 of the Evanston City Code to Add Chapter 35, "Minimum Wage"](#)
- HS5. **Homeless Encampments and Request for Funding of Direct Services** 39 - 49
- Councilmember Reid requests that the Human Services Committee recommend that the City Council allocate \$1,750,000 from General Fund Reserves to address homelessness, with specific emphasis on the Howard Street homeless encampments, downtown encampments, and funding homelessness prevention for District 65 students and their

families. If approved, the recommendation will be presented to City Council for consideration.

General Fund Reserves

For Action

[Homeless Encampments and Request for Funding of Direct Services](#)

(V) ITEMS FOR DISCUSSION

(VI) ITEMS FOR COMMUNICATION

HS6. **Review of Evanston Police Complaints and Comments Report** 50 - 84

Staff recommends the Human Service Committee accept and place on file the Evanston Police Complaints and Comments Report.

For Action: Accept and Place on File

[Review of Evanston Police Complaints and Comments Report](#)

HS7. **Workforce Development Update** 85 - 101

Staff is recommending that the Human Services Committee accept and place on file the 2023 Workforce Development Update.

For Action: Accept and Place on File

[Workforce Development Update](#)

(VII) ADJOURNMENT

Draft



City of
Evanston™
MINUTES

Human Services Committee

Monday, June 5, 2023 @ 6:00 PM

Lorraine H. Morton Civic Center, James C. Lytle City Council Chambers, Room 2800

**COMMITTEE MEMBER
PRESENT:**

Bobby Burns, Councilmember, Eleanor Revelle, Councilmember,
Devon Reid, Councilmember, Krissie Harris, Councilmember, and Juan
Geracaris, Councilmember

**COMMITTEE MEMBER
ABSENT:**

STAFF PRESENT: Ike Ogbo, Staff Liaison

(I) CALL TO ORDER/DECLARATION OF A QUORUM: COUNCILMEMBER HARRIS
The meeting was called to order at 6:31 p.m.

HS1.

(II) APPROVAL OF MINUTES OF THE REGULAR MEETING
HS2. **Approval of the Minutes of the Regular Meeting of May 1, 2023**

Staff recommends approval of the minutes of the regular meeting of May 1, 2023

For Action

Moved by Councilmember Reid
Seconded by Councilmember Revelle

Approved

The minutes were approved 4-0

(III) PUBLIC COMMENT
Kristen Kennard, Deputy Director at Moran Center for Youth Advocacy urged the committee
to support the Honorary Street Name "Janet Alexander Davis Way".

Joi-Anissa Russell supports the Janet Alexander Davis Way Honorary Street Name
Resolution.

Prakash Mohanty opposes the ban on flavored tobacco vape and menthol products.

Derrick Cabrera supports the ban on flavored tobacco vape and menthol products. He suggested including in the ban all flavored tobacco products as these products hide the terrible taste making it easier to try and targeting tweens and teens.

Dr. Don Ziegler strongly supports the proposed Ban on Flavored Tobacco Vape and Menthol Products. He advocates for the ban on all flavored tobacco products.

Patty Reece supports the Janet Alexander Davis Way Street Naming.

Rick Nelson supports Resolution 36-R-23 Approval of an Honorary Street Name Sign Designation Janet Alexander Davis Way.

Inna Melnikov asked the committee and the mayor to assist with the issues in her building of the copious amount of smells coming into her apartment.

Bonnie Lockard supports the "Janet Alexander Davis Way" Honorary Street Name.

Thomas Briant Executive Director of the National Association of Tobacco Outlets opposes the Ordinance to ban tobacco products and encourages the City not to proceed.

Camille Cummings advocates for communities of color and supports the ban on tobacco products.

Delores Holmes supports the Honorary Street naming of the "Janet Alexander Davis Way".

Emailed comments from Jerri Garl are below and Patrick Keenan-Devlin, Executive Director Moran Center for Youth Advocacy is attached.

To Council Member Krissie Harris, Chair of the Human Services Committee and Committee Members:

I am writing to support the Committee's recommendation to adopt Resolution 36-R-23, designating the 1700 block of Leland Avenue in honor of Janet Alexander Davis.

In the 8 years I have worked with Janet on environmental justice initiatives, I have come to deeply respect her dedication to Evanston, her public service and her effective activism. You already have information about the many awards and other recognition Janet has earned through her hard work toward making her community a better place. Janet's work as co-chair of Environmental Justice Evanston is just one of her many community-building efforts.

Janet's awards and other achievements just touch the service. Janet builds meaningful inter-personal relationships, applies non-judgmental and practical approaches to problem solving and applies her deep experience and wisdom in finding a path forward, even through set-backs. Janet is skilled in working with people, including neighbors in her 5th Ward community who are often under-represented in City policy-making, and with the larger network of Evanston organizations and residents of all ages, backgrounds, races and income levels. She epitomizes optimism for positive change.

I cannot envision a more appropriate action than for the City to honor her with the designation of the street where she lives as Janet Alexander Davis Way. I strongly support this recommendation.

Thank you,
Jerri Garl
8th Ward

(IV) ITEMS FOR CONSIDERATION

HS3. Resolution 36-R-23 Approval of an Honorary Street Name Sign Designation

Staff requests that the Human Service Committee recommend the adoption of Resolution 36-R-23, designating that portion of Leland Avenue, between Church Street and Lyons Street, with the Honorary Street Name Sign, "Janet Alexander Davis Way."

Moved by Councilmember Reid
Seconded by Councilmember Revelle

Ayes: Councilmember Revelle, Councilmember Reid, Councilmember Harris, and Councilmember Geracaris

Approved 4-0 on a recorded vote

HS4. Ordinance 57-O-23, Amending City Code Section 9-8, Creating the "Safe Storage Act"

Mayor Biss recommends consideration by the Human Services Committee of Ordinance 57-O-23, amending City Code Title 9, Chapter 8, Creating the "Safe Storage Act," and to recommend its approval to City Council.

Moved by Councilmember Reid
Seconded by Councilmember Harris

Ayes: Councilmember Revelle, Councilmember Reid, Councilmember Harris, and Councilmember Geracaris

Approved 4-0 on a recorded vote

(V) ITEMS FOR DISCUSSION

HS5. Ban on Flavored Tobacco Vape and Menthol Products.

Councilmember Reid recommends the Human Services Committee discuss a ban on flavored tobacco vape and menthol products. Staff requests guidance on potential revisions to the current tobacco ordinance (Title 3, Chapter 14, Cigarettes, tobacco, and Liquid Nicotine Products).

Moved by Councilmember Reid
Seconded by Councilmember Revelle

Approved

Draft

Human Services Committee
June 5, 2023

(VI) ITEMS FOR COMMUNICATION

(VII) ADJOURNMENT

There being no further business to discuss the meeting was adjourned at 7:39 pm

CAO

Mayor



June 5, 2023

Chairman Juan Geracaris
City of Evanston's Human Services Committee
Lorraine H. Morton Civic Center
2100 Ridge Ave.,
Evanston, IL 60201

Dear Chairman Geracaris:

I strongly encourage the City of Evanston's Human Services Committee to support the Honorary Street Name Sign Application for Janet Alexander Davis.

For 15 years, Ms. Davis has served on the James B. Moran Center for Youth Advocacy's ("Moran Center") Board of Directors. The Moran Center provides integrated legal, social work, and restorative justice services to disinvested youth and their families in Evanston to improve their quality of life at home, at school, and within the community. I've then personally had the privilege of working alongside Ms. Davis at the Moran Center for the past 11 years. Ms. Davis' leadership on the Moran Center's Board has directly resulted in the agency's deeper commitment to advancing equity and racial justice within the organization and within the wider community. Ms. Davis' tenure at the Moran Center truly mirrors her community activism in Evanston since the 1960s – a radical commitment to bettering the lives of BIPOC Evanston residents.

Recently, Ms. Davis has also taken on the role of "Community Peace Builder" at the Moran Center. As a Community Peace Builder, Ms. Davis is actively working to further the Moran Center's vision of "Building a Restorative Community" where we are less dependent on formal systems of accountability and instead more reliant upon informal systems of repair that are community-based and community-led.

Ms. Davis' lifelong dedication to building a safer, more equitable, and restorative Evanston, makes her incredibly deserving of this honor. Again, I urge your support.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick Keenan-Devlin", with a long horizontal flourish extending to the right.

Patrick Keenan-Devlin, esq.
Executive Director/Staff Attorney
(847) 492-1410
pkeenandevlin@moran-center.org

cc: Audrey Thompson, Director



Memorandum

To: Members of the Human Services Committee
From: Ike Ogbo, Health & Human Services Director
Subject: Beekeeper License Review
Date: August 21, 2023

Recommended Action:

Staff recommends that the Human Services Committee review the objection against an Evanston-licensed beekeeper located at 3040 Grant Street. The authority to deny or grant the license application of a beekeeper based on an adjacent property owner's objection vests with the Human Services Committee.

Committee Action:

For Action

Summary:

The beekeeping activities at 3040 Grant St. Evanston were brought to the attention of the City in June 2023. At first, the beekeeper residing at 3040 Grant St, Evanston, IL, was unaware that an Evanston Ordinance exists that requires beekeepers to be licensed by the City and submit necessary documents, including proof of registration of bee colonies with the Illinois Department of Agriculture. The licensing process also requires the submission of written proof of notice to all adjacent property owners by the beekeeper upon bringing any bee colony into the city.

On July 6, 2023, the City issued a license to operate an apiary at 3040 Grant after the beekeeper met all City standards, including inspection requirements. On July 10, 4 days after issuing the beekeeper a license, the Health and Human Services Department staff received a complaint from an adjacent neighbor regarding the beekeeper's inability to properly manage the bee colony. The adjacent property owners sent several other complaints to the Department that ranged from the bees swarming and dive-bombing to the bees attacking and stinging neighbors. The adjacent neighbor is in opposition to the beekeeper being granted a license to continue to operate an apiary. Each complaint resulted in inspections by licensed Environmental Health Practitioners within the Department. No issues were found during these inspections.

In response to the complaints, the beekeeper provided a message to the Department regarding steps taken to rectify any issues provided by the adjacent property owner. The beekeeper has

amassed seven years of experience in beekeeping and has employed strategies to inhibit any aggressive behaviors of the queens. One of her strategies was re-queening the hives as quickly as possible, as the Ordinance stipulates, in order to counter any unusually aggressive behaviors. The beekeeper has also invested in two ultrasonic bee-repelling devices to deter the bees from the neighbor's property.

Per Ordinance- 9-4-19.(BEEKEEPING), Upon receipt of notice from the beekeeper, any adjacent property owner may file a written objection to the applicant's license application. In order to object to the applicant's license application, the adjacent property owner must file, within thirty (30) days of receipt of the notice, a written objection with the Director of the Health and Human Services Department. The license application for an apiary at 3040 Grant St. was received on June 16, 2023, and a license to operate the apiary was issued on July 6, 2023. The objection to the beekeeper having an apiary was received on July 10, 2023, which is within 30 days of the receipt of the notice.

The authority to review any objection from any adjacent property owner and the authority to grant or deny any applicant's license application based on any objection vests with the Human Services Committee. The City currently has over 15 apiaries at various locations. This is the first objection to an apiary in Evanston since the Ordinance was created. The adjacent property owner and the beekeeper have been provided notice of this meeting.

Attachments:

[Adjacent Property Owner Complaints- Beekeeper](#)
[Message from Beekeeper](#)



Ikenga Ogbo <logbo@cityofevanston.org>

Bee complaint

27 messages

Mon, Jul 10, 2023 at 9:58 AM

To: "egolden@cityofevanston.org" <egolden@cityofevanston.org>, "logbo@cityofevanston.org" <logbo@cityofevanston.org>

Dear Mr Ogbo and E Golden,

I am writing to lodge a formal complaint regarding the bee hives/bees being kept at 3040 Grant St. I noticed swarms of bees prior to being notified in Mid June of my neighbors hives. When my neighbor contacted me 6/15/23 to sign the intent to keep bees, it became clear to me why I had been noticing them. I documented in a text to her that I had noticed them and asked her if there was a way to keep them from swarming and that there had been about 30 of them buzzing around myself and my guests in the yard and pool the previous weekend. I advise her that it wasn't fun and that it scared the little girl that was there. I advised her that I thought bees were great for the environment but that I did not love them swarming like that. She answered that she could not keep them from doing things, but would get a birdbath for their backyard so that the bees have a more convenient water source. I decided to wait a bit to see how that worked. For the past 3 weeks the bees continue to be a problem. There are dozens of them in my yard at times. They swarm around myself and any guests that I have. They literally dive bomb us and attack our heads. People have been stung. Yesterday was so terrible and frightening that my sister, my niece and nephew and their well behaved small dog had to leave my home and I had to go inside. We were literally attacked by them and were unable to remain in my backyard. We were terrified of getting stung. This is not the first time that this has happened over the past 3 weeks. I should be able to spend time in my backyard without being attacked by multiple bees. My guests should not have to be fearful or get stung. There are some hours when the bee activity is less intense than others, however yesterday (7/9/23) from about 1:30 pm until 3 pm it was just terrible. I do not want to have difficulty with my neighbor. They are new to the area and I want to be as welcoming as possible, but this situation is just not tenable, nor is it safe. I do believe that bees are good for the environment however I do not think that it is safe for them to be keeping these hives in this area. I would prefer, if possible, that they not know that it is I that complained. I would appreciate my identity not being given to them. Please let me know that you have received this formal complaint within the 30 days of my signing the intent to keep bees form and please advise me as to what will be done regarding this situation.

Thank you for your attention to this matter.

[Redacted]
Evanston, Illinois 60201

Ikenga Ogbo <logbo@cityofevanston.org>
To: "egolden@cityofevanston.org" <egolden@cityofevanston.org>

Mon, Jul 10, 2023 at 10:05 AM

Good day, Elyn—

I hope this email finds you well. Do we have any licensed apiaries in this area?

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
logbo@cityofevanston.org



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(Quoted text hidden)

Mon, Jul 10, 2023 at 10:39 AM

8/14/23, 12:04 PM

CITY OF EVANSTON Mail - Bee complaint

To: "egolden@cityofevanston.org" <egolden@cityofevanston.org>, "logbo@cityofevanston.org" <logbo@cityofevanston.org>

Please see below. In addition, which I neglected to mention below: I have family members and friends that are allergic to bee stings. If they are stung, and suffer medical consequences this not only would be tragic, but could also lead to liability for both the homeowner who has the bees, myself, and the city. Please deny their permit to keep bees.

Thank you,


Evanston, Illinois 60201

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<https://mail.google.com/mail/u/0/?ik=55ce81c013&view=pt&search=all&permthid=thred-f:1771046024887094858&simpl=msg-f:1771046024887094...> 2/

8/14/23, 12:04 PM

CITY OF EVANSTON Mail - Bee complaint

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On Mon, Jul 10, 2023 at 9:58 AM NINA PALEOLOGOS <n.paleologos@comcast.net> wrote:
[Quoted text hidden]

Ikenga Ogbo <iogbo@cityofevanston.org>
To: Carly Sullivan <csullivan@cityofevanston.org>
Cc: Eilyn Golden <egolden@cityofevanston.org>, Greg Olsen <golsen@cityofevanston.org>

Tue, Jul 11, 2023 at 1:56 PM

Thank you, Carly and Eilyn. Carly, please make sure the bees have a water source close to the hive so they do not forage for water on your neighbor's property. If there is no source of water, the bees will find a source of water and that might be on the neighbor's property.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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[Quoted text hidden]

Ikenga Ogbo <iogbo@cityofevanston.org>
To: [REDACTED]
Cc: "egolden@cityofevanston.org" <egolden@cityofevanston.org>, Greg Olsen <golsen@cityofevanston.org>

Fri, Jul 14, 2023 at 5:34 PM

Good day—

I hope this email finds you well. As promised an inspection was conducted on Wednesday regarding your complaint. At the time of the inspection, no violations were found and no bees were swarming or exhibiting aggressive behaviours. An Inspector has been assigned to inspect the area on a periodic basis and report back to me regarding any issues indicated during the inspection. Any issues found would be in violation of our bee regulations.

We appreciate you keeping us informed regarding this matter and please reach-out to me if you have any further questions.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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8/14/23, 12:04 PM

CITY OF EVANSTON Mail - Bee complaint

Fri, Jul 14, 2023 at 7:06 PM

To: Ikenga Ogbo <iogbo@cityofevanston.org>
Cc: "egolden@cityofevanston.org" <egolden@cityofevanston.org>, Greg Olsen <golsen@cityofevanston.org>

I suspect that the weather was the reason your inspector didn't see bees. It was cloudy and raining. On this past Sunday, when it was hot and very sunny they were everywhere. I am happy to provide you with a statement from the people who were here getting dive bombed. The neighbor across the alley from me has been stung. This really is not a safe situation. Thank you for your attention to this.

[Quoted text hidden]

Tue, Jul 18, 2023 at 9:54 AM

To: Ikenga Ogbo <iogbo@cityofevanston.org>

I am again writing to complain about the bees coming into my yard from my neighbors hive and attacking us. They have not swarmed in high numbers but they are present continuously, most prominently when the weather is sunny and warm. They are extremely aggressive. They buzz around people's heads without abating. They chase us and follow us. I have had a bee get caught in my hair this week, as did a friend who was visiting on 7/16/23. We were trying to have lunch outside and we were literally being dive bombed. The experience completely ruined our lunch and visit. It was unnerving. They seem to particularly like the pool area. Which prevents us from feeling safe or being able to fully relax. At times it is so bad that I am unable to use the pool or be in the yard. Their right to keep bees should not super cede my rights to not be attacked by them and to feel safe in my own yard. In the over 30 years I have lived here, I have never once complained about a neighbor's activity. This situation is untenable and unsafe and I would like to know what exactly is going to be done (other than an occasional visit that does not result in action) to ameliorate this.

[Quoted text hidden]

Tue, Jul 18, 2023 at 12:49 PM

Ikenga Ogbo <iogbo@cityofevanston.org>
To: [Redacted]
Cc: Greg Olsen <golsen@cityofevanston.org>

Good day,

I hope this email finds you well. I appreciate the message. The bees need a source of water which the Inspector indicated was available at the beekeepers property so that the bees do not forage elsewhere. I have assigned an Inspector to periodically inspect the property including this week when it is warm and sunny. Any violation will be reported to me for next steps.

I can also accept your complaint as your objection to your neighbor having bees and present it to the Human Services Committee. The next meeting is scheduled on August 7, 2023. The authority to review any objection from any adjacent property owner, and the authority to grant or deny any applicant's license application based on your objection vests with the Human Services Committee. To provide a strong argument to your objection, I will recommend you being present at the meeting, if possible.

Thank you once again for your message and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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Tue, Jul 18, 2023 at 12:50 PM

Ikenga Ogbo <iogbo@cityofevanston.org>
To: "Golden, Ellyn" <egolden@cityofevanston.org>

Good day, Ellyn-

8/14/23, 12:04 PM

CITY OF EVANSTON Mail - Bee complaint

Where is the meeting, and at what time? Is the homeowner/beekeeper going to be there? If I came to this meeting, would they then know that I had placed a complaint? If I am unable to attend, would the beekeeper be able to know it was I who complained? Please note that just because the bees do not need to forage for water elsewhere, does not mean that they don't. They dive bomb near and away from the pool. I am not making this up. I would have no reason to do so. The bees are a menace regardless of whether the beekeepers are breaking any rules or not.

[Quoted text hidden]

Ikenga Ogbo <iogbo@cityofevanston.org>
To: [REDACTED]
Cc: "Golden, Ellyn" <egolden@cityofevanston.org>

Wed, Jul 19, 2023 at 9:03 AM

Good day,

I hope this email finds you well. The link to the Human Services Committee webpage is provided below. The location, date and time is provided when you click the link.

<https://www.cityofevanston.org/Home/Components/Calendar/Event/23193/19?curm=8&cury=2023>

I do not know if the beekeeper will be there but we will inform the beekeeper about the complaint and where the meeting will be held including the time of the meeting. It will be in the best interest for the beekeeper to attend. Our response to complaints is to be anonymous but this does not mean that the property owner will not figure-out who complained. I think coming in person to state your experiences at the meeting will provide the Committee more information to decide on the direction of this matter. So far, our Inspector has noted no violations.

Please think about it and let me know what you decide.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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[Quoted text hidden]

To: Ikenga Ogbo <iogbo@cityofevanston.org>
Cc: "Golden, Ellyn" <egolden@cityofevanston.org>

Tue, Jul 25, 2023 at 4:46 PM

I am sure she will figure it out as I have now expressed my concerns to her directly. This was prompted by a few days when the bees were particularly aggressive. On 7/23/23 several bees literally attacked me and my family. My sister was sitting quietly in my hot tub, and was dive-bombed by a bee and was stung in the eye. This happened incredibly abruptly. I have photos of her eye after she was stung. If that bee had stung her cornea that could have caused her to lose sight. Several other bees were attacking myself, her, and my niece, and the dog. It was terrifying. They were forced to leave and I was forced to go inside. Even getting inside without letting bees in was difficult for me. That day, my neighbor admitted that she was having difficulty with the hive and it's size and the aggressive behavior of the bees. She admitted that she had done an inspection of the hive that afternoon and that it riled the bees up. Yesterday, the 24th, the same thing happened with a quiet period followed by bees dive bombing us without any provocation. A friend was stung twice. Once on her head and once on her hand. That was despite me having fogged the yard, and having repellent incense burning in several places. Today, I was afraid to go out into the yard at all. This is unsafe and not tolerable. The meeting you reference starts at 5 pm. How are those of us who work supposed to get there on time? Is there a way to have this placed on the agenda late in the meeting so that I have an opportunity to attend? I would hope that all the information I am providing you will be given to the committee. Can you confirm that? On line in two different pro bee keeping sites it states that apiaries should be further away than her hives are. One site states they should be 80 yds away from neighbors and not in the line of site of a lawn and the other states they should be 400 yds from an occupied building. Her hive(s) are much closer than either of those recommendations. I am not sure what your inspectors are looking for, but it seems that they and you all should care about the effects on the neighbors and safety issues. I am extremely upset about this situation. I have lived here for 30 plus years and have never once complained about a neighbor's activities. This situation is unsafe. There are legal implications here as well, not only for them, but for myself

<https://mail.google.com/mail/u/0/?ik=55ce81c013&view=pt&search=all&permthid=thread-f:1771046024887094858&simpl=msg-f:1771046024887094...> 8/30

8/14/23, 12:04 PM

CITY OF EVANSTON Mail - Bee complaint

and for the city if this is allowed. This is a residential neighborhood. Her right to keep bees should not supersede my right to be safe and comfortable in my own backyard.

Thank you for your attention to this matter.

[Quoted text hidden]

Thu, Jul 27, 2023 at 7:41 PM

To: Ikenga Ogbo <iogbo@cityofevanston.org>
Cc: "Golden, Eilyn" <egolden@cityofevanston.org>

I would appreciate a reply to my email below with responses to my questions. Thanks very much.

[Quoted text hidden]

Fri, Jul 28, 2023 at 9:35 AM

To: Ikenga Ogbo <iogbo@cityofevanston.org>
Cc: "Golden, Eilyn" <egolden@cityofevanston.org>

Good day,

I hope this email finds you well. To answer your question, there will be an online option if you are not available to attend in person. To accommodate your request, I can add this matter as the last item on the agenda.

Yes, all your complaints and emails will be included as proof of the issues you have experienced. I will send you the agenda that will include the online ID once the agenda is created.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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On Tue, Jul 25, 2023 at 4:47 PM

I am sure she will figure it out as I have now expressed my concerns to her directly. This was prompted by a few days when the bees were particularly aggressive. On 7/23/23 several bees literally attacked me and my family. My sister was sitting quietly in my hot tub, and was dive-bombed by a bee and was stung in the eye. This happened incredibly abruptly. I have photos of her eye after she was stung. If that bee had stung her cornea that could have caused her to lose sight. Several other bees were attacking myself, her, and my niece, and the dog. It was terrifying. They were forced to leave and I was forced to go inside. Even getting inside without letting bees in was difficult for me. That day, my neighbor admitted that she was having difficulty with the hive and it's size and the aggressive behavior of the bees. She admitted that she had done an inspection of the hive that afternoon and that it riled the bees up. Yesterday, the 24th, the same thing happened with a quiet period followed by bees dive bombing us without any provocation. A friend was stung twice. Once on her head and once on her hand. That was despite me having fogged the yard, and having repellent incense burning in several places. Today, I was afraid to go out into the yard at all. This is unsafe and not tolerable. The meeting you reference starts at 5 pm. How are those of us who work supposed to get there on time? Is there a way to have this placed on the agenda late in the meeting so that I have an opportunity to attend? I would hope that all the information I am providing you will be given to the committee. Can you confirm that? On line in two different pro bee keeping sites it states that apiaries should be further away than her hives are. One site states they should be 80 yds away from neighbors and not in the line of site of a lawn and the other states they should be 400 yds from an occupied building. Her hive(s) are much closer than either of those recommendations. I am not sure what your inspectors are looking for, but it seems that they and you all should care about the effects on the neighbors and safety issues. I am extremely upset about this situation. I have lived here for 30 plus years and have never once complained about a neighbor's activities. This situation is unsafe. There are legal implications here as well, not only for them, but for myself and for the city if this is allowed. This is a residential neighborhood. Her right to keep bees should not supersede my right to be safe and comfortable in my own backyard.

<https://mail.google.com/mail/u/0/?ik=55ce81c013&view=pt&search=all&permthid=thread-f:1771046024887094858&simpl=msg-f:1771046024887094...> 9/30

[REDACTED]

Thu, Aug 3,
9:51 PM (11
days ago)

to me

Hello,

I will be there in person. I will be accompanied by someone who has witnessed how aggressive the bees have been and who has also been stung. I have re arranged my schedule to be there as early as possible- hopefully by 5:15 or thereabouts. Do you have the agenda yet? Can you please tell me how long I have to speak?

There are also two videos that were posted on line by the beekeeper herself that show her discussing how agitated her bees have been, her struggles with that, a swarm that she had that ended up in a tree (above the corner of my yard), describes stings she has received, and captures her being attacked by her own bees in the same manner I have described, while she is filming standing further away from her hives than my pool deck is from them. All the committee members have to do to see both videos is to google her name. They are posted on Instagram.

Thank you.

Ike C. Ogbo <iogbo@cityofevanston.org>

Aug 4, 2023,
8:07 AM (10
days ago)

[REDACTED]

Good day—

I hope this message finds you well. The Human Services Committee has been cancelled to reconvene on August 21. You will be allowed to speak for 2 minutes. Please bring any evidence you have with you or if you want to send it to me by next week, please do so.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



Ikenga Ogbo <iogbo@cityofevanston.org>

Notice of a complaint against your beekeeping license

3 messages

Ikenga Ogbo <iogbo@cityofevanston.org>

Thu, Aug 10, 2023 at 7:01 AM

To: [REDACTED]
Cc: "Golden, Ellyn" <egolden@cityofevanston.org>, Greg Olsen <golsen@cityofevanston.org>

Good day, [REDACTED]

I hope this message finds you well. Several complaints regarding your apiary have been brought to the attention of this Department which prompted investigations of the operation of your apiary. The complaints range from bees being out of control, swarming and stinging neighbours.

Per Ordinance, matters like this are vetted through the Human Services Committee to make a decision regarding the complaints and your license to maintain an apiary. The link to the Ordinance is provided below, Section 9-14-19: Beekeeping https://library.municode.com/il/evanston/codes/code_of_ordinances?nodeId=TIT9PUSA_CH4DOCAANFO_9-4-19BE

The request from the complainant might be to entirely remove the apiary from your property.

This notice is to inform you that this matter will be presented at the next Human Services Committee meeting scheduled for August 21 at 5pm. The information will be provided here once the agenda is published. <https://www.cityofevanston.org/government/boards-commissions-and-committees/human-services> The agenda is typically published on the webpage at least 48 hours prior to the meeting.

The Department advises you to attend in person or online to state your case regarding this matter. The online meeting ID will be provided once the agenda is published.

If you have any questions, please let me know.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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Fri, Aug 11, 2023 at 5:23 PM

To: Ikenga Ogbo <iojbo@cityofevanston.org>

Cc: "Golden, Ellyn" <egolden@cityofevanston.org>, Greg Olsen <golsen@cityofevanston.org>, Carly Sullivan <csullivan@cityofevanston.org>

Hi Mr. Ogbo,

I received the below email and I am very disappointed to learn that I have received multiple complaints.

I would like to take this opportunity to explain what happened with my hives. This is my 7th year as a beekeeper. Previously I had kept them in the City of Chicago in my backyard in Logan Square. Never had anyone complained about the hives. In fact, I am usually thanked for having them in the first place. My hives have been registered with the state since I began, and furthermore, the City of Chicago doesn't require a licence to keep bees. I was unaware that they were required for Evanston, so when I moved up here in the middle of July 2022 I brought them with me and just kept tending to them. Most of my neighbors didn't even know I was keeping them for our first 10 months here. I found out in mid-June that I needed a license, so I promptly followed the guidelines in the Evanston Ordinance and I was awarded my license on July 6, 2023.

Both of my colonies survived the Winter, which is the first time that has happened for me. Chicago has a 90% fail rate for hives over Winter, so every year I had to get a whole new package of bees. When that happens you are starting the whole thing from scratch in April, so it takes a few months for the hive to get strong. Well, both of them making it through the Winter means that they came into Spring with a force I was unaccustomed to, and truth be told, while swarming is a normal, natural process, I think I didn't monitor them as closely as I should have. That caused the hive to swarm on May 30th. In 7 years this was my first swarm, but I was able to contact my apiary mentor and she talked me through the process. It was dramatic, but I had the help of one of my neighbors and we got it all under control. I was able to catch and have the swarm back on my property within 90 minutes. Not bad for a new-bee.

I did notice that one of my other neighbors was kind of freaking out (for good reason - I am sure I looked terrifying and insane while trying to get 30,000 bees into a tiny box). However when bees swarm they are literally at their calmest. They will only defensively sting to defend their brood or their honey stores, neither of which are present in a swarm. The neighbor who was helping me told me later that one of their other neighbors was stung that day. If they were, it was likely because a bee got near them and they started swatting at it (a natural reaction) and it provoked an insect to sting them. Bees, unlike wasps, hornets and yellowjackets, know they will die if they sting a human so stinging really is a last resort.

Back to the swarm. In the process of swarming the queen has left the hive with half the bees, and the hive she left behind will go through the process of requeening. I therefore set up the swarm I caught in a new hive and now had to wait 3 weeks for the queen in the original hive to get settled and start laying. Three weeks later I went back in and I found her and saw brood, so that hive was back in business by June 18th.

Around June 25th, once the baby bees the new queen laid started hatching, we started noticing some aggressive behavior. We had just harvested honey, aka "stealing their food", so I assumed it was crankiness due to that and it would abate after a day which is what had happened in the past. My next door neighbor, who has a pool, notified me that she was experiencing some aggressive dive bombing "bees" and some of her friends were stung. That kind of behavior is what wasps, hornets and yellowjackets do - insects that look a lot like bees and can sting repeatedly and not die. As a matter of fact, the way you know that it is a bee sting is that the bee's stinger gets stuck in the skin and then the bee dies, rendering it impossible for it to sting multiple times. In the beekeeping community, folks were talking about how the yellowjackets were out in full force this year. Also there are about 20 hives that I am aware of in Evanston, and bees have a 3 mile traveling radius. There is no way to know where anyone's bees come from in nature.

But bees are attracted to pools, which I did not know before - I was now doing a lot of research and contacting other local beekeepers for advice - so I wanted to do whatever I could to keep them away from her house and abate the behavior. We tried some sprays and I added a little bleach the water sources to keep them in my yard. She was still reporting dive bombing. It appears that when the hive that swarmed requeened itself, the queen must have mated with a drone with bad genes, and the only way to fix that is to kill her and replace with a new calm Hygienic bee. So I split the hive in two to make them smaller and I requeened both hives. I also bought my neighbor 2 ultrasonic bee repelling devices to plug into an outlet in her backyard. That was on July 29, 2023, and ever since the bees have been completely calm on my side of the fence and I haven't heard a word from the neighbor. Therefore I am surprised to receive this complaint.

I reviewed the ordinance and I am doing everything that is required to have a license. When my bees were exhibiting aggressive behaviour I requeened the hives as quickly as I could, which is what the ordinance requires, and their aggressive behavior disappeared. I knew what to do and I fixed the issue. Once I received the complaint I

8/14/23, 1:31 PM

CITY OF EVANSTON Mail - Notice of a complaint against your beekeeping license

immediately asked my neighbor on the other side of me and the neighbor behind her, who would be as impacted as anyone, if they had been dive bombed by any bees and they had no idea what I was talking about.

How many complaints have I received? What were the specifics of the complaints? When were they submitted? Will these complainants be attending the hearing? I understand that bees get a bad rap, mostly for being conflated with wasps, hornets and yellowjackets, so some folks get overly concerned about proximity. But we literally need bees to survive as a species. I am following all the guidelines and doing a good job at caring for these bees. All of beekeeping is constant learning, and many things you can't really learn how to do until it happens in your hive and you have to figure it out with the help of my beekeeping mentor and the beekeeping community, as I have done my whole time as a beekeeper.

If there is someone with a legitimate complaint that I am an irresponsible beekeeper, please allow me to attempt to rectify that. But my intention is never to harm. What I am concerned about is someone who has a few extra bees floating in their pool in the morning than in previous years and now that they know there is an apiary on the block they can make an anonymous complaint. That isn't fair to me, the neighborhood lawns that benefit, those that love getting honey and, though this may sound like an exaggeration but it really isn't, the ecosystem.

Sincerely,

[Redacted signature]
she/her
[Redacted name]
[Quoted text hidden]

Ikenga Ogbo <iogbo@cityofevanston.org>

Mon, Aug 14, 2023 at 9:35 AM

To: [Redacted]
Cc: "Golden, Ellyn" <egolden@cityofevanston.org>, Greg Olsen <golsen@cityofevanston.org>, Carly Sullivan <csullivan@cityofevanston.org>

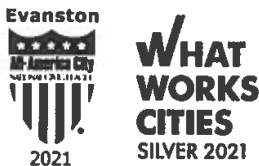
Good day, [Redacted]

I hope this message finds you well. I appreciate the detailed email and all your efforts to rectify the situation. We have received 4 complaints from July 10 through July 25. I appreciate the information but I believe it will be in your best interest to present your case, efforts and perspective about this matter at the Human Services Committee meeting on August 21 at 5pm.

Once the agenda is ready, I will forward it to you. Please let me know if there are any questions.

Thank you and continue to have a pleasant day.

Ike C. Ogbo
Director
Health & Human Services
City of Evanston
847-448-8289(Phone)
iogbo@cityofevanston.org



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Memorandum

To: Members of the Human Services Committee
From: Audrey Thompson, Parks & Recreation Director
CC: Michael Callahan, Assistant Director
Subject: Ordinance 61-O-23, Amending City Code Section 7-10-3 "General Regulations"
Date: August 21, 2023

Recommended Action:

Staff recommends the Human Services Committee consider forwarding Ordinance 61-O-23, Amending City Code Section 7-10-3 "General Regulations" to the City Council for adoption.

Funding Source:

The cost of the signage is approximately \$1,100 for a total of 11 signs. Funds for this expense will be deducted from the Park Utility/Minor Equipment and Tools Account (100.30.3025.65085), which has a FY23 budget of \$7,000 and a remaining balance of \$7,000.

Committee Action:

For Action

Summary:

Over the last several months, Parks and Recreation staff have reviewed tennis court rules and regulations within the City's Code of ordinances. Upon review, staff discovered that the activity and playing of pickleball is technically not allowed on any City-owned tennis court. Currently, pickleball is played at various parks throughout Evanston. Additionally, the Code of Ordinance does not specify hours of play on tennis courts; however, the "hours of play" signage is currently posted at all tennis courts.

On June 22, 2023, the Parks and Recreation Board reviewed the proposed changes. The Board recommended the following additions and changes to Code:

1. Change the hours of play to 7 a.m. - 10 p.m. for lighted courts and 7 a.m. - 9 p.m. for non-lighted courts. Current hours are 8 a.m. - 10 p.m for all courts.
2. Formally allow the playing of pickleball on City-owned courts
3. Change the ordinance within general regulations to read "Tennis/Pickleball Courts" instead of "Tennis Courts"

Legislative History:

The Parks and Recreation Board reviewed and unanimously approved the proposed ordinance on June 17, 2023. The Parks and Recreation Board recommended forwarding this item to the Referrals Committee. The Referrals Committee has assigned this item to the Human Services Committee for consideration.

Attachments:

[Ordinance 61-O-23 amending 7-10-3 to Add Pickleball Regulations](#)

61-O-23

AN ORDINANCE

Amending City Code Section 7-10-3 “General Regulations”

WHEREAS, Title 7 of the City Code, in part, contains regulations pertaining to City tennis courts; and

WHEREAS, pickleball is a sport that has gained popularity in the Evanston community; and

WHEREAS, certain regulations pertaining to tennis courts also apply to pickleball courts; and

WHEREAS, the Evanston City Council finds it is in the best interests of the City to amend the City Code to reflect this fact,

NOW BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF EVANSTON, COOK COUNTY, ILLINOIS, THAT:

SECTION 1: Section 7-10-3 “General Regulations” of the Evanston City Code of 2012, as amended, is hereby amended as follows:

7-10-3. – GENERAL REGULATIONS.

- (A) Athletic Field Reservation System. The playground and recreation board may develop and administer an athletic field reservation system.
- (B) Practice On Tennis/Pickleball Backboards. Practice backboards may be used on tennis or pickleball courts from eight o'clock (8:00) A.M. to nine o'clock (9:00) P.M. only.
- (C) Prohibitions On Tennis/Pickleball And Basketball Courts. No skateboards, bicycles, motorized vehicles, rollerblades/skates or scooters are permitted on tennis/pickleball courts or basketball courts.
- (D) Tennis/Pickleball Rules And Regulations. Posted "tennis/pickleball court rules and regulations" as adopted by the recreation board will govern use and conduct.

(E) Tennis/Pickleball Court Activity. The playing of tennis or pickleball is the only activity permitted on City tennis/pickleball courts.

(F) Private Instruction. Individuals providing private instruction for a fee in City parks must obtain a permit prior to the start of the instruction. City programs and the City's duly authorized agents are exempt.

(G) Hours Of Play. Use of basketballs on basketball courts is permitted only between the hours of eight o'clock (8:00) A.M. to nine o'clock (9:00) P.M.

(H) Park Access Road Regulation. No person shall stop, stand, park, drive upon or block a park access roadway except authorized emergency vehicles, municipally owned, or authorized vehicles.

(I) Glass Containers. It shall be unlawful for a person to possess, bring, carry, scatter, dump, deposit, leave or have under his or her actual physical control a glass beverage container in or within a City park or beach. A "glass beverage container" means and includes all glass receptacles including bottles, jars, and glass tumblers containing potable liquids.

(J) Alcohol Prohibited. No alcoholic beverages are permitted on park property with the exception of one day liquor service licenses for City owned buildings and City Parks pursuant to Subsections 3-4-6(Z-3), 3-4-6(Z-4), and 3-4-6(Z-5) of this Code.

(K) Aviation Apparatus. It shall be unlawful for a person to bring, land, or cause to ascend or descend or alight within City park property or within three hundred (300) yards of shore except when authorized any airplane, helicopter, flying machine, balloon, parachute, or other apparatus for aviation.

(L) Lakefront Rock Revetment Regulation. Except for City employees or authorized contractors working for the City, no person shall climb onto, walk, run, stand or sit upon the rock revetment anywhere along the City-owned lakefront.

(M) Hours of Tennis/Pickleball Play. Use of lighted tennis/pickleball courts is permitted only between the hours of seven o'clock (7:00) A.M. to ten o'clock (10:00) P.M. Use of non-lighted tennis/pickleball courts is permitted only between the hours of seven o'clock (7:00) A.M. to nine o'clock (9:00) P.M.

SECTION 2: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 3: If any provision of this ordinance or application thereof to any person or circumstance is ruled unconstitutional or otherwise invalid, such invalidity

shall not affect other provisions or applications of this ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this ordinance is severable.

SECTION 4: The findings and recitals contained herein are declared to be prima facie evidence of the law of the City and shall be received in evidence as provided by the Illinois Compiled Statutes and the courts of the State of Illinois.

SECTION 5: This ordinance shall be in full force and effect from and after its passage, approval, and publication in the manner provided by law.

Introduced: _____, 2023

Approved:

Adopted: _____, 2023

_____, 2023

Daniel Biss, Mayor

Attest:

Approved as to form:

Stephanie Mendoza, City Clerk

Nicholas E. Cummings, Corporation Counsel



Memorandum

To: Members of the Human Services Committee
From: Kathryn Loan, Assistant City Attorney
Subject: Ordinance 77-O-23, Amending Title 3 of the Evanston City Code to Add Chapter 35, "Minimum Wage"
Date: August 21, 2023

Recommended Action:

Councilmember Reid requests that the Human Services Committee recommend the adoption of Ordinance 77-O-23, Amending Title 3 of the Evanston City Code to Add Chapter 35, "Minimum Wage," to the City Council.

CARP:

Vulnerable Populations

Committee Action:

For Action

Summary:

Ordinance 77-O-23 seeks to create Title 3 to add Chapter 35, "Minimum Wage," setting a minimum wage for business within the City of Evanston. The proposed Ordinance establishes a minimum wage of \$15.50 for employers with 4-50 employees and \$16.25 per hour for employers with 51 or more employees, beginning July 1, 2024, with annual increases beginning in 2025. This proposed minimum wage is higher than the current minimum wage set by both Cook County and the state of Illinois.

Attachments:

[Ordinance 77-O-23 Establishing Minimum Wage](#)

77-O-23

AN ORDINANCE

**Amending Title 3 of the City of Evanston City Code to
Add Chapter 35, “Minimum Wage”**

WHEREAS, the city of Evanston is a home-rule unit of government under Article VII, Section 6(a) of the Constitution of the State of Illinois and, as such, may regulate for the protection of the public welfare; and

WHEREAS, promoting the welfare of those who work within the city’s borders is an endeavor that plainly meets this criterion; and

WHEREAS, the Evanston City Council believes that establishing a minimum wage for workers in the city of Evanston promotes the welfare of those who work within its borders; and

WHEREAS, enacting a minimum wage for workers in the city of Evanston that exceeds the state and Cook County minimum wage is entirely consistent with the Illinois General Assembly’s finding that it is “against public policy for an employer to pay his employees an amount less than that fixed by” the Illinois Minimum Wage Law, 820 ILCS 105/2 and Cook County Minimum Wage Ordinance 16-5768.

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF
EVANSTON, COOK COUNTY, ILLINOIS:**

SECTION 1: Title 3, Chapter 35, “Minimum Wage” of the Evanston City Code of 2012, is hereby added as follows:

CHAPTER 35 – MINIMUM WAGE

3-35-1. - DEFINITIONS

As used in this Chapter, the following terms mean:

<u>COOK COUNTY MINIMUM WAGE ORDINANCE:</u>	<u>Section 42-13 of the Cook County Code.</u>
<u>COVERED EMPLOYEE:</u>	<u>Any Employee or Youth Employee who is not subject to any of the exclusions set out in Section 3-35-6 below, and who, in any particular two-week period, performs at least two hours of work for an Employer while physically present within the geographic boundaries of the city of Evanston, Illinois. For purposes of this definition, time spent traveling in Evanston that is compensated time, including, but not limited to, deliveries, sales calls, and travel related to other business activity taking place within Evanston, shall constitute work while physically present within the geographic boundaries of Evanston; however, time spent traveling in Evanston that is uncompensated commuting time shall not constitute work while physically present within the geographic boundaries of Evanston.</u>
<u>CPI:</u>	<u>The Consumer Price Index for All Urban Consumers most recently published by the Bureau of Labor Statistics of the United States Department of Labor.</u>
<u>DOMESTIC WORKER:</u>	<u>A person whose primary duties include housekeeping; house cleaning; home management; nanny services, including childcare and child monitoring; caregiving, personal care or home health services for elderly persons or persons with illnesses, injuries, or disabilities who require assistance in caring for themselves; laundering; cooking; companion services; chauffeuring; and other household services to members of households or their guests in or about a private home or residence, or any other location where the domestic work is performed.</u>
<u>EMPLOYEE</u>	<u>An individual that performs work for an Employer in the capacity of an employee, as distinguished from a contractor.</u>

~2~

	<u>determined pursuant to Internal Revenue Service guidelines</u>
<u>EMPLOYER:</u>	<u>Any individual, partnership, association, corporation, limited liability company, business trust, or any person or group of persons that gainfully employs at least one Covered Employee. To qualify as an Employer, such individual, group, or entity must (1) maintain a business facility within the geographic boundaries of Evanston and/or (2) be subject to one or more of the license requirements in Title 3, Chapter 1 of this Code.</u>
<u>FAIR LABOR STANDARDS ACT:</u>	<u>The United States Fair Labor Standards Act of 1938, 29 USC § 201 et seq., in force on the effective date of this chapter and as thereafter amended.</u>
<u>GRATUITIES and OCCUPATION:</u>	<u>Have the meanings ascribed to those terms in the Minimum Wage Law</u>
<u>MINIMUM WAGE LAW</u>	<u>The Illinois Minimum Wage Law, 820 ILCS 105/2</u>
<u>SUBSIDIZED TEMPORARY YOUTH EMPLOYMENT PROGRAM:</u>	<u>Any publicly subsidized summer or other temporary youth employment program through which persons aged 17 or younger are employed by, or engaged in employment coordinated by, a nonprofit organization or governmental entity.</u>
<u>TIPPED EMPLOYEE:</u>	<u>Has the meaning ascribed to that term in the Fair Labor Standards Act.</u>
<u>TIPPED EMPLOYEE INCOME</u>	<u>The total compensation received by a Tipped Employee, including both Wages and Gratuities.</u>
<u>WAGE:</u>	<u>Compensation due an Employee by reason of his employment.</u>
<u>YOUTH EMPLOYEE:</u>	<u>A Covered Employee who is aged 17 or younger.</u>

3-35-2. – MINIMUM HOURLY WAGE

Except as provided in Sections 3-35-3 and 3-35-4 of this Section, every Employer shall pay no less than the following Wages to each Covered Employee for each hour of work performed for that Employer while physically present within the geographic boundaries of Evanston, Illinois:

~3~

(A) Beginning on July 1, 2024, Employers with 4-50 Employees shall pay the greater of:

1. the minimum hourly Wage set by the Cook County Minimum Wage Ordinance;
2. the minimum hourly Wage set by the Minimum Wage Law;
3. the minimum hourly Wage set by the Fair Labor Standards Act; or
4. \$15.50 per hour;

(B) Beginning on July 1, 2024, Employers with 51 or more Employees shall pay the greater of:

1. the minimum hourly Wage set by the Cook County Minimum Wage Ordinance;
2. the minimum hourly Wage set by the Minimum Wage Law;
3. the minimum hourly Wage set by the Fair Labor Standards Act; or
4. \$16.25 per hour;

(C) Beginning on July 1, 2025, and on every July 1 thereafter, Employers shall pay the greater of:

1. the minimum hourly Wage set by the Cook County Minimum Wage Ordinance;
2. the minimum hourly Wage set by the Minimum Wage Law;
3. the minimum hourly Wage set by the Fair Labor Standards Act; or
4. Evanston's minimum hourly Wage from the previous year, increased in proportion to the increase, if any, in the CPI, provided, however, that if the CPI increases by more than 2.5 percent, the Evanston minimum Wage increase shall be capped at 2.5 percent.

Any increase pursuant to this section 3-35-2(C) shall be rounded up to the nearest multiple of \$0.05. Any increase pursuant to this section 3-35-2(C) shall remain in effect until any subsequent adjustment is made. On or before June 1, 2025, and on or before every June 1 thereafter, the City Manager or their designee shall make available to Employers a bulletin announcing the adjusted minimum hourly Wage for the upcoming year.

3-35-3. – MINIMUM HOURLY WAGE IN OCCUPATIONS RECEIVING GRATUITIES

Every Employer of a Covered Employee engaged in an Occupation in which Gratuities have customarily and usually constituted part of the remuneration shall pay no less than the Minimum Wage established in section 3-35-2 to each Covered Employee for each hour of work performed for that Employer while physically present within the geographic boundaries of Evanston, Illinois:

3-35-4. –MINIMUM HOURLY WAGE FOR YOUTH EMPLOYEES

Every Employer shall pay no less than the following Wages to each Youth Employee for each hour of work performed for that Employer while physically present within the geographic boundaries of Evanston, Illinois:

(A) Beginning on July 1, 2024, \$15.00 per hour;

(B) Beginning on July 1, 2025, and on every July 1 thereafter, Employers shall pay Evanston’s minimum hourly Wage from the previous year, increased in proportion to the increase, if any, in the CPI, provided, however, that if the CPI increases by more than 2.5 percent, the Evanston minimum Wage increase shall be capped at 2.5 percent. Any increase pursuant to this section 3-35-4(B) shall be rounded up to the nearest multiple of \$0.05. Any increase pursuant to this section 3-35-4(B) shall remain in effect until any subsequent adjustment is made. On or before June 1, 2025, and on or before every June 1 thereafter, the City Manager or their designee shall make available to Employers a bulletin announcing the adjusted minimum hourly Wage for the upcoming year.

3-35-5.--OVERTIME COMPENSATION

The Wages set out in Sections 3-35-2, 3-35-3, and 3-35-4 are subject to the overtime compensation provisions in the Minimum Wage Law, with the exception that the definitions of “Employer” and “Employee” in this chapter shall apply.

3-35-6.--EXCLUSIONS

This chapter shall not apply to hours worked:

(A) as a camp counselor employed at a day camp if the camp counselor is paid a stipend on a one time or periodic basis and, if the camp counselor is a minor, the minor's parent, guardian or other custodian has consented in writing to the terms of payment before the commencement of such employment;

(B) By any person subject to subsection 4(a)(2) of the Minimum Wage Law, with the exception that the categories of Employees described in subsections 4(a)(2)(A) and 4(a)(2)(B) of the Minimum Wage Law shall be entitled to the Wages described in Sections 3-35-2, 3-35-3, and 3-35-4, whichever applies, as well as the overtime compensation described in Section 3-35-5;

(C) By any person subject to subsection 4(a)(3), subsection 4(d), subsection 4(e), Section 5, or Section 6 of the Minimum Wage Law;

(D) For any governmental entity other than the City of Evanston, Illinois, a category that, for purposes of this chapter, includes, but is not limited to, any unit of Cook County

government, the Illinois state government, and the government of the United States, as well as any other federal, state, or county government agency or department;

(E) For any Subsidized Temporary Youth Employment Program;

3-35-7.--APPLICATION TO COLLECTIVE BARGAINING AGREEMENTS

Nothing in this chapter shall be deemed to interfere with, impede, or in any way diminish the right of employees to bargain collectively with their employers through representatives of their own choosing in order to establish wages or other conditions of work in excess of the applicable minimum standards of the provisions of this chapter. The requirements of this chapter may be waived in a bona fide collective bargaining agreement, but only if the waiver is set forth explicitly in such agreement in clear and unambiguous terms.

3-35-8.--APPLICATION TO THE COOK COUNTY LIVING WAGE ORDINANCE

Nothing in this chapter shall be deemed to conflict with Article IV, Division 3 of the Cook County Code. All Contractors must comply with the Wage Requirements set forth in those sections of the Cook County Code, even if the wages required to be paid are higher than those set forth in this chapter.

3-35-9.--NOTICE AND POSTING

(A) Every Employer shall post in a conspicuous place at each facility where any Covered Employee works that is located within the geographic boundaries of Evanston, Illinois a notice advising the Covered Employee of the current minimum Wages under this chapter, and of his rights under this chapter. The City Manager or their designee shall prepare and make available a form notice that satisfies the requirements of this subsection 3-35-9(A). Employers that do not maintain a business facility within the geographic boundaries of Evanston, Illinois and households that serve as the worksites for Domestic Workers are exempt from this subsection 3-35-9(A).

(B) Every Employer shall provide with the first paycheck subject to this chapter issued to a Covered Employee a notice advising the Covered Employee of the current minimum Wages under this chapter, and of his rights under this chapter. The City Manager shall prepare and make available a form notice that satisfies the requirements of this subsection 3-35-9(B).

3-35-10.--RETALIATION PROHIBITED

It shall be unlawful for any Employer to discriminate in any manner or take any adverse action against any Covered Employee in retaliation for exercising any right under this chapter, including, but not limited to, disclosing, reporting, or testifying about any violation of this chapter or regulations promulgated thereunder. For purposes of this

Section, prohibited adverse actions include, but are not limited to, unjustified termination, unjustified denial of promotion, unjustified negative evaluations, punitive schedule changes, punitive decreases in the desirability of work assignments, and other acts of harassment shown to be linked to such exercise of rights.

3-35-11.--ENFORCEMENT – REGULATIONS

The City Manager or their designee shall enforce this chapter, and the City Manager is authorized to adopt regulations for the proper administration and enforcement of its provisions.

3-35-12.--VIOLATION – PENALTY

(A) Any Employer who violates this chapter or any regulation promulgated thereunder shall be subject to a fine of not less than \$500.00 nor more than \$750.00 for each offense. Each day a violation continues shall constitute a separate and distinct offense to which a separate fine shall apply.. Each day that a violation occurs shall constitute a separate and distinct offense to which a separate increased fine amount shall apply. The fine shall increase by \$50 for each subsequent offense. Any agreement between the Employee and Employer that would violate this chapter is no defense to an enforcement action.

(B) Any Employer who has admitted guilt or liability or who has been adjudicated guilty or liable in any administrative or judicial proceeding of violating this chapter or any regulation promulgated thereunder shall be ineligible to enter into a contract with the City for a period of three years from the date of conviction, entry of a plea, administrative finding, or admission of guilt.

(C) In cases where an Employer has admitted guilt or liability or has been adjudicated guilty or liable in any administrative or judicial proceeding of violating this chapter or any regulation promulgated thereunder, upon direction of the City Council:

1. The City Manager shall rescind any outstanding contract or purchase orders with the violator;
2. The City Manager shall refuse to deal with the violator for the period of time specified by the City Council.

These remedies shall be available notwithstanding the penalties provided by this Chapter.

3-35-13.--PRIVATE CAUSE OF ACTION

If any Covered Employee is paid by his Employer less than the Wage to which he is entitled under this chapter, the Covered Employee may recover in a civil action three times the amount of any such underpayment, together with costs and such reasonable

attorney's fees as the court allows. An agreement by the Covered Employee to work for less than the Wage required under this chapter is no defense to such action.

3-35-14.--RETENTION OF RECORDS

Each Employer shall maintain for at least five years, or for the duration of any claim, civil action, or investigation pending pursuant to this chapter, whichever is longer, a record of each Covered Employee's name and addresses, hours worked, pay rate, wage agreement, and records necessary to demonstrate compliance with this chapter. Failure to maintain these records shall create a presumption, rebuttable by clear and convincing evidence, that the Employer violated this Chapter 35 for the periods for which records were not retained for each Covered Employee. Each Employer shall provide each Covered Employee a copy of the records relating to such Covered Employee upon the Covered Employee's reasonable request.

3-35-15.--NON-EXCLUSIVE REMEDY.

The remedies, fines, and procedures provided under this chapter are cumulative and are not intended to be exclusive of any other available remedies, penalties, and procedures established by law which may be pursued to address violations of this chapter.

3-35-16.--NO PREEMPTION OF HIGHER STANDARDS.

The purpose of this Chapter is to ensure minimum labor standards. This Chapter does not preempt or prevent the establishment of superior employment standards (including higher wages) or the expansion of coverage by ordinance, resolution, contract, or any other action of the City. This Chapter shall not be construed to limit a discharged Employee's right to bring a common law cause of action for wrongful termination.

3-34-17.-- SEVERABILITY.

If any provision of application of this Chapter is declared illegal, invalid or inoperative, in whole or in part, by any court of competent jurisdiction, the remaining provisions and portions thereof and applications not declared illegal, invalid or inoperative shall remain in full force or effect. Nothing herein may be construed to impair any contractual obligations of the City. This Chapter shall not be applied to the extent it will cause the loss of any Federal or State funding of City activities.

SECTION 2: Title 1, Chapter 12, Section 6, "Vendors" of the Evanston

City Code of 2012, as amended, is hereby amended as follows:

1-12-6.-- VENDORS.

(A) Before consummating any sale to the City or any of its agencies, a vendor shall file, in the office of the City Manager, a certificate signed by an officer or managing agent of the vendor, stating that the vendor will not discriminate against any employee or applicant for employment and that he/she has read this Chapter and will comply in all respects with the provisions of this Chapter and the laws of the State of Illinois. The form of the certificate shall be determined by the City Manager or their designee, and amended from time to time as he/she deems advisable, and shall require such information as he/she deems necessary.

(B) Before consummating any sale to the City or any of its agencies, a vendor shall file, in the office of the City Manager, a certificate signed by an officer or managing agent of the vendor, stating that the vendor pays a Wage as defined in Section 3-35-1 to its employees in accordance with Sections 3-35-2 through 3-35-8 of the Evanston City Code.

SECTION 3: Title 3, Chapter 2, Section 7, "Home Rule Municipal

Retailers' and Service Occupation Tax Exempting Certain Food and Drugs" of the

Evanston City Code of 2012, as amended, is hereby amended as follows:

3-2-7. - HOME RULE MUNICIPAL RETAILERS' AND SERVICE OCCUPATION TAX EXEMPTING CERTAIN FOOD AND DRUGS AND SERVICE CHARGES.

(A) A tax is hereby imposed upon all persons engaged in the business of selling tangible personal property, other than an item of tangible personal property titled or registered with an agency of this State's government, at retail in this municipality at a rate of one and one-quarter percent (1.25%) of the gross receipts from such sales made in the course of such business while this Section is in effect; and a tax is hereby imposed upon all persons engaged in this municipality in the business of making sales of service, at the rate of one and one-quarter percent (1.25%) of the selling price of all tangible personal property transferred by such serviceman as an incident to a sale of service. The "Home Rule Municipal Retailers' Occupation Tax" and this "Home Rule Municipal Service Occupation Tax" may not be imposed on tangible personal property taxed at the rate of one percent (1.0%) under the Retailers' Occupation Tax Act and the Service Occupation Tax Act.

The imposition of these home rule taxes is in accordance with the provisions of 65 ILCS 5/8-11-1 and 5/8-11-5, respectively, as amended.

(B) The taxes hereby imposed, and all civil penalties that may be assessed as an incident thereto, shall be collected and enforced by the Department of Revenue of the State of Illinois. The Department of Revenue shall have full power to administer and enforce the provisions of this Section.

(C) The taxes hereby imposed shall not apply to any proceeds of mandatory service charges separately stated on customers' bills for purchase and consumption of food and

beverages, to the extent that the proceeds of the service charge are in fact turned over as tips or as a substitute for tips to the employees who participate directly in preparing, serving, hosting, or cleaning up the food or beverage function with respect to which the service charge is imposed. Service charges that are used to fund or pay wages, labor costs, employee benefits or employer costs of doing business are taxable gross receipts.

SECTION 4: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 5: If any provision of this Ordinance 77-O-23 or application thereof to any person or circumstance is held unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid application of this Ordinance is severable.

SECTION 6: Ordinance 77-O-23 shall be in full force and effect after its passage and approval.

SECTION 7: The findings and recitals contained herein are declared to be prima facie evidence of the law of the City and shall be received in evidence as provided by the Illinois Compiled Statutes and the courts of the State of Illinois.

Introduced: _____, 2023

Approved:

Adopted: _____, 2023

_____, 2023

Daniel Biss, Mayor

Attest:

Approved as to form:

Stephanie Mendoza, City Clerk

Alexandra Ruggie, Interim Corporation Counsel

77-O-23

~11~



Memorandum

To: Members of the Human Services Committee
From: Ike Ogbo, Health & Human Services Director
Subject: Homeless Encampments and Request for Funding of Direct Services
Date: August 21, 2023

Recommended Action:

Councilmember Reid requests that the Human Services Committee recommend that the City Council allocate \$1,750,000 from General Fund Reserves to address homelessness, with specific emphasis on the Howard Street homeless encampments, downtown encampments, and funding homelessness prevention for District 65 students and their families. If approved, the recommendation will be presented to City Council for consideration.

Funding Source:

General Fund Reserves

CARP:

Vulnerable Populations

Committee Action:

For Action

Summary:

The National Alliance to End Homelessness, in its 2022 report, provided key facts about the issue of homelessness in America. This organization used data from the U.S. Department of Housing and Urban Development (HUD) to provide an overview of the scope of homelessness in the U.S. and to illustrate emerging trends. In this report, it states that homelessness has been on the rise since 2017, with an overall increase of 6 percent. The agency reported that over 500,000 people were experiencing homelessness across America, which amounts to roughly 18 out of every 10,000 people.

Evanston is not insusceptible to homelessness, as evidenced by some encampments identified at different locations of the City. There are four homeless encampments in Evanston, with the largest encampment located on Howard, with approximately twenty (20) people. Staff members from City Departments such as Police and Health and Human Services, including external partners such as Connections for the Homeless, Trilog, and others, have engaged the

unhoused populations at the identified encampments to offer services or gather pertinent information on how to formulate an approach to this issue.

To the effect of providing an approach to the homelessness matter, a number of meetings with service providers and City staff members have been held to fashion a strategy to address the Howard encampment and other Citywide encampments. Last month, Councilmember Reid convened and organized meetings with City staff and multiple organizations, including Peer Services, Connections for the Homeless, the CTA, Chicago's 49th Ward Alderman's Office, and the City of Chicago Department of Family Support Services. The gathering was aimed at coordinating efforts to deliver necessary aid to the unhoused population at the Howard viaduct.

Further, Mayor Biss, Councilmember Nieuwsma, and Councilmember Reid convened a separate meeting with the Evanston police department, other city staff, and Connections to further coordinate resources and efforts.

The fundamental elements of this coordinated approach are to address the Howard encampment and other citywide encampments. The elements are as follows:

- 1) Securing and funding housing rapid response events.
- 2) Offering drug treatment and medication.
- 3) Providing case management services.
- 4) Engaging public safety options for those who decline assistance.
- 5) Activating spaces where large encampments have previously existed.
- 6) Providing adequate lighting in the vicinity for security and safety purposes.

The funding request will aid in the tailoring of an approach to coordinate with relevant service providers to provide necessary services needed to alleviate the issues at the encampments and subsequently provide a permanent solution to future encampments that may spring up. A locally-focused effort would be beneficial by creating a multi-faceted response team that encompasses a group of specialists who locate and engage unhoused individuals, including those with mental health and substance abuse issues.

The team may have to create a schedule to visit the encampments on a time basis that is deemed appropriate in order to gain the trust of the unhoused population and build relationships. Building relationships and trust is crucial in convincing the unhoused to accept housing services and referrals. In general, the homeless population may be difficult to convince to receive services and then manage their many needs on an ongoing basis. When eventually housed, the participants will still require supervision and regular visits, plus mental health and substance abuse prevention support. The effort to alleviate the homeless situations at the identified locations requires time and availability of specific programs plus resources that address the need. This will also require adopting best practices that have worked in other jurisdictions and as well seek legal counsel regarding the applicability of these practices or laws, including emerging law cases.

The key to amply succeeding in this venture is matching people to affordable, appropriate, and stable housing, including services for health care (mental health and substance abuse treatment), employment, and childcare services. Evanston has limited affordable units and

rising rents which will be challenging to achieve without having a significant affordable housing program to address the housing needs. It requires coordination of a service system not only to provide housing but a system that supports long-term housing stability and the creation of enough permanent housing to meet the demand.

Funding Breakdown:

Connections for the Homeless: \$1,250,000

- Eviction Prevention: \$219,000 to assist over 250 households.
- Community & Shelter: \$260,000 to support over 1,000 Evanstonians.
- Healthcare Services: \$170,000 for clinical services, anticipating over 9,000 engagements.
- Aftercare Services: \$271,000, targeting over 550 Evanston residents.
- Youth Program: \$330,000 to aid around 370 Evanston youth.

Evanston School District 65: \$200,000

- For essential support to students and their families facing or at risk of homelessness.

Health and Human Services Department: \$300,000

- For enhancements to current programs and to create a flexible funding model to proactively address a broad spectrum of homelessness prevention necessities.

At the request of Councilmember Reid, Connections for the Homeless assembled a special request for consideration of the Human Services Committee to continue to tackle the growing needs of our Evanston unhoused populations. Connections for the Homeless are professionals in this field and have for years provided comprehensive and effective programs to address homelessness in the community. The requested proposal for a year is \$1,250,000. The proposal and activities of the program are attached. The Committee may fund all or some of the listed programs.

At the request of Councilmember Reid, the proposal and activities for District 65 are also attached.

Attachments:

[Connections for the Homeless-Human Services Committee Request Aug 2023](#)

[District 65 Homeless Prevention proposal August. 2023](#)



2121 Dewey Avenue
Evanston, IL 60201
847.475.7070

August 2023

Funding Request for City of Evanston's Human Services Committee:
Supporting our Deeply Unhoused Neighbors

Dear Members of the Human Services Committee,

I write to you today with a special request for funding in support of the growing needs of our community. In the past 3.5 years, Connections for the Homeless has grown to serve nearly 200% more Evanstonians. This translates to nearly \$1M in eviction prevention funds last year alone, hundreds of new visits to our drop-in centers, and increases year-to-year of chronically or "deeply unhoused" Evanstonians. The rapid increase in demand for our programming has, to this point, been subsidized in large part, by COVID-19 relief funding. The closeout on a number of these funding streams has contributed to gaps within our operational budget within several of our program areas. What remains, however, is the growing demand throughout our area for our expanded provision of services.

Here in Evanston, we continue to see increasing needs: the highest rates of District 65 families without secure housing in a decade, historical usage of local food pantries (from 1,724 visits in FY19 to 7,091 in 2023), and growing encampments of folks who remain on the street without an affordable and safe place to call home.

We must secure solutions for our community.

For nearly 40 years, Connections for the Homeless has offered solutions for Evanston individuals and households experiencing housing insecurity. Last year, we served a record high of 3,000 Evanstonians through our low-barrier, high quality services. We do this work through several programs:

- **Eviction Prevention** – We provide short-term rental assistance that prevents evictions, eliminates the trauma of losing one's home, and keeps families in their neighborhoods and kids in their schools. Last year, we kept over 250 Evanston families in their home by covering over \$900k in rent, mortgage, and utility bills.
Funding Request: \$219,000 over 12 months to ensure adequate staffing to administer eviction prevention funds into Evanston households. We anticipate to serve over 250 Evanston households in calendar year 2023.
- **Community & Shelter** – We host two daytime drop-in programs in Evanston for people who are homeless to access basic necessities and

case management as they work toward housing solutions. We offer free Healthcare Services provided by physical and mental health practitioners to meet immediate health needs (with clinical space offered at our Margarita Inn shelter and Hilda's Place drop-in location). Last year we sheltered 121 unhoused Evanstonians at the Margarita Inn, and of those who exited, more than 70% left for a housing solution (compared to the national benchmark of 40.1%).

Funding Request: \$260,000 to support adequate Drop-in and Outreach personnel and basic needs for individuals living on the street. We anticipate to serve over 1,000 Evanstonians through our two drop-in sites in calendar year 2023.

- **Healthcare Services:** Led by Medical Director Dr. Keith Boyd, our Healthcare Services offer a wide array of accessible solutions for neighbors on the street or recently connected into our shelter or other housing program. We are the only service provider in the northern suburbs that couples free medical and behavioral healthcare with other programs specifically designed for people experiencing homelessness. The team operates in two clinical spaces. One is stationed at our 24/7 shelter, the Margarita Inn, and the other is located at our drop-in center, Hilda's Place, that serves as a daily respite for people living on the street. A variety of healthcare services are provided at both clinics, including: on-demand physician consultations, urgent care services, emergency medicine refills, medical testing, disability assessments and behavioral evaluations and treatment. Connections' team maintains linkage agreements bringing higher levels of care directly to the places where services are provided (i.e. STI/HIV testing, substance use treatment, etc.).

Funding Request: \$170,000 to ensure free, accessible clinical services for individuals living on the street. We anticipate more than 9,000 engagements alongside 200 Evanstonians through our physical and behavioral healthcare team.

- **Aftercare Services:** We stay connected to individuals and families housed through a long-term subsidies program via ongoing case management. We supported 524 Evanstonians in maintaining or moving into a stable home of their own in 2022, of which 92% have stayed housed or exited to a permanent home. Our Aftercare Case Managers support individualized needs through life skills-building, vocational linkage, advocacy, and more. For many of our participants the road to long-term housing requires relearning as they may secure employment, or return back to school for the first time in years.

Funding Request: \$271,000 to ensure adequate staffing to support individuals living independently in the community. We anticipate working

alongside over 550 Evanston people through our Housing Programs this calendar year.

- **Youth Program:** We meet young people (ages 18-24) in the community and connect them to long-term supports. We offer emergency shelter, a transitional living program, ongoing case management, and rapid rehousing throughout Evanston. In partnership with other youth-serving organizations in Evanston, we strive to secure housing solutions to enable young people on a road of success.

Funding Request: \$330,000 to support securing and maintaining costly housing solutions for young people experiencing housing insecurity. It has been our experience that identifying landlords in the area that are open to providing housing for young people at-risk of homelessness is a particularly challenging barrier in Evanston and surrounding neighborhoods. In calendar year 2023, we anticipate serving 370 Evanston residents ages 18-24 across our programming.

Summary of Request

Category	Description	Duration	Total
Eviction Prevention	Personnel (Salary and Fringe)	12 months	\$219,000
Community & Shelter	Personnel (Salary and Fringe) and Direct Support to Participants	12 months	\$260,000
Healthcare Services	Personnel (Salary and Fringe)	12 months	\$170,000
Aftercare Services	Personnel (Salary and Fringe) and Direct Support to Participants	12 months	\$271,000
Youth-Focused Housing Program	Personnel (Salary and Fringe) and Direct Support to Participants	12 months	\$330,000
Total		12 months	\$1,250,000

We greatly appreciate the Human Services Committee’s consideration of this request and invite any questions or inquiries for further information.

Together, we can end homelessness in Evanston – one person at a time.

Sincerely,



Betty Bogg
 President & CEO
 847-475-7070 x108
bbogg@connect2home.org



Every Child, Every Day,
Whatever it Takes

1500 McDaniel Avenue
Evanston, Illinois 60201

P 847.859.8000
F 847.866.7241

Evanston/Skokie SD 65
www.district65.net

August 2023

Funding Request for City of Evanston's Human Services
Committee:

Supporting District 65 Student with Families Facing Housing
Insecurity

Dear Members of the Human Services Committee,

As is the case in most urban school districts across America, Evanston District 65 has seen an increase of students who qualify as McKinney-Vento eligible, meaning that they are currently experiencing housing insecurity or homelessness. District 65 currently has 278 students who are registered as McKinney-Vento, but the number was as high as 317 during the 2022-2023 school year. During the school year, we welcomed 154 new students who were in insecure housing situations that qualified them for McKinney-Vento services, and there were 389 students who had McKinney-Vento status at some point during the year. The differences between all these numbers represent the transient nature of homeless students - we saw many families leave the district due to losing housing in D65, or not being able to secure housing in our boundaries after staying in a shelter or doubling up with families. The Covid-19 pandemic has created increased vulnerability to housing instability due to loss of employment, illness and death, and increased rents. Credit score and income requirements have increased, and evictions skyrocketed after the eviction moratorium was lifted. We have been collaborating closely with Connections with the Homeless to coordinate support in finding housing, and they have stated many times that the housing market is the worst it has ever been. Many families are counseled that they simply will not find housing in Evanston and they must look elsewhere.

In order to address the unique challenges of our families and support District 65 students to maintain school attendance and succeed academically, District 65 has provided the following services at increased frequency in the past three years, thanks mostly to federal Covid Relief funding that is now mostly spent down. However, the needs of the community remain despite the lack of new funding sources.

- **Temporary housing** – We provide short-term housing for District 65 families at hotels in cases where no alternative is

available. Hotel stays include scenarios where families have already been evicted, needed to leave their previous housing due to abuse, or reached the time limit of their stay in a shelter before they have secured housing. Hotels in Evanston or Skokie are secured so that District 65 students can maintain school attendance and receive much needed wraparound services while their family awaits a room in a housing shelter or a more permanent housing set up. Last year, District 65 provided emergency housing in **18 emergency situations at the cost of approximately \$13,000**. Our funding via an ARP grant from ISBE stipulates that a maximum of 5 nights can be provided for emergency housing, however this is almost never enough time, and we have had to turn to private foundations or Go Fund Me-style fundraisers to buy more nights at the hotel, or in the worst case scenario, have to tell families that they have to leave the hotel, which can mean going back to sleeping in their car, or in at least one case that we are aware of, moving away, and having to start at a new school in a new state.

Funding Request: \$20,000 over 12 months to support families in crisis. We anticipate providing emergency housing to approximately 25 families in the 2023-2024 school year.

- **Long-term Housing and utilities support** - If and when families do find housing in Evanston, they always need to have first month's rent and a security deposit available immediately, which is nearly always an impossible stretch. We have leveraged funding through Connections Prevention funds and some private donated funds, but having a fund available when these resources are not available would have housed several families in the past year. Additionally, if families are not able to pay their utilities bills, a family can find themselves suddenly without hot water, electricity, or the ability to cook. We have been able to leverage funds through our ARP McKinney-Vento grant from ISBE to support families to restore their utilities, which has been very helpful to families. Currently, those funds are spent down, but the need continues to arise.

Funding request: \$20,000 for security deposit, first month's rent, utilities, and other emergent expenses that arise in finding housing in Evanston.

- **Administrative support** - The needs of families facing housing insecurity are not limited to the hours of operation of the school day and school social workers, and other District 65 staffers have to work on evening and weekends to support families through some of the most challenging moments of their lives coordinating services with other local agencies, purchasing supplies to meet immediate needs of families members, and provide general support to families. Additionally, much of the social services provided to McKinney/Vento eligible families require extensive reporting and documentation required by law which requires proper training of staff and the hours outside of their regular District jobs to do this work. Last year, District 65 spent over \$30,000 to staff to complete additional administrative duties and direct services to students and families facing housing security, but this was far from enough. Due to the increased number of families

experiencing homelessness in Evanston, and ongoing crises that emerged that needed to be addressed immediately, we were unable to complete a full needs assessment and offer followup support. We would like to add an administrative assistant with lived experience with homelessness to support the McKinney-Vento and Wraparound team to complete a needs assessment with our McKinney-Vento population, and support the follow up with any needs that are identified.

Funding request - \$80,000 over 12 months to cover administrative duties and staff time for support services to District 65 students and families facing housing insecurity. We anticipate serving approximately 50 students and their families in the 2023-2024 school year.

- **Wraparound services** - Many of the needs of students and families facing a housing crisis are unpredictable and interventions need to be tailored to individual families. These needs may not always be met by existing support structures, or may be urgent and not have time to wait for a funding requisition to flow through the business office process. In some cases, funding is needed to help families meet basic needs for food, toiletries, clothes/shoes, and winter gear. In other scenarios, families may need emergency car repair or simply wish they could buy their child a birthday cake. District 65 has leveraged over \$14,000 in the past school year to serve a wide spectrum of students and families, but could have spent more if funds had been available.

Funding Request: \$40,000 over 12 months to supply wraparound services for District 65 students and families facing housing insecurity. We anticipate serving approximately 50 students and their families in the 2023-2024 school year.

- **Transportation support** - Students and families who are in transitional living situations often need support to get from their temporary living arrangement to school, as well as to after school activities, school events, and emergent things like eye appointments, urgent care, and caregiver meetings at school. Additionally, when emergency car repairs are needed, a student may be unable to get to school until the car gets fixed, or a caregiver may not be able to get to work. We have some funding sources we have leveraged for car repairs, but it takes time and the situation does not always match the requirements for the funding. Having some flexible funds available for taxi services, car repairs, gas cards, and other car costs would allow us to ensure students are getting the transportation that they need.

Funding request - \$20,000 over 12 months to cover exigent costs for transportation that are not covered by our regular district transportation budget or other sources of funding support.

- Tutoring services** - Students who experience housing insecurity typically have lower attendance rates and therefore are always playing catchup in school. Educational research (Romero and Lee, 2007) and common sense tells us that attendance is one of the most important factors for student academic success, and students who face housing insecurity are at the greatest risk of falling behind academically. In an effort to counter this negative side effect of housing insecurity, last year District 65 developed a tutoring program specifically for our McKinney-Vento students, using District 65 students to meet 1:1 for additional support. D65 allocated **\$15,000 to high dosage one-on-one tutoring for 15** McKinney/Vento eligible students with data collected on the direct and positive impacts of this intervention

Funding Request: \$20,000 over 12 months to supply one-on-one tutoring for District 65 students facing housing insecurity. We anticipate serving approximately 20 students in the 2023-2024 school year.

Summary of Request

Category	Description	Duration	Total
Temporary Housing	Hotel for emergency situations	12 months	\$20,000
Long-term housing	Security deposit + 1st months rent, utilities	12 months	\$20,000
Administrative Support	Administrative support to administer and follow up on in-depth needs assessment of our McKinney-Vento population	12 months	\$80,000
Wraparound Services	Flexible funding to meet needs that fall in gaps	12 months	\$40,000
Transportation Support	Funds for car repairs, gas cards, and taxi service	12 months	\$20,000
Tutoring Support	1:1 tutoring for McKinney-Vento students	12 months	\$20,000

We sincerely appreciate the consideration from the Human Services Committee of this request, please let us know if you have any questions or need further information. With this support, we will be better able to keep our students rooted in Evanston, to continue the excellent education we endeavor to provide.

Sincerely,

Romy DeCristofaro, Ph.D. (she/her)

Assistant Superintendent of Student Services
Evanston/Skokie District 65

Allie Harned (she/her)
Mental Health Coordinator
Evanston/Skokie District 65

Lori Adelizzi (she/her)
Wellness Coordinator
Evanston/Skokie District 65

Joseph Spilberg (he/him)
Grants Manager
Evanston/Skokie District 65



Memorandum

To: Members of the Human Services Committee
From: Jennifer Levi, Administrative Assistant
Subject: Review of Evanston Police Complaints and Comments Report
Date: August 21, 2023

Recommended Action:

Staff recommends the Human Service Committee accept and place on file the Evanston Police Complaints and Comments Report.

Committee Action:

For Action: Accept and Place on File

Summary:

Attached are the summaries of 3 (three) complaints and 8 (eight) compliments since our last meeting.

Enclosed summaries include:

CR # 21-06 (3rd and final review)

CR # 23-01

DI # 23-01

Attachments:

[Review of Evanston Police Complaints and Compliments August 21, 2023](#)

Police Complaints

EVANSTON POLICE DEPARTMENT
Office of Professional Standards
Complaint Register

CR # 21-06

Initiated: November 15, 2021

Completed: June 21, 2023

Allegation

On November 15, 2021, the Complainant (a 15-year-old juvenile represented by his parents) responded to the Evanston Police Department and spoke with the Office of Professional Standards. The Complainants had various issues they wished to have addressed. After multiple conversations with OPS, the Complainants had a situation that had not been discussed. The Complainants alleged the Accused Officers made an unwarranted statement to the Juvenile Complainant after the accident. The Juvenile Complainant stated that an unidentified Officer made the statement, "Well, this is why we don't bike on Ridge, right?" The Complainants requested a full investigation on the matter. This complaint was classified as a Complaint Register.

If the allegations are true, the Accused Officers may have violated the following:

Rule 1 Violation of any federal, state, or local law or ordinance, or of any rule, regulation, standard operating procedure, policy, directive, training, or order of the department, either written or oral. In the event of improper action, breach of discipline, or violation of law, it will be presumed that the employee was familiar with the law, rules, regulations, policy, training, or order in question.

Rule 2 Any action or conduct, on or off duty, which impedes the department's efforts to achieve its goals, mission, or values, or which degrades or brings disrespect upon any member or the department as a whole; or any action that impedes the operation or efficiency of the department and its members.

Rule 18 Disrespectful behavior, willful maltreatment, or abusive language towards any person, whether a citizen or a member of the department.

The Incident

On October 28, 2021, Accused Officer One was involved in a traffic crash at Ridge and Greenwood. Accused Officer One was off duty at the time of the crash as he had completed his tour of duty immediately prior. Accused Officer One struck the Juvenile Complainant, who was riding his bicycle. The Juvenile Complainant was rendered momentarily unconscious due to the crash and suffered scrapes to his hand and face. Accused Officer Two was off duty at the time of the crash and was the driver of the vehicle immediately behind Accused Officer One. Therefore, Accused Officer Two was a witness to the crash. Both Accused Officers stopped after the crash and aided the Juvenile Complainant. Accused Officer One called 911. Several officers responded to the scene to investigate the crash and provide traffic control. Due to his head injury, the Juvenile Complainant was transported via ambulance to Evanston Hospital. His parents were notified of the crash.

Due to the crash involving an officer, the Traffic Officer was assigned to investigate the crash and the traffic crash report. Ultimately, Accused Officer One was listed as Unit 1 for the crash and issued a citation for failure to exercise due care.

Actions, OPS Sergeant

On December 17, 2021, the Complainant's Mother emailed the OPS Sergeant for an update on this complaint. The Complainant's Mother scheduled a meeting to speak with OPS in person and she scheduled a meeting for the Juvenile Complainant to be interviewed.

On December 23, 2021, the Complainant's Mother responded to the station and spoke with the Sergeant and Commander of OPS. She presented a few issues that she wanted to discuss, including the following:

- A concern of collusion with tickets
- Her being told to go to the hospital
- Delay in the issuance of traffic citations
- No Victim Services offered

On February 07, 2022, the OPS Sergeant and Commander interviewed the Juvenile in recollection of this incident.

Juvenile Complainant's Interview: The Juvenile Complainant's statements were parallel to the abovementioned incident. In addition, the Juvenile Complainant stated that when he woke up he remembered there being two officers, with one talking to him. He believed the one talking to him was the one who hit him, but he was not sure. The officer speaking told him that an ambulance was coming and to sit tight. The officer commented, "Well, this is why we don't bike on Ridge, right?" The Juvenile Complainant reported hearing the statement but not seeing the officer who said it.

On February 15, 2022, the OPS Sergeant contacted Victim Services to inquire if they assisted with traffic accidents and learned they do but mostly when there was a death or potential death involved.

On February 18, 2022, the OPS Sergeant spoke with a Patrol Commander who advised she and the Traffic Sergeant reviewed the incident via EPD surveillance video. The Patrol Commander stated that she observed Accused Officer One exit the parking lot at Maple and Lake and then traveled south through the alley of Maple. The Patrol Commander concluded that they could not determine when Accused Officer One crossed the intersection of Ridge and Greenwood. Thus, no additional citation was given for disobeying the traffic control device with a sign posted, "right turn only 7 am to 7 pm".

On April 20, 2022, the OPS Sergeant and Commander interviewed Accused Officer Two, accompanied by the FOP Attorney in regard to his recollection of this incident.

Accused Officer Two's interview: Accused Officer Two stated that he was a witness to a crash involving Accused Officer One and the Juvenile Complainant. Accused Officer Two stated that he had spoken with the Juvenile Complainant. Still, they denied he made the statement, "Well, this is why we don't bike on Ridge, right?" nor did he hear anyone make that statement to the Juvenile Complainant.

On May 12, 2022, the OPS Sergeant and OPS Commander interviewed Accused Officer One, accompanied by the FOP Attorney, regarding his recollection of this incident.

Accused Officer One's interview: Accused Officer One stated that after being involved in a crash with the Juvenile Complainant, he had the opportunity to speak with him and denied he

made the statement, "Well this is why we don't bike on Ridge, right?" nor did he hear anyone make that statement to the Juvenile Complainant

Findings / Recommendation, Patrol Sergeant

After reviewing all reports, memoranda, and video associated with this complaint, The Patrol Sergeant **FOUND** that the Accused Officers **DID NOT VIOLATE RULES 1, 2, & 18** and classified them as **NOT SUSTAINED** with **NO FURTHER ACTION**.

The Patrol Sergeant stated that the Juvenile Complainant stated that an unknown officer made the statement, "Well, this is why we don't bike on Ridge, right?" which concerned him because it was an unwarranted statement about him. Both officers stated that they spoke with the Juvenile Complainant immediately after the crash, denied making the statement, and denied hearing anyone else make the statement. There was no video evidence before responding Officers arrived on the scene. While the Accused Officers are observed on video speaking about biking on Ridge, neither one directs their comments at the Juvenile Complainant. In conclusion, there was insufficient evidence to prove or disprove whether the statement was made and by which officer (dated 07/28/2022).

Findings / Recommendation, Patrol Commander

After reviewing all reports, memoranda, and video associated with this complaint, the Patrol Commander stated that without positive identification, video footage, or admission from one of the Accused Officers involved, there is insufficient evidence as to whether the statement/question was made or asked. The Patrol Commander **CONCURRED** with the Patrol Sergeant and **FOUND** that the Accused Officers **DID NOT VIOLATE RULES 1, 2, & 18**, and classified them as **NOT SUSTAINED** with **NO FURTHER ACTION** (dated 08/23/2022).

Findings / Recommendation, Deputy Chief

After reviewing all reports, memoranda, and videos with this complaint, the Deputy Chief stated that both Officers spoke with the Juvenile Complainant immediately after the crash, and both Officers denied making the statement: "Well, this is why we don't bike on Ridge, right?" Both Officers also denied hearing anyone else making this statement. It was evident from available body-worn camera footage that the Accused Officers spoke about biking on Ridge; however, neither directed their comments at the Juvenile Complainant specifically. There was no video evidence before the Responding Officers arrived on the scene. Based on the totality of this investigation, it was clear that there is insufficient evidence to prove or disprove whether the statement was made and, or by whom.

The Deputy Chief **FOUND** that Accused Officers **DID NOT VIOLATE RULES 1, 2, & 18** and classified them as **NOT SUSTAINED** with **NO FURTHER ACTION** (dated 08/25/2022).

Request for 2nd Review, OPS Commander

On November 02, 2022, CPRC requested a second review of CR 21-06. The Committee stated the comments made by the Accused Officers were similar to the Complainant's original complaint and warranted a specific review for policy violation and potential discipline.

The Committee requested a review regarding the single traffic citation the Accused Officer received. The Committee stated that this incident's lack of citations could indicate collusion and/or favoritism (dated 11/17/2022).

Findings / Recommendation, Patrol Commander Two

Regarding the alleged comment made, "That's why we don't bike on Ridge," Patrol Commander Two stated it was undetermined whether or not the alleged statement was made to the cyclist; there is no clear policy violation. The Accused Officers were off duty in a civilian capacity having a conversation during which time they expressed their opinions of whether or not the Complainant should have been biking on Ridge Ave. While public opinion may disagree with the content of their conversation, there was no abusive language, and nothing derogatory, degrading, or disrespectful was vocalized.

Patrol Commander Two stated after careful consideration, he **FOUND** that Accused Officer One, **DID VIOLATE RULE 1**. He neglected to exercise due care while driving, as stated in Illinois Statue 625 ILCS 5/11-305(a). This coincides with the original findings.

The traffic crash associated with this complaint register was investigated by an Officer that has been a senior member of the Evanston Police Department Traffic Unit for more than twenty years and is a former member of the Major Crash Assistance Team. Before the conclusion of his investigation, the Traffic Officer consulted with the Traffic Unit supervisor and the former supervisor for the Major Crash Assistance Team. They agreed that the citation issued to Officer Accused Officer One was appropriate. Patrol Commander Two stated he concurred with the initial assessment that the traffic accident report and subsequent citation issued to Accused Officer One were appropriate, and he was confident that the traffic crash investigation was conducted without collusion, favoritism, and free from bias (dated 11/29/2022).

The Deputy Chief **CONCURRED** with Patrol Commander Two's findings with nothing further to add (dated 11/30/2022).

Request for 3rd Review, OPS Commander

On February 1, 2023, this case was discussed for the third time during the CPRC meeting. The Committee was disappointed that the second review, completed by Patrol Commander Two, stating that their concerns from the initial review needed to be addressed. The Committee decided to have a third review conducted by different personnel in the Department.

The OPS Commander wrote a memorandum stating the Committee's concerns were not alleviated or adequately addressed, and the facts did not support the recommendations. The Committee also believed that the Department had the authority to impose discipline on the Accused Officers, even though they were off-duty, based on prohibited conduct Rule 2.

Findings / Recommendation, Detective Commander Three

After reviewing all reports, memoranda, and videos associated with this complaint, Detective Commander Three recommended a "not sustained" disposition for this complaint. He stated there is a lack of evidence to prove that the Accused Officers violated any prohibited conduct rules regarding the Complainant's allegations or recovered statements. Detective Commander

Three stated that similar statements made by citizens during routine traffic crash investigations are not alarming based on his experience. However, an appearance of impropriety cannot be ruled out due to witnesses being nearby. Properly separating witnesses could have mitigated this complaint and improved the investigation's integrity. Detective Commander Three suggested informal roll call training as a positive intervention for all officers.

Detective Commander Three also stated that the Traffic Officer conducted an objective, fair, thorough, and competent investigation. The Traffic Officer and Sergeant found Accused Officer One at fault, issued a justified citation, and achieved a successful court outcome. Discretion is inherent in enforcement decisions which are also extended to citizens in similar accident investigations. No sustained rule violations were found in the Accused Officer's response, assignment, investigation, disposition, or enforcement decision.

Regarding discipline for off-duty officers, the Department retains the authority when necessary. The alleged abusive statement was addressed earlier. The traffic crash was treated like any other, and Accused Officer One received a traffic citation as a citizen. The administrative review, progressive discipline, and the City's accident review board typically apply to on-duty officers in City vehicles, which is not the case here. Civil liability serves as an additional form of checks and balances.

Detective Commander Three **FOUND** that the Accused Officers **DID NOT VIOLATE RULES 1, 2, & 18** and classified them as **NOT SUSTAINED**. The Detective Commander **RECOMMENDED** an **INFORMAL ROLL CALL TRAINING FOR ALL OFFICERS** regarding the **SEPARATION OF PARTIES DURING INCIDENTS** (03/14/2023).

Final Review / Recommendation, CPRC

In the review of Complaint Register #21-06, the members of the Commission discussed the investigation and were **unable** to conclude that the findings and recommendations set forth in the investigation and summary report were complete, thorough, objective, and fair. Specifically, the Evanston Police Department has reviewed and submitted recommendations related to CR #21-06 three times; August 25, 2022, November 29, 2022, and March 24, 2023. All three reviews recommended a finding of "not sustained" on the basis that no EPD Rules were violated by the Accused Officers.

The Commission, having reviewed the case file, believes that the off-duty Accused Officer, by stating "that's why we don't ride bikes on Ridge" within earshot of the teenaged bicyclist, who had been hit by the Accused Officer's vehicle, violated the following EPD Rules:

- **Rule 2** ("Any action or conduct, on duty or off, which impedes the department's efforts to achieve its goals, mission or values, or which degrades or brings disrespect upon any member or the department as a whole; or any action that impedes the operation or efficiency of the department and its members.")
- **Rule 18** ("Disrespectful behavior, willful maltreatment or abusive language towards any person, whether a citizen or a member of the department.")

While the Commission does not take a position on any disciplinary recommendations, it does take the position that Rules 2 and 18 were violated by this conduct. Moreover, the Commission believes that training on de-escalation could prevent future complaints and promote positive interactions between the public and the Department. Likewise, a meeting between the Accused

Officer and the complainant could strengthen the relationship between the public and the Department and provide important closure to all parties involved.

Taking the above findings and recommendations into consideration, the Commission during their June 7, 2023 meeting voted 5-0 to send this report to the Chief of Police.

Findings / Recommendation, Chief of Police

The Chief of Police **CONCURRED** with the previous findings of the chain of command and **FOUND** that the Accused Officers **DID NOT VIOLATE RULES 1, 2, & 18**, and classified them as **NOT SUSTAINED**. The Chief of Police stated that Accused Officer One will receive no discipline regarding these allegations, and Accused Officer Two is no longer employed with the Evanston Police Department (dated 06/21/2023).

EVANSTON POLICE DEPARTMENT
Office of Professional Standards
CPRC Report

CR #21-06

Summary of Facts:

- On October 28, 2021, Accused Officer One was off duty and was involved in a traffic crash at Ridge and Greenwood.
- Accused Officer One struck the Juvenile Complainant with his vehicle, who was riding his bicycle.
- The Juvenile Complainant suffered minor injuries and was transported to the Hospital, and his parents were notified of the crash.
- Accused Officer Two was off duty at the time of the crash and was the driver of the vehicle immediately behind Accused Officer One. He witnessed the crash.
- Both Accused Officers stopped after the crash, provided aid to the Juvenile Complainant, and called 911.
- Due to the crash involving an officer, the Traffic Officer was assigned to investigate the crash and author the traffic crash report. The Traffic Officer issued a citation for *failure to exercise due care* to Accused Officer One

Allegations:

The Complainants alleged the Accused Officers made an unwarranted statement to the Juvenile Complainant after the accident. The Juvenile Complainant stated that an unidentified Officer said, "Well, this is why we don't bike on Ridge, right?"

Recommended Adjudications:

Accused Officer One Rules: 1, 2, & 18

- | | |
|-----------------------------------|----------------------|
| • Parol Sergeant recommendations | Not Sustained |
| • Parol Commander recommendations | Not Sustained |
| • Deputy Chief recommendation | Not Sustained |

Accused Officer Two Rules: 1, 2, & 18

- | | |
|-----------------------------------|----------------------|
| • Parol Sergeant recommendations | Not Sustained |
| • Parol Commander recommendations | Not Sustained |
| • Deputy Chief recommendation | Not Sustained |

CPRC Request for 2nd Review

CPRC requested that a second review of CR 21-06 be conducted on the following:

- The alleged statement made by the Accused Officers, " that's Why we don't Bike on Ridge" The Committee stated the comments made by the Accused Officers were similar to the Complainant's original complaint and warrant a specific review for policy violation and potential discipline

- The Accused Officer only receiving one citation. The Committee stated that the lack of citations for this incident could be an indicator of collusion and/or favoritism toward a fellow Officer.

Accused Officer One

- CPRC **0-5**
 - Rule 2: **Sustained**
 - Rule 1& 18: **Not Sustained**

Accused Officer Two

- CPRC **0-5**
 - Rule 2: **Sustained**
 - Rule 1& 18: **Not Sustained**

2nd review by Patrol Commander Two

Patrol Commander Two:

The Initial investigation for CR 21-06 was accurate and the conclusions presented by the Chain of Command was correct.

Deputy Chief Two:

Concurred with Patrol Commander Two with no further action

CPRC Request for 3rd Review

CPRC requested a third review of CR 21-06 be conducted regarding the following:

The Committee stated that their concerns were not alleviated or adequately addressed, and the recommendations were not supported by the facts. The Committee also believed that the Department had the authority to impose discipline on the Accused Officers, even though they were off-duty, based on prohibited conduct Rule 2.

3rd review by Detective Commander Three

Detective Commander Three:

The Detective Commander stated that the 2nd investigation for CR 21-06 was accurate and the conclusions presented by the Chain of Command was correct. However, the Detective Commander stated that properly separating witnesses could have mitigated this complaint and improved the integrity of the investigation.

3rd Review Recommended Adjudications:

Accused Officer One Rules: 1, 2, & 18

- Det. Commander Three recommendations **Not Sustained**

Recommendation: Informal roll call training for all officers regarding the separation of parties during incidents

Accused Officer Two Rules: 1, 2, & 18

Det. Commander Three recommendations **Not Sustained**

Recommendation: Informal roll call training for all officers regarding the separation of parties during incidents

Final Review / Recommendation, CPRC

In the review of Complaint Register #21-06, the members of the Commission discussed the investigation and were **unable** to conclude that the findings and recommendations set forth in the investigation and summary report were complete, thorough, objective, and fair. Specifically, the Evanston Police Department has reviewed and submitted recommendations related to CR #21-06 three times; August 25, 2022, November 29, 2022, and March 24, 2023. All three reviews recommended a finding of “not sustained” on the basis that no EPD Rules were violated by the Accused Officers.

The Commission, having reviewed the case file, believes that the off-duty Accused Officer, by stating “that’s why we don’t ride bikes on Ridge” within earshot of the teenaged bicyclist, who had been hit by the Accused Officer’s vehicle, violated the following EPD Rules:

- **Rule 2** (“Any action or conduct, on duty or off, which impedes the department’s efforts to achieve its goals, mission or values, or which degrades or brings disrespect upon any member or the department as a whole; or any action that impedes the operation or efficiency of the department and its members.”)
- **Rule 18** (“Disrespectful behavior, willful maltreatment or abusive language towards any person, whether a citizen or a member of the department.”)

While the Commission does not take a position on any disciplinary recommendations, it does take the position that Rules 2 and 18 were violated by this conduct. Moreover, the Commission believes that training on de-escalation could prevent future complaints and promote positive interactions between the public and the Department. Likewise, a meeting between the Accused Officer and the complainant could strengthen the relationship between the public and the Department and provide important closure to all parties involved.

Taking the above findings and recommendations into consideration, the Commission during their June 7, 2023 meeting voted 5-0 to send this report to the Chief of Police.

Chief of Police Recommendations **Not Sustained**

The Chief of Police stated that Accused Officer One will receive no discipline regarding these allegations and Accused Officer Two is no longer employed with the City of Evanston (dated 06/21/2023).

EVANSTON POLICE DEPARTMENT
Office of Professional Standards
Complaint Register

CR # 23-01

Initiated: April 26, 2023

Completed: June 21, 2023

Allegation

On January 26, 2023, the Complainant called the Evanston Police Department to lodge a complaint against the Accused Officer. The OPS Sergeant of the Office of Professional Standards spoke with the Complainant who alleged he was harassed by an Evanston Police Officer during a traffic stop on August 25, 2022, while he was experiencing a medical emergency. The Complainant further alleged that due to the citations issued by the Accused Officer his licence was subsequently suspended. The Complainant requested an investigation on the matter. This complaint was classified as a Complaint Register.

If the allegations are true, the Accused Officer may have violated the following:

- Rule 1** Violation of any federal, state, or local law or ordinance, or of any rule, regulation, standard operating procedure, policy, directive, training, or order of the Department, either written or oral. In the event of improper action, breach of discipline, or violation of law, it will be presumed that the employee was familiar with the law, rule, regulations, policy, training, or order in question.
- Rule 2** Any action or conduct, on or off duty, which impedes the Department's efforts to achieve its goals, mission or values, or which degrades or brings disrespect upon any member or the Department as a whole; or any action that impedes the operation or efficiency of the Department and its members.
- Rule 20** Failure to provide prompt, correct, or courteous service.

LEXIPOL 422.4.1 USE WHILE DRIVING

Use of the MDT by the vehicle operator should be limited to times when the vehicle is stopped. Information that is required for immediate enforcement, investigative, tactical or safety needs should be transmitted over the radio. In no case shall an operator attempt to send or review lengthy messages while the vehicle is in motion.

**The Incident,
Per OPS Sergeant**

On August 25, 2022, the Accused Officer stopped the Complainant's vehicle and initiated a traffic stop. The Accused Officer approached the passenger side of the vehicle, introduced himself, and advised the Complainant that he was stopped due to a seatbelt violation.

During the interaction, the Complainant mentioned that he was experiencing anaphylactic shock and a medical emergency. The video showed visible signs of recent medical treatment on the Complainant's arms and an open box of Epinephrine medication on the passenger seat. It is unknown if the Accused Officer noticed these observations.

The Accused Officer offered an ambulance to the Complainant three times, but the Complainant declined, opting to drive himself to the hospital. The Accused Officer informed Communications

CR # 21-02

Page 1 of 4

about the driver's possible medical situation. Moments later, the Complainant jumped out of his vehicle and began yelling and pleading for assistance to the hospital. The Complainant claimed his symptoms were worsening. The Accused Officer agreed to follow him without activating emergency lights.

During the drive, the Complainant appeared lost, and the Accused Officer provided directions. The Complainant failed to stop at a stop sign and turned south on McCormick. The Accused Officer contacted him again to ensure he was heading to the hospital and agreed to lead him to Evanston Hospital.

While driving, the Accused Officer used his in-car laptop briefly, expressing concern about finishing his work quickly to avoid delaying the Complainant's arrival at the hospital. The officer made comments indicating uncertainty about the Complainant's ability to drive legally.

They arrived at the Hospital and the Accused Officer handed the Complainant three citations through the passenger side window and provided his phone number for any follow-up questions. The citations issued to the Complainant were for seatbelt, operation a vehicle without insurance, and Driver's License not on person. The Accused Officer then left the hospital without any further issues.

Actions, OPS Sergeant

On January 31, 2023, the OPS Sergeant and Commander interviewed the Complainant in recollection of this incident.

Complainant's Interview: The Complainant's statements were similar to the aforementioned incident. In addition, the Complainant expressed a desire to have the traffic citations reversed.

The Complainant stated he informed the Accused Officer about his condition but, The Accused Officer asked for his license and insurance instead of offering immediate help.

The Complainant stated he felt that the Accused Officer Officer's endangered his life, and found the whole experience disheartening. The Complainant believed that the Accused Officer should have recognized their medical emergency based on visible signs. The Complainant further believed that the time taken for the Accused Officer to issue citations could have had severe consequences if he hadn't stepped out of his vehicle.

The Complainant mentioned that he declined the ambulance multiple times, believing it would be faster to go directly to the hospital on his own although he was experiencing confusion, blurred vision, and difficulty breathing.

On March 24, 2023, the OPS Sergeant left a voicemail regarding video footage that the Complainant alleged to have captured and wanted to submit. The complainant did not upload any footage to Evidence.com.

On February 16, 2023 the OPS Sergeant and the OPS Commander interviewed the Accused Officer regarding his recollection of this incident accompanied by the FOP Attorney.

Accused Officer's interview: Accused Officer's statements were consistent with the aforementioned incident. In addition, the Accused Officer stated the entire traffic stop lasted about twenty minutes and the Complainant appeared to be speaking and breathing normally,

without signs of distress. The Accused Officer stated he offered an ambulance but the Complainant declined and insisted on driving themselves.

The Accused Officer guided the Complainant to the hospital without using lights or sirens and briefly took their hands off the steering wheel to write traffic tickets while driving. The Accused Officer explained he wanted to conclude the traffic stop quickly but would have called for medical assistance if he believed the Complainant's condition was life-threatening.

The Accused Officer stated he did not observe signs of the Complainant losing consciousness or experiencing severe breathing issues.

The Accused Officer stated he did not notice the presence of an Evanston Fire engine at the intersection during the stop and emphasized that the traffic stop was routine until the Complainant's actions changed the situation.

Findings / Recommendation, Traffic Sergeant

After reviewing all reports, memoranda, and video associated with this complaint, the Patrol Sergeant stated there are a few important issues that needed to be addressed in this case. As the Traffic Bureau Sergeant, he believes that officers should have the discretion to decide whether to issue citations or warnings for traffic violations. In general, the Accused Officer was within department policy when he issued citations to the Complainant. However, there were specific circumstances in this case that should have been considered.

The Accused Officer didn't fully grasp the urgency and seriousness of the Complainant's medical condition. He rushed through the interactions and focused more on completing his tasks than on assessing the situation. The Accused Officer also made inappropriate comments on his BWC, expressing doubts about the Complainant's ability to drive and anticipating potential consequences.

The Traffic Sergeant acknowledged that the citations were lawful, but the accused Officer's decision-making was flawed. Although he was not rude and provided his contact information, he should not have allowed the Complainant to drive himself to the hospital given the concerns about his condition. It was also inappropriate for that Accused Officer to use his laptop while escorting the Complainant to the hospital and should have completed his work once they arrived at the hospital. The Traffic Sergeant further stated that the Accused Officer's handling of the situation had some shortcomings, and improvements should be made in similar cases in the future.

The Traffic Sergeant found that the Accused Officer **DID VIOLATE RULES 1, 2, & Lexipol 422.4.1** and classified them as **SUSTAINED**. Additionally, the Traffic Sergeant stated it would be beneficial for the Accused Officer to attend a **40-hour Crisis Intervention Training (CIT)** course, as he has not previously received this training and it is becoming a State requirement. The CIT course will provide him with valuable de-escalation skills that can be applied in various situations. The Traffic Sergeant stated he and the Accused Officer will have a documented conversation to discuss decision-making skills specifically related to traffic enforcement.

In conclusion, the Traffic Sergeant **RECOMMENDED** the Accused Officer receive a **WRITTEN REPRIMAND** and a **40 hour Crisis Intervention training course** (dated 05/04/2023).

Findings / Recommendation, Deputy Chief

After reviewing all reports, memoranda, and transcripts with this complaint, the Deputy Chief **CONCURRED** with Traffic Sergeant's findings. The Deputy Chief **FOUND** that the Accused Officer **DID VIOLATE RULES 1, 2, & LEXIPOL 422.4.1** and classified them as **SUSTAINED**. The Deputy Chief also stated the Accused Officer also **DID VIOLATED RULE 20** The Deputy Chief **RECOMMENDED** the Accused Officer receive a **WRITTEN REPRIMAND** and a **40 HOURS CRISIS INTERVENTION TRAINING COURSE**.

The Deputy Chief stated that the Accused Officer should have allowed the Complainant to go to the hospital or called for paramedics if there was any doubt about the medical emergency. Relying on visual or verbal indicators is beyond his role as a police officer. Traffic infractions can be addressed later if necessary (dated 05/11/2023).

Findings / Recommendation, CPRC

In the review of **CR # 23-01**, the members of the Commission discussed the investigation and agreed the findings and recommendations set forth in the investigation and summary report were complete, thorough, objective, and fair. The Commission voted **5-0** to move this complaint to the Human Services Committee for final review.

Findings / Recommendation, Chief of Police

After reviewing all reports, memoranda, and transcripts with this complaint, the Chief of Police **FOUND** that the Accused Officer **DID VIOLATE RULES 1, 2, 20, & LEXIPOL POLICY 422.4.1** and classified them as **SUSTAINED**. The Chief Of Police also **FOUND** that the Accused Officer **DID NOT VIOLATE RULE 6** and classified it as **EXONERATED**. The Chief of Police **RECOMMENDED** the Accused Officer receive a **WRITTEN REPRIMAND** and a **40 HOURS CRISIS INTERVENTION TRAINING COURSE** (dated 06/21/2023).

EVANSTON POLICE DEPARTMENT
Office of Professional Standards
CPRC Report
CR 23-01

Summary of Facts:

- On August 25, 2022, the Accused Officer initiated a traffic stop due to a seatbelt violation. During the interaction, the Complainant stated he was experiencing a medical emergency.
- The Accused Officer offered an ambulance to the Complainant three times, but the Complainant declined, opting to drive himself to the hospital. The Accused Officer agreed to follow him without activating emergency lights.
- During the drive, the Complainant appeared lost. The Accused Officer subsequently requested the Complainant to follow his lead to the hospital.
- While driving, the Accused Officer used his in-car laptop briefly, expressing concern about finishing his work quickly, made comments indicating uncertainty about the Complainant's ability to drive legally, and anticipating potential consequences.
- They arrived at the Hospital and the Accused Officer handed the Complainant three citations, and provided his phone number for any follow-up questions.

Allegations:

The Complainant alleged he was harassed by the Accused Officer during a traffic stop while he was experienced a medical emergency. The Complainant further alleged that due to the citations issued by the Accused Officer his licence was subsequently suspended.

Recommended Adjudications:

Accused Officer

Traffic Sergeant recommendations:

- | | |
|--------------------------------|-----------|
| ○ Rule 1, 2, & Lexipol 422.4.1 | Sustained |
| ○ Rule 6 & 20 | Unfounded |

Written REPRIMAND with 40 hours of 40 HOURS CRISIS INTERVENTION TRAINING COURSE.

Deputy Chief recommendations:

- | | |
|-----------------------------------|-----------|
| ○ Rule 1, 2, 20 & Lexipol 422.4.1 | Sustained |
| ○ Rule 6 | Unfounded |

Written REPRIMAND with 40 hours of 40 HOURS CRISIS INTERVENTION TRAINING COURSE.

CPRC vote

5-0

Chief of Police recommendations:

- Rule 1, 2, 20 & Lexipol 422.4.1 Sustained
- Rule 6 Exonerated

Written REPRIMAND with 40 hours of **40 HOURS CRISIS INTERVENTION TRAINING COURSE.**

EVANSTON POLICE DEPARTMENT
Office of Professional Standards
Departmental Inquiry

DI # 23-01

Initiated: March 09, 2023

Completed: July 24, 2023

Allegation

On February 15, 2023, the Office of Professional Standards received an email from a Deputy Chief indicating the Complainant wished to file a complaint. The Complainant alleged that the responding Officers took too long to respond to her domestic call, did not offer medical attention for her injured son (a juvenile), and failed to document her son's injuries with photographs in the police report. The Complainant further alleged that responding Officers told her that it was "too much paperwork" to file additional charges for the Offender. The Complainant concluded that the Responding Officers did not notify DCFS (Department of Child and Family Services) about the domestic incident. The OPS Sergeant classified this complaint as a Departmental Inquiry.

If the allegations are true, the Accused Officers may have violated the following:

- Rule 1** Violation of any federal, state, or local law or ordinance, or of any rule, regulation, standard operating procedure, policy, directive, training, or order of the Department, either written or oral. In the event of improper action, breach of discipline, or violation of law, it will be presumed that the employee was familiar with the law, rules, regulations, policy, training, or order in question.
- Rule 2** Any action or conduct, on or off duty, which impedes the Department's efforts to achieve its goals, mission, or values, or which degrades or brings disrespect upon any member or the Department as a whole; or any action that impedes the operation or efficiency of the Department and its members.
- Rule 6** Incompetency or inefficiency in the performance of a duty or task.
- Rule 20** Failure to provide prompt, correct, or courteous service.

LexiPol 316.3 Mandatory Notification

Members of the Evanston Police Department shall notify DCFS when they have reasonable cause to believe a child known to them in their official capacity was abused by a parent, immediate family member, and any person responsible for the child's welfare, any individual residing in the same home as the child or a paramour of the child's parent. Members must also report any case of a neglected child (325 ILCS 5/4;325 ILCS 5/3).

For purposes of notification, abuse includes physical injuries, risk of physical injuries, sex offenses, torture, excessive corporal punishment, female genital mutilation, etc. Neglect includes failure to provide necessary nourishment or medical care or blatant disregard of parent or caretaker responsibilities. Full definitions of abuse and neglect are provided in 325 ILCS 5/3.

The Incident

On January 31, 2023, at 1711 hrs, the Complainant called Evanston's non-emergency number and spoke to an SDO regarding a domestic disturbance between her and her "Ex" on the 400 block of Custer. The SDO then routed the call to Evanston's 911 center at 1712 hrs. Officers were dispatched to the Complainant's residence at 1713 hrs. Accused Officers One and Two were on another call but were rerouted to the domestic disturbance at 1720 hrs and arrived at the scene at 1723 hrs.

Accused Officer One spoke to the Complainant upon arrival. The Complainant advised that the Offender, her Ex, was at the residence to pick up his personal items when an argument ensued. The Offender was accused of taking money out of the Complainant's purse, and the couple allegedly had a physical altercation over the money. During the scuffle, the Complainant's son allegedly struck the Offender on the back, and the Offender allegedly shoved the juvenile.

When speaking to the Responding Officers, the Complainant advised that the Offender punched her in the face and head then pinned her down on the floor, placing her in a headlock. The Complainant complained of pain in her hand but had no visible injuries. The Complainant further stated that her son did have a small cut on his lip from being pushed by the Offender.

The Complainant was asked if she or her son needed medical attention she refused. Assisting Officer One asked Accused Officer One if there was a need for the Evidence Technician to respond to the location to take photographs of alleged injuries; Accused Officer One advised that there was no need due to the lack of visible injuries.

The Offender was arrested and was Miranzied at the station. EMS services and/or an Evidence Technician was not requested to the scene and DCFS was not notified in the initial investigation.

Actions, per OPS Sergeant

On February 21, 2023, the OPS Sergeant interviewed the Complainant regarding this complaint over the phone, and the Complainant confirmed she wished to proceed with a Departmental Inquiry. The Complainant also stated that she submitted a FOIA request regarding the Domestic issue.

The Complainant stated the following:

- The Complainant reported that responding officers offered no medical assistance to her or son, who was injured in the incident, and failed to document her son's injuries with photographs or in the police report.
- The Complainant reported that on January 31, 2023, at 1823 hrs, a male officer reached out to her on the phone and advised that his body camera was on. He explained the charges against the Offender. The Complainant stated that the Officer advised that he did not think it was necessary for the additional charge for battery because "that is more paperwork."
- The Accused Officers did not notify DCFS about the incident. A DCFS caseworker informed the Complainant that the Evanston Police Department had not made the notification to DCFS; Lurie's Childrens Hospital did.

- The Complainant further reported that she still wished to proceed with an additional charge against, the Offender, for battering her son and that she took photos of her son's injuries. The Complainant also stated that she had medical discharge paperwork documenting her son's injuries.

The OPS Sergeant advised the Complainant that upon further investigation, she would need to submit the photos via evidence.com

On February 24, 2023, The Complainant submitted photos.

Actions, Patrol Sergeant

The Patrol Sergeant advised the Responding Officers of this complaint and directed them to submit memoranda delineating their recollection of this incident. The Officers complied.

Accused Officer One's Memorandum: Accused Officer One's statement was consistent with the aforementioned incident. In addition, Accused Officer One confirmed that the Complainant did state that the Offender hit her son but she needed to take her son to the hospital for an unrelated medical issue. Accused Officer One stated he did not call an Evidence Technician to take photographs of the victims because there was no visible injuries to document, but he did document the Complainant's hand pain in the original incident report. Accused Officer One stated he advised the Complainant he would call her to follow up on the case due to her urgent need to leave for her son's medical appointment.

Accused Officer One stated he called the Complainant with Accused Officer Two present after the Offender was in custody and asked the Complainant if she wished to pursue felony charges against the Offender due to the allegation of strangulation/headlock. Accused Officer One then advised that a Domestic Violence Detective and a State's Attorney would need to contact and interview her regarding this incident. Accused Officer One stated that the Complainant did not wish to pursue felony charges and was satisfied that the Offender was in custody and gave then Accused Officer One permission to sign the complaint on her behalf. Accused Officer One denied stating that it would be "too much paperwork" to pursue felony charges against the Offender.

Accused Officer One also stated that the Offender was not charged with battery because it was found that the Complainant's son was pushed and not punched during the altercation and the State's Attorney's Office would address the matter if it arises in court.

Accused Officer One concluded his statement by stating that DCFS was not initially contacted because he was unaware that this matter warranted a DCFS notification. However, he completed a DCFS notification two days after the incident on 2/23/2023 (dated 3/14/2023).

Accused Officer Two's Memorandum: Accused Officer Two's statement was consistent with the aforementioned incident and Accused Officer One's Memorandum. In addition, Accused Officer Two stated that the Complainant and her son did not appear to have any visible injuries. The Offender was deemed to be the primary aggressor and was arrested. Accused Officer Two stated that the Offender was Mirandized. The Complainant was asked if she wished to pursue felony charges for domestic battery. Accused Officer Two stated that the Assisting Officers on scene advised that they would provide the Complainant with a copy of her Marsy's Rights.

Accused Officer Two confirmed that Accused Officer One called the Complainant while he was present. Accused Officer Two stated that at no time during the call did Accused Officer One advise the Complainant that "this was too much paperwork." Accused Officer Two stated that the Complainant did not wish to pursue felony charges against the Offender, and she was satisfied that the Offender was in custody; she then agreed that Accused Officer One could sign the complaint on her behalf.

Accused Officer Two further stated that DCFS was not initially contacted because he and Accused Officer One was not aware that this particular matter warranted a DCFS notification, but Accused Officer One did complete a DCFS notification on 2/23/2023 (dated 3/16/2023).

Assisting Officer One's Memorandum: Assisting Officer One's statement was consistent with the aforementioned incident. In addition, Assisting Officer One stated he asked the Complainant if she had any visible injuries, the Complainant stated no and refused all police services because she needed to get her son to the hospital for an unrelated medical issue. The Offender was arrested then taken to the Evanston Police Station by the Accused Officers. Assisting Officer One stated that he and Assisting Officer Two stayed behind to inform the Complainant of Marsy's rights, and she signed the form. The Assisting Officer stated everyone left the apartment without further incident.

Assisting Officer Two's Memorandum: Assisting Officer Two's statement was consistent with Assisting Officer One statements. In addition, Assisting Officer Two did not observe any possible injuries to the Complainant or her son, and the Complainant refused all police services because she needed to get her son to the hospital for an unrelated medical issue. Assisting Officer Two did not know that an Evidence Technician was not called, nor did he know that one was needed for this incident.

The Offender was arrested, Assisting Officer Two stayed behind to inform the Complainant of Marcy's rights, and she signed the form. Assisting Officer Two stated everyone left the apartment without further incident.

Assisting Officer Two stated that he was not privy to any phone call made to the Complainant after the call and he was unaware that DCFS was not notified.

Assisting Officer Two did recall advising Accused Officer One that the Complainant complained about pain in her hand due to the incident and that she refused EMS services in order for the Accused Officer to notate the incident report.

Findings / Recommendation, Patrol Sergeant

After reviewing all reports, memoranda, and videos associated with this Departmental Inquiry, the Patrol Sergeant addressed the allegations as follows:

The allegations:

It was alleged that the Accused Officers were slow to respond to her residence after she called the Police Department to request an officer for a domestic disturbance.

- The time elapsed between the Accused Officers dispatch and arrival to the location was approximately 3 minutes. The Patrol Sergeant found this allegation to be unfounded. The Accused Officers responded in accordance with Departmental Policy.

The Complainant alleged that an officer contacted her and informed her that an additional charge against the Offender for the battery of her son would be too much paperwork.

- Accused Officer One denied saying that to the Complainant and stated his conversation with her was in reference to charging the Offender with a felony, as well as the felony domestic investigation, and felony review process. Accused Officer One also stated explained an additional misdemeanor domestic battery charge was not done due to the juvenile being that he was pushed by the Offender. The Juvenile was not injured and showed no signs of injury. Accused Officer One indicated the matter would be addressed with the Cook County States Attorney's Office when the case goes to court. Accused Officer Two was present during the conversation with the Complainant and confirmed that at no time did Accused Officer One tell her any additional charges were too much paperwork.

There is no BWC recording of the telephone conversation with the Complainant. The Patrol Sergeant found the initial allegation against Accused Officer One unfounded but recommended shift-level counseling for failing to activate his BWC, which violates Department Policy 423 (Rule 1 violation).

The Accused Officers stated they were unaware that DCFS should have been notified of this incident.

- The Patrol Sergeant stated a domestic disturbance involving violence, in which two small children were present and with one presumably battered; DCFS should have been notified, according to Department Policy 316.3. It should be noted that the DCFS reporting section of the domestic violence dropdown menu, on the field, general specifically states "DCFS REPORTING (Victim Services calls in the reports)." The Patrol Sergeant recommended that the wording be reviewed for removal from the report template as it is confusing and conflicts with Department Policy. Additionally, the Patrol Sergeant recommended training for the Accused Officers in juvenile investigations and juvenile law, such as Juvenile Investigative Case Review (NEMERT) and Juvenile Court Act Chapter 705 Act 405(NEMERT).

The Accused Officers never offered medical attention to the Complainant and her son. It was also alleged that their injuries were not photographed or documented.

- The Complainant told Accused Officer One she was "OK" and had no visible injuries. She indicated that her son might have a scratch on his lip but never requested or indicated that she or her son required medical attention. The Complainant stated her hand was hurt, but it was nothing she needed to go to the ER for. The Accused Officers stated they never observed any injuries and subsequently documented the reported injury to the Complainant's hand in the incident report. Additionally, the Patrol Sergeant stated that he, observed the Complainant's son on body camera and appeared to be in good health and showed no signs of medical distress or visible injury that needed

emergency medical care. The Accused Officers did not believe an Evidence Technician should respond to the location.

The Patrol Sergeant stated that with injuries sustained from a battery or blunt force trauma, the outward signs of the injury, such as bruising, may not appear for several hours or days after the incident. The policy states that *all injuries*, regardless of severity, should be photographed. In the event of no observable injury, the victim should be directed to contact the Detective Bureau if the injuries become visible later. At a minimum, the Complainant should have been provided contact information for the Detective Bureau and advised to contact them should her or her son's injuries become visible. The Patrol Sergeant recommended Shift Level Counseling for violating Rule 1 for not calling in an Evidence Technician and or /adequately explaining the process for documenting at a later date.

The Patrol Sergeant found that the allegation of that Accused Officers not offering or providing the victims with medical care to be unfounded.

The Patrol Sergeant **FOUND** that Accused Officers One and Two **DID NOT VIOLATE Rules 2, 6 and 20** and classified them as **UNFOUNDED**. However, the Patrol Sergeant found Accused Officers One and Two **DID VIOLATE RULE 1, & Policies: Child Abuse (MANDATORY NOTIFICATION) 316.3, & DOMESTIC VIOLENCE 310.4 (e)** and classified them as **SUSTAINED**. In addition, the Patrol Sergeant also **FOUND** that Accused Officer One **DID VIOLATE** policy **BODY WORN CAMERA 423.6** because he did not activate his BWC while speaking to the Complainant over the phone and classified it as **SUSTAINED**. The Patrol Sergeant **RECOMMENDED** the Accused Officer Officers receive an **ORAL REPRIMAND** and **NEMRT** training for **JUVENILE INVESTIGATIVE CASE REVIEW** and **JUVENILE COURT ACT CHAPTER 705 ACT 405**.

The Patrol Sergeant **FOUND** that Assisting Officers **DID NOT VIOLATE ANY POLICIES** or **RULES** relating to this incident (dated 03/22/23).

Findings / Recommendation, Patrol Commander

After reviewing all reports, memoranda, and videos associated with this Departmental Inquiry, the Patrol Commander **FOUND** that Accused Officer One **DID NOT VIOLATE Rule 2** but **DID VIOLATE RULES 1, 6, 20, Policies: Child Abuse (MANDATORY NOTIFICATION) 316.3, & DOMESTIC VIOLENCE 310.4 (e)** and classified them as **SUSTAINED**. In addition, the Patrol Commander also **FOUND** that Accused Officer One **DID VIOLATE** policy **BODY WORN CAMERA 423.6** because he did not activate his BWC while speaking to the Complainant over the phone and classified it as **SUSTAINED**. The Patrol Commander **RECOMMENDED** Accused Officer One receive an **ORAL REPRIMAND** and **NEMRT** training for **JUVENILE INVESTIGATIVE CASE REVIEW** and **JUVENILE COURT ACT CHAPTER 705 ACT 405**.

The Patrol Commander also **FOUND** that Accused Officer Two **DID NOT VIOLATE Rule 2** but **DID VIOLATE RULES 1, 6, 20, Policies: Child Abuse (MANDATORY NOTIFICATION) 316.3, & DOMESTIC VIOLENCE 310.4 (e)** and classified them as **SUSTAINED**. The Patrol Commander **RECOMMENDED** Accused Officer Two receive an **SHIFT LEVEL REPRIMAND** and **NEMRT** training for **JUVENILE INVESTIGATIVE CASE REVIEW** and **JUVENILE COURT ACT CHAPTER 705 ACT 405**

The Patrol Commander **FOUND** that Assisting Officers **DID NOT VIOLATE ANY POLICIES** or **RULES** in this incident.

Findings / Recommendation, Deputy Chief

After reviewing all reports, memoranda, and videos associated with this Departmental Inquiry, the Deputy Chief **CONCURRED** with the findings of the Commander and **FOUND** that Accused Officer One **DID VIOLATE RULES 1, 6, & 20** and classified them as **Sustained**. The Deputy Chief further **FOUND** that Accused Officer One failed to adhere to and **RECOMMENDED** that Accused Officer One receive an **ORAL REPRIMAND** for the overall findings.

The Deputy Chief also **FOUND** that Accused Officer Two **DID VIOLATE RULES 1, 6, & 20** and classified them as **SUSTAINED**. The Deputy Chief **FOUND** that Accused Officer Two failed to adhere to Lexipol Policies 316.3 and 310.4 (e), then **RECOMMENDED** that Accused Officer One receive an **ORAL REPRIMAND** for the overall findings.

The Deputy Chief further stated that neither Assisting Officers was responsible for notifying DCFS nor for properly documenting any injuries as they were assisting officers and not *reporting* Officers. Therefore, he recommended the Assisting Officers be exonerated of any rule policy violations.

Findings / Recommendation, CPRC

In the review of **DI # 23-01**, the members of the Commission discussed the investigation and agreed the findings and recommendations set forth in the investigation and summary report were complete, thorough, objective, and fair. The Commission voted **4-0** to move this complaint to the Human Services Committee for final review (dated 07/14/2023).

Findings / Recommendation, Chief of Police

After reviewing all reports, memoranda, and videos associated with this Departmental Inquiry, the Chief of Police **CONCURRED** with the Deputy Chief and **FOUND** that Accused Officer One **DID VIOLATE RULES 1, 6, 20; Lexipol Policies 316.3, 310.4 (e), & 423.6** and classified them as **Sustained**. The Chief of Police **RECOMMENDED** that Accused Officer One receive an **ORAL REPRIMAND** for the overall findings.

The Chief of Police also **FOUND** that Accused Officer Two **DID VIOLATE RULES 1, 6, & 20** and classified them as **SUSTAINED**. The Chief of Police further **FOUND** that Accused Officer Two failed to adhere to **Lexipol Policies 316.3 and 310.4 (e)**, and **RECOMMENDED** that Accused Officer Two receive an **SHIFT LEVEL COUNCILING** for the overall findings (dated 07/24/2023).

EVANSTON POLICE DEPARTMENT
Office of Professional Standards
CPRC Report
DI 23-01

Summary of Facts:

- The Complainant called the Evanston Police Department regarding a domestic dispute requesting an officer to respond to the 400 block of Custer. Accused Officers One and Two were rerouted to the call and responded to the Complainant's location within three minutes of the dispatch.
- The Complainant's "Ex," the Offender, was at her residence to collect his personal belongings, and then an argument ensued. The couple was alleged to have made physical contact. The Complainant complained of hand pain due to the physical altercation which was documented in the initial incident report.
- During the altercation, the Complainant's son allegedly struck the Offender on the back, and the Offender allegedly shoved the juvenile, causing him to fall resulting in a small cut on his lip. The BWC video revealed no visible injury to his lip.
- The Complainant was asked if she or her son needed medical attention she refused. Accused Officer One and Two did not request an Evidence Technician to take photographs of alleged injuries; Accused Officer One advised that there was no need due to the lack of visible injuries.
- Accused Officer One and Two stated that they did not initially notify DCFS regarding this incident because they were unaware that this particular matter warranted a DCFS notification but did notify DCFS on 2/23/23.
- Accused Officer One called the Complainant with Accused Officer Two present regarding this incident but did not record the conversation using BWC.
- The Offender was arrested and then Mirandized at the station.

Allegations:

The Complainant alleged that the Responding Officers took too long to respond to her domestic call and did not offer medical attention for her or her son. The Accused Officers failed to document her son's injuries. The Complainant alleged that the Accused Officers told her it was "too much paperwork" to file additional charges for the Offender. The Accused Officers did not notify DCFS about the domestic incident.

Recommended Adjudications:

Accused Officer One

Patrol Sergeant recommendations

- | | |
|------------------|-----------|
| ○ Rule 2, 6 & 20 | Unfounded |
| ○ Rule 1 | Sustained |

ORAL REPRIMAND with NEMRT training for JUVENILE INVESTIGATIVE CASE REVIEW and JUVENILE COURT ACT 705 ACT 405.

Patrol Commander recommendations

- o Rules 2 Unfounded
- o Rule 1,6, 20 Policy 316.3 & 310.4 Sustained

ORAL REPRIMAND with NEMRT training for JUVENILE INVESTIGATIVE CASE REVIEW and JUVENILE COURT ACT 705 ACT 405.

Deputy Chief recommendations

- o Rules 2 Unfounded
- o Rule 1,6, 20 Sustained
- o Policy 316.3, 310.4 (e), 423.6 Sustained

ORAL REPRIMAND with NEMRT training for JUVENILE INVESTIGATIVE CASE REVIEW and JUVENILE COURT ACT 705 ACT 405.

- CPRC vote Pending
- Chief of Police Pending

Accused Officer Two

Patrol Sergeant recommendations

- o Rule 2, 6 & 20 Unfounded
- o Rule 1 Sustained

ORAL REPRIMAND with NEMRT training for JUVENILE INVESTIGATIVE CASE REVIEW and JUVENILE COURT ACT 705 ACT 405.

Patrol Commander recommendations

- o Rules 2 Unfounded
- o Rule 1,6, 20 Policy 316.3 & 310.4 Sustained

ORAL REPRIMAND with NEMRT training for JUVENILE INVESTIGATIVE CASE REVIEW and JUVENILE COURT ACT CHAPTER 705 ACT 405.

Deputy Chief recommendation

- o Rules 2 Unfounded
- o Rule 1,6, 20 Sustained
- o Policy 316.3 and 310.4 (e), Sustained

ORAL REPRIMAND with NEMRT training for JUVENILE INVESTIGATIVE CASE REVIEW and JUVENILE COURT ACT CHAPTER 705 ACT 405.

The Assisting Officers were not found to have any policy or rule violations regarding this incident.

CPRC

In the review of **DI # 23-01**, the members of the Commission discussed the investigation and agreed the findings and recommendations set forth in the investigation and summary report

were complete, thorough, objective, and fair. The Commission voted **4-0** to move this complaint to the Human Services Committee for final review (dated 07/14/2023).

Chief of Police Recommendation

Accused Officer One:

- | | |
|------------------------------------|---------------|
| ○ Rules 2 | Not Sustained |
| ○ Rule 1,6, 20 | Sustained |
| ○ Policy 310.4 (e), 316.3, & 423.6 | Sustained |

Recommendation : Oral Reprimand

Accused Officer Two:

- | | |
|----------------------------|---------------|
| ○ Rules 2 | Not Sustained |
| ○ Rule 1,6, 20 | Sustained |
| ○ Policy 310.4 (e) & 316.3 | Sustained |

Recommendation : Shift Level Counseling

DISPOSITIONS

- Unfounded** - Allegations false; no creditable evidence to support them
- Withdrawn** - Complainant withdrew complaint
- Not Sustained** - Insufficient evidence to prove or disprove the allegations
- Exonerated** - Incident occurred, but was lawful or proper
- Policy Failure** - Allegation true, but the officer acted in conformance with policy resulting in harm to the complainant
- Not City Related** - Outside the jurisdiction of the City
- Sustained** - Allegations supported by sufficient evidence to justify a reasonable conclusion of guilt
- SOL (Unresolved)** - The complainant failed to cooperate further

LETTERS

&

INFORMATION

AUGUST 2023

Evanston Police



Kudos

Comments & letters from the public and
fellow Police Departments

THE FOLLOWING ARE SUMMARIZED CALLS, TEXTS, AND EMAILS TO THE EVANSTON POLICE DEPARTMENT. SOME OF THE NOTES WERE EDITED FOR CLARITY, ANONYMITY, AND/OR GRAMMATICAL ERRORS - JEL

AUGUST 2023



Police Department

7300 Niles Center Road
Skokie, Illinois 60077

Phone (847) 982-5900
Fax (847) 982-5978

www.skokie.org
SkokieVision Municipal Cable
1660 AM Skokie

Council-Manager Government

Mayor	George Van Dusen
Clerk	Pramod C. Shah
Trustees	James H. Johnson
	Khem Khoeun
	Ralph Klein
	Alison Pure Slovin
	Keith A. Robinson
	Edie Sue Sulker
Manager	John T. Lockerby
Counsel	Michael M. Lorge

Awards and Distinctions

American Public Works Association
(APWA) Accreditation

Commission on Fire Accreditation
International (CFAI)

Gold Level Clean Air Counts
Community

Government Finance Officers
Association Budget Award

Government Finance Officers
Association Certificate of
Achievement for Excellence in
Financial Reporting

Illinois Law Enforcement
Accreditation (ILEAP)

Insurance Services Office (ISO)
Class One Fire Department

State of Illinois Certified Health
Department

Tree City U.S.A. Distinction

Village of Skokie

June 07, 2023

Schenita Stewart, Chief of Police
Evanston Police Department
1454 Elmwood Ave.
Evanston, IL 60201

Dear Chief Stewart,

I would like to extend my sincere appreciation for the assistance provided by your Department on May 30, 2023. On that date, Skokie Police personnel responded to an armed vehicular hijacking that occurred in the area of Skokie Blvd. and Lee St. Armed with handguns, the multiple offenders forcibly took the victim's vehicle, phone, and wallet.

Approximately one hour after a description of the vehicle and offenders was disseminated, **Officer Joseph Lopez #131** was instrumental in locating and attempting to stop the victim's stolen vehicle. After the occupants fled the stolen vehicle, Officer Lopez pursued one of the offenders on foot and subsequently placed him under arrest. A second offender was also taken into custody by members of your agency. Without their assistance and professionalism, the quick and safe arrest and subsequent successful felony approval might not have been possible.

Once again on behalf of the Skokie Police Department, I extend my deep gratitude for the much-needed assistance provided by your agency. If at any time the Skokie Police Department can reciprocate, please do not hesitate to ask.

Sincerely,

Brian Baker
Chief of Police

AUGUST 2023



WILMETTE POLICE DEPARTMENT
710 RIDGE ROAD
WILMETTE, IL 60091
(847) 256-1200

OFFICE OF THE CHIEF OF POLICE

May 17, 2023

Chief Schenita Stewart
Evanston Police Department
1454 Elmwood Avenue
Evanston, IL 60201

Dear Chief Stewart:

Please extend my personal thanks to Officer Random Johnson and Aston for their participation at our Open House on May 7th.

Officer Johnson's demonstration with Aston was among the most popular attractions. Officer Johnson's vast knowledge of Police K-9 handling was incredibly informative for our attendees. I hope that they will be able to join us again next year.

The Police Open House has always been an important and very popular event within the community. Your continued support and effort mean a lot to us here at Wilmette PD. With your assistance, this community relations event was made memorable for all attendees. We sincerely appreciate your help. We really appreciate your assistance.

Sincerely,

A handwritten signature in black ink that reads "K. Murphy".

Kyle Murphy
Chief of Police

AUGUST 2023

MORTON GROVE POLICE DEPARTMENT

Michael Simo
Chief of Police

Chief Schenita Stewart
Evanston Police Department
1454 Elmwood Ave
Evanston, IL 60201

March 21, 2023

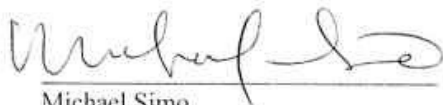
Dear Chief Stewart:

On behalf of the Morton Grove Police Department, I would like to thank you for the assistance we received from your Department on March 19th, 2023. At 2000 hours MGPD responded to the report of a traffic crash in the 9200 block of Harlem. From the nature of the injuries to parties involved, it was evident that this event was going to require the assistance of the Major Crash Assistance Team (MCAT) and an extensive investigation. A request for a MCAT activation was made by MGPD's patrol supervisor. The following personnel from the Evanston Police Department responded to assist MGPD as part of the MCAT element:

Sgt. Dan Keeler
Sgt. Richard Tyson
Officer Jeremy Nieman

Please pass on our deepest appreciation to Sgt. Keeler, Sgt. Tyson, and Ofc. Nieman. The support of the Evanston Police Department in investigating this incident is illustrative of the strong working relationship that exists between our agencies, and we are thankful for the assistance on that day. Please know that the Morton Grove Police Department stands ready to assist the Evanston Police Department should the need arise.

Sincerely,



Michael Simo
Chief of Police

6101 CAPULINA • MORTON GROVE, ILLINOIS 60053 • (847) 470-5200 • FAX: (847) 965-2950

AUGUST 2023



Michael S. McLean
Chief of Police
"Providing the Best"

CITY OF ELMHURST

POLICE DEPARTMENT
125 E. First Street
ELMHURST, ILLINOIS 60126
(630) 530-3050
www.elmhurst.org/police

SCOTT M. LEVIN
MAYOR
JACKIE HADDAD-TAMER
CITY CLERK
DAN CURRAN
CITY TREASURER
JAMES A. GRABOWSKI
CITY MANAGER

March 9, 2023

Evanston Police Department
1454 Elmwood Ave.
Evanston, IL 60201
Attn: Chief Schenita Stewart

Dear Chief Stewart:

I would like to thank you personally for the assistance provided to the Elmhurst Police by Officers Jackie Herrera and Jason Nelson during the visit of Florida Governor Ron DeSantis on Monday, February 20, 2023.

Obviously an event of this magnitude requires a complete and coordinated Law Enforcement response to maintain peace and safety for everyone to exercise their Constitutional Rights. We very much appreciate that so many NIPAS agencies provided personnel so willingly for this event, which received national media coverage.

Please extend my sincere appreciation to Officers Herrera and Nelson for their invaluable assistance—there was no room for error with an event of this magnitude. Thanks to the assistance of our law enforcement partners, everything proceeded smoothly. We very much appreciate the continued support and professional assistance that your agency provides us, and, as always, we look forward to reciprocating whenever needed. Thank you again for your help with this significant event.

Sincerely,

Michael S. McLean
Chief of Police

/jc

AUGUST 2023

MARCH 03, 2023

Email from **Sergeant Francesca Henderson #1**

A teacher from Lincolnwood Elementary called to thank Officer Daniel Mokos # 184, Officer Vycheslav Leontiev #213, and Officer Todd Burgers #227 for being present during school dismissal on March 3rd. She further elaborated that it made her and her students feel safe and happy to see officers in the area, and she is thankful for their service to the community.

Thanks for all you do.

MARCH 28, 2023

Email from Sergeant Richard Tyson #21

An Evanston resident called the office today to compliment the increased proactive patrolling by **Evanston Police Department**. She has witnessed over the last couple of months. She stated she lives and works near the downtown area and she has been very impressed by the number of officers she has seen actively driving, walking, and deploying throughout the downtown area, surrounding the Margarita Inn. The resident expressed her gratitude to all the staff at the EPD.

JUNE 02, 2023

June 02, 2023

Email from **Kelli Nelson, Victim Advocate**

A resident was very impressed with **Officer Brian Hicks #251**. She said that she really appreciated how gentle and kind he was during the call.

JUNE 21, 2023

Email from **Sergeant Christopher Tortorello # 26**

Sergeant Park of NRPD emailed to express his gratitude for **Officer Nicolas Jones' #215** response to a request for assistance on June 4th regarding bicycle theft offenders in custody. Sergeant Park stated Officer Jones' knowledge and overall professionalism allowed them to complete their tasks.



Memorandum

To: Members of the Human Services Committee
From: Nathan Norman, Workforce Development Coordinator
Subject: Workforce Development Update
Date: August 21, 2023

Recommended Action:

Staff is recommending that the Human Services Committee accept and place on file the 2023 Workforce Development Update.

Funding Source:

N/A

CARP:

Implementation, Accountability, & Partnerships

Committee Action:

For Action: Accept and Place on File

Summary:

In December 2021, a Workforce Development Coordinator position was created in the Health and Human Services Department to undertake workforce development responsibilities and its expansion in Evanston. The City's workforce development framework provides avenues and opportunities to take Evanston's workforce planning and development efforts to new heights by addressing emerging and current industry skill gaps and identifying industry priorities with community stakeholders and employer partners.

The City of Evanston prioritizes workforce development through equitable and inclusive service delivery. The newly established Workforce Development Division aims to support local businesses and develop a diverse, skilled workforce by empowering, educating, training, and equipping community members with the necessary skills to obtain sustainable career and advancement opportunities that lead to wage mobility and economic prosperity in Evanston.

The most current update pertaining to the workforce development program is the various partnerships, workforce initiatives, and newly established staff support associated with the Workforce Development Division.

Workforce Development Division:

To design innovative workforce development strategies that promote systemic change and benefit both employer partners and job seekers of all wage and skill levels, the newly established Workforce Development Division is comprised of the following staff structure:

- Workforce Development Manager
- Workforce Development Coordinator
- Career Development Coordinator
- ASPIRE Program Coordinator (100% grant-funded)

Successfully Completed Intermediate Objectives:

The workforce development program has established collaborative programs that add efficacy to the emerging in-demand industries in Evanston and the community at large. These joint workforce initiatives enhance public-private partnerships through better connectivity and alignment. The workforce partnerships mentioned above are as follows:

- ASPIRE Community Workforce Program (\$200k/ARPA match)
- Evanston's Gaining Resourceful Opportunities While Working (GROWW)
- Local Employment Program (LEP)
- Emerge/Mather Workforce Program (\$58,100k/ARPA match)

In addition, the Workforce Division has established a broad network of sectorial partnerships that include NorthShore University Health System, the Youth Job Center, Mather Place, Oakton College, Northwestern University, Evanston Cradle to Careers, YWCA, Evanston Work Ethic Program, Evanston Township High School, Evanston Rebuilding Exchange, Ward Manufacturing, S&C Electric, and the Mayor's Employment Advisory Council.

Cultivating sector partnerships has created both employer and career-seeker consistency. In addition, sector partnerships have been beneficial in the advancement and alignment of education and training inputs and outputs for many Evanston residents seeking to enter the workforce.

Attainable Workforce Opportunities:

Areas that would aid in realizing the future of workforce development include but are not limited to the following:

- Consistently engaging and identifying career pathways for the community's most underserved population (e.g., unemployed, underemployed, reentering citizens, undocumented population).
- Producing an interactive workforce development website.
- Increasing investment in our workforce system, thereby leading to greater economic vitality for the Evanston community.
- Developing internal apprenticeship training in the Fleet & Facilities Maintenance Division, culminating in stackable credential attainment.
- Implementating a transitional-Jobs-Program/GROWW.
- Helping reduce barriers that prevent job seekers from successfully entering the workforce.

This conceptualization and operational workforce update reflect valid assumptions related to the nature of in-demand workforce training and represent a feasible approach to reducing the gap between Evanston employers and job seekers for in-demand career skill sets needed to compete in the 21st century. Additional staff support and funding for operations are crucial to amplifying the City's workforce development initiatives. Staff support has been both vital and necessary to effectively and efficiently engage and maintain the collaborative partnerships mentioned above.

Legislative History:

In December 2021, City Council approved the Workforce Development position. During the 2022 budget cycle, the City Council approved two positions to facilitate workforce activities.

Attachments:

[Copy of ASPIRE Evanston Workforce Development Program Year One Impact - Final Version.docx](#)

[Workforce Development Updates](#)

ASPIRE Evanston Workforce Development Program Impact

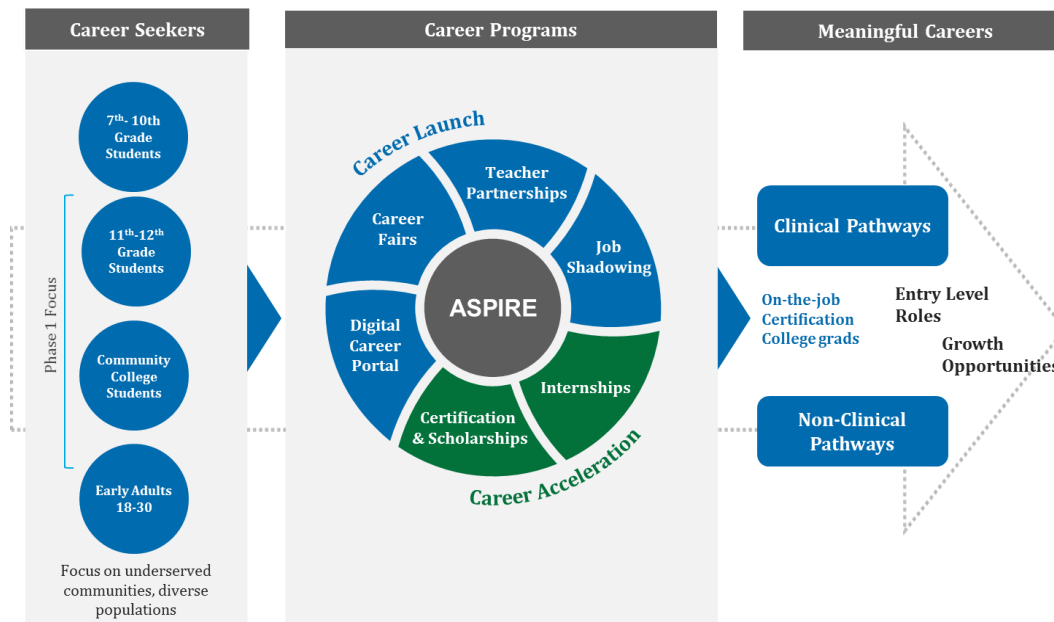
What is ASPIRE Evanston?

Workforce development is a collaboration between The City of Evanston, NorthShore University HealthSystem and a number of other community organizations, all aligned to support career awareness, career exploration, and lower barriers to attaining education and jobs in the healthcare industry. ASPIRE Evanston is intentionally designed to support under resourced and under employed communities within Evanston.

Key Partners



Programming Framework



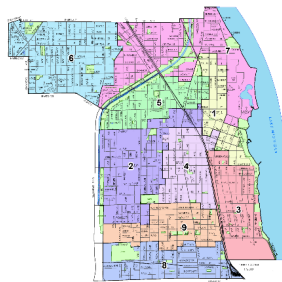
2022 Impact

By the Numbers

- 330 Career Fair participants
- 7 Job Shadows
- 33 Summer Interns
- 5 Hired @ NorthShore
- 5 Scholarships @ Oakton College

Summer Interns by Ward & Zip:

- Ward 2 = 3
- Ward 3 = 3
- Ward 4 = 3
- Ward 5 = 7
- Ward 6 = 1
- Ward 7 = 1
- Ward 8 = 5
- Ward 9 = 5

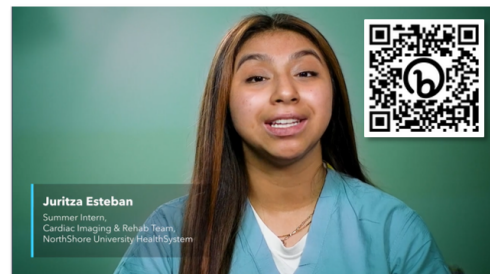


- 60076 = 2
- 60203 = 3

Testimonial

Juritza E.

Vascular Lab and Cardiac Imaging Lab



"I gained a lot of confidence in how to properly interact with patients."

"My next step is going to community college, joining an ultrasound program. And from there, let's see what happens."

2023 Growth & Expansion

Goals

- Expand programming to **ages 18-30**
- **Integrate RiseKit** Digital Career Portal
- 15 Job Shadows
- 60 Summer Interns
- 5 City Summer Interns ^{*new}
- 20 Fall Interns ^{*new}
- 20 Scholarships

Support for Programming

NorthShore is committing another \$200K

Our Ask:

1. Your support to continue growing the ASPIRE partnership
2. City of Evanston commitment for additional \$200K in ARPA funds

Also:

Finnegan Family Foundation will provide an additional \$200K contingent on the City of Evanston's additional \$200K commitment



WORKFORCE DEVELOPMENT DIVISION

ABOUT EVANSTON'S WORKFORCE DEVELOPMENT DIVISION

OUR MISSION

The City of Evanston's Workforce Development Division aims to support local businesses and develop a diverse skilled workforce by empowering, educating, training and equipping participants with in-demand skills required to obtain sustainable career and advancement opportunities leading to economic prosperity in Evanston.



OUR PRIORITIES

The WFD Division seeks to introduce WFD initiatives that are based in equity and enable Evanston residents to experience economic vitality.

PRIORITY #1 :

Expand workforce opportunities for underserved populations in the City of Evanston and the broader community, particularly 18 to 30 years old.

PRIORITY #2 :

Reduce barriers that prevent job seekers from successfully entering the workforce by empowering Evanston's underserved community members that are unemployed, underemployed, have disabilities or reentering citizens impacted by the carceral system.

PRIORITY #3 :

Enhance public-private partnerships through better connectivity and alignment.

PRIORITY #4 :

Increase the opportunities for Minority and Women-owned businesses (MWEBEs) to thrive and grow in Evanston.

WORKFORCE DEVELOPMENT DIVISION TEAM

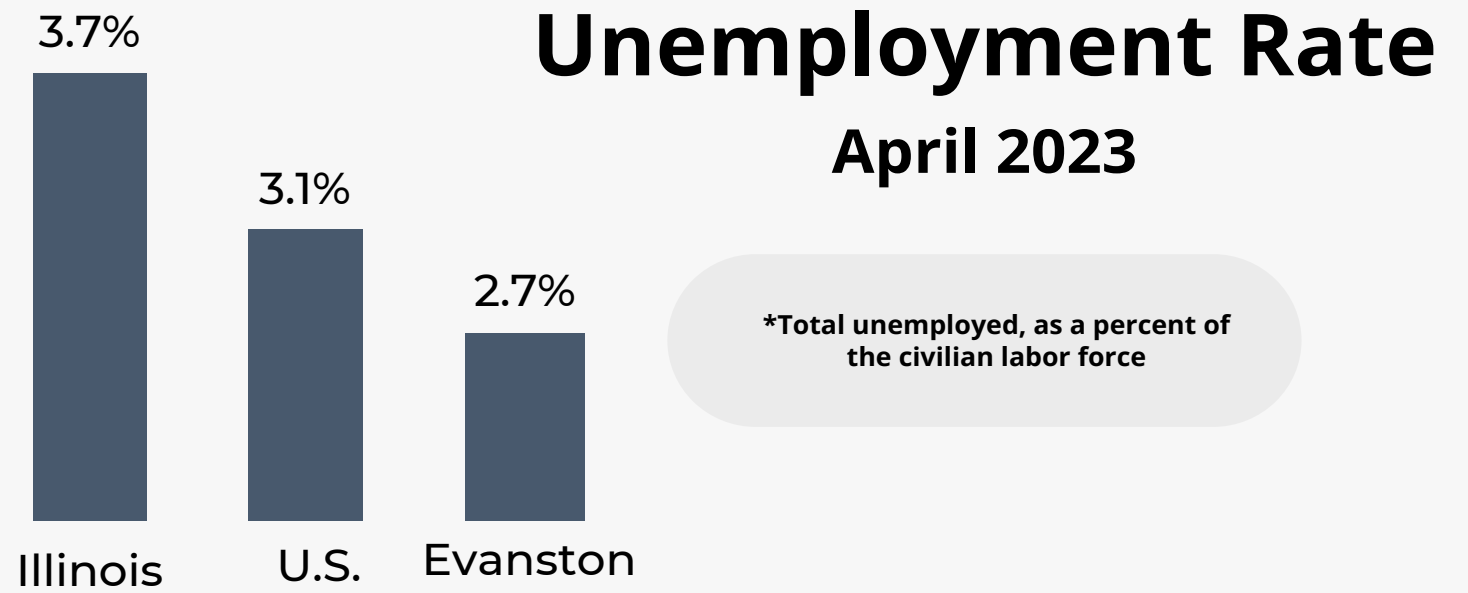




QUARTER 2 REPORT

Unlocking Potential, Igniting Success: Empowering the Workforce of Tomorrow

Over **30**
Employment Opportunities Provided



Partnerships Across



6

Core Career Industries



Through
ASPIRE

54
Opportunities Available

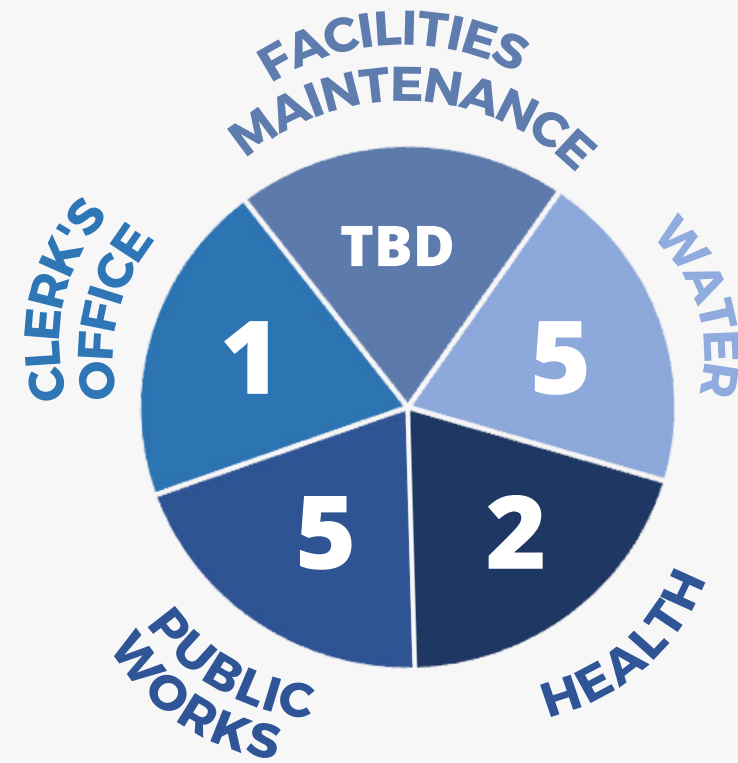
48
Opportunities Provided

Stakeholder Opportunities

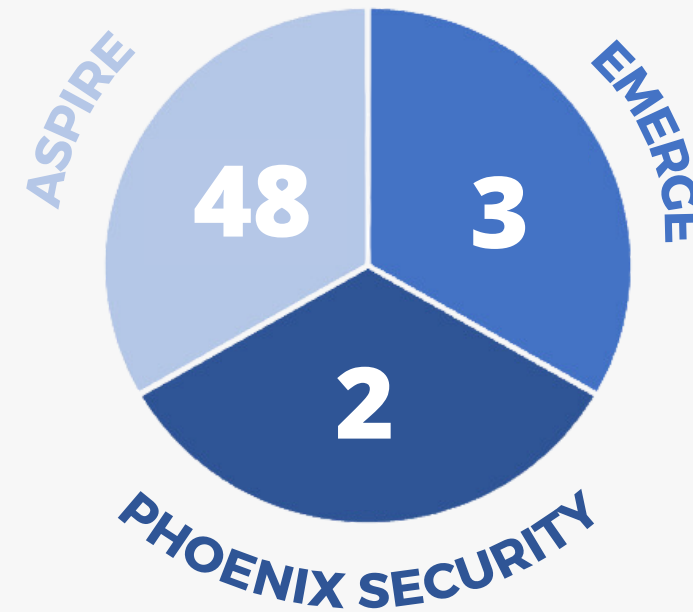
The Division will continue to focus its efforts on increasing visibility and programming across the Evanston community through various stakeholder connections, amassing the following opportunities thus far.



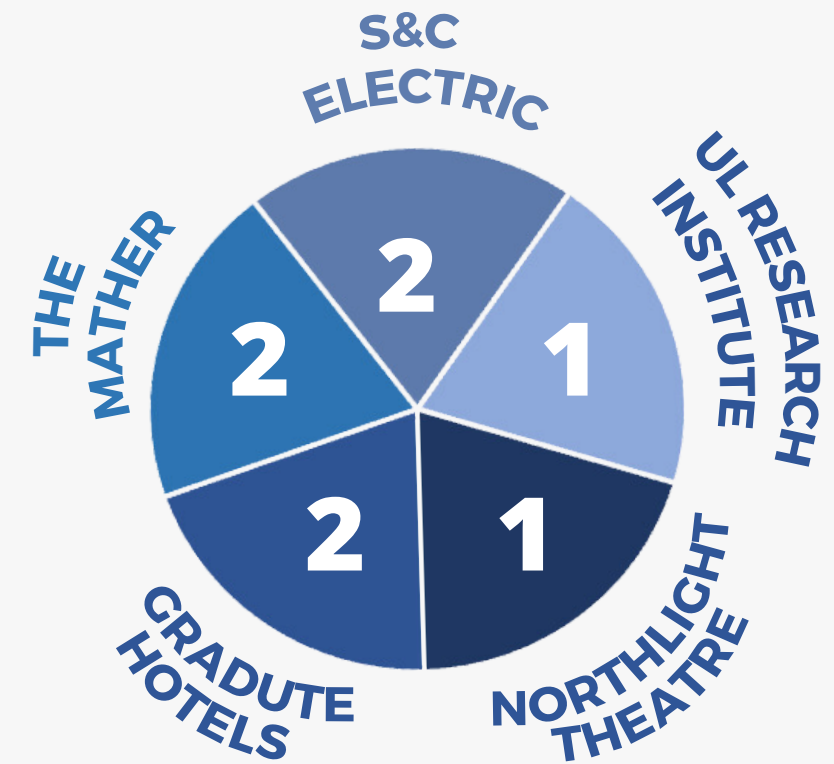
Workforce Training



Internal Workforce Partnerships



Workforce Partnership Agreements



Sectoral Partner Relationships

ASPIRE 2023 Summer Internship Snapshot



54

Internships Available

48

Interns placed

17

Departments Explored

5

Employed
To Date

Career Exploration Areas

- Sterile Processing
- Anesthesiology
- Nursing
- Pharmacy
- Dental Clinic
- Finance
- Health IT
- Laboratory Services
- Marketing
- Physical Medicine & Rehab
- Cardiac Imaging
- Patient Registration
- Public Safety
- Medical Group - Community Health Center
- Medical Group - Neurological Institute
- Medical Group - Cardiovascular Institute
- Medical Group - Specialty Care Suites
- Medical Group - Neurosurgery

WORKFORCE DIVISION MODEL



WHAT THE DIVISION PUTS IN

WHAT RESIDENTS WILL GET OUT

Case Management

Engagement and Resource Connectivity

Wrap Around Services

Progressive Support and Sustainability

Apprenticeships and Workforce Trainings

Paid Work Experience and Transferrable Skills

Scholarships and Certifications

Credential Attainment

Employment

STAKEHOLDER CLUSTERS

SECTORAL PARTNERSHIPS

Industry-based relationships that lead to direct employment.

- S&C Electric**
- NorthShore University HealthSystem**
- Ward Manufacturing**
- MEAC**
- The Mather**
- Westminster Place**
- Northwestern University**
- Brightview Landscape Development**
- UL Research Institute**
- Graduate Hotels**
- Northlight Theatre**
- ETHS**

INTERNAL APPRENTICESHIPS/ PROGRAMS

Interdepartmental employment opportunities within the City of Evanston.

- Public Works**
- Water Department**
- Facilities Maintenance**
- Local Employment Program (LEP)**
- Health & Human Services**

WORKFORCE PARTNERSHIP AGREEMENTS

External sectoral engagements approved by City Council that provide career explorative and direct employment opportunities.

- MWDEBEs**
- eMerge**
- ASPIRE**
- Phoenix Security**

WORKFORCE TRAINING

Resource partners that provide professional development, trades-specific and industry training to maximize employability.

- Rebuilding Exchange**
- Hire360**
- CPO Ministries**
- Youth Job Center**
- North Cook Job Center**
- Business Career Services**
- Oakton College**
- YWCA**
- Curt's Cafe**
- Evanston WE**
- Cradle to Career**

WORKFORCE DEVELOPMENT DIVISION PROGRAMS



ASPIRE CAREERS IN HEALTHCARE

ASPIRE primarily invests in under-resourced high school students and community members ages 17 and older by providing them with opportunities to explore healthcare careers with NorthShore HealthSystem.



EVANSTON LEP LOCAL EMPLOYMENT PROGRAM

Providing employment opportunities to qualified Evanston residents as laborers, apprentices and journeymen in such trades as electrical, HVAC, carpentry, masonry, concrete, finishing, truck drivers, etc. for construction projects within the city.



G.R.O.W.W.

GAINING RESOURCEFUL OPPORTUNITIES WHILE WORKING

Promoting the use of career pathway approaches to help young adults and Evanston residents to succeed in the labor market.



CITY OF EVANSTON

Lead Service Line Replacement

LED PIPE REPLACEMENT PROGRAM

PROVIDING RESIDENTS WITH CLEAN AND SAFE WATER

Training Evanston Residents on the skills needed for lead service line replacement and street restoration.



EMERGE

CAREERS IN RETIREMENT AND SENIOR LIVING

Providing youth and young adults with skills and workforce opportunities through internships, fellowships, and scholarships that lead to full-time and part-time careers with The Mather.

WRAP AROUND SUPPORT SERVICES

- Credential Attainment
- Financial Literacy Education
- Mental Health Wellness
- Outreach & Engagement
- Re-entry Support



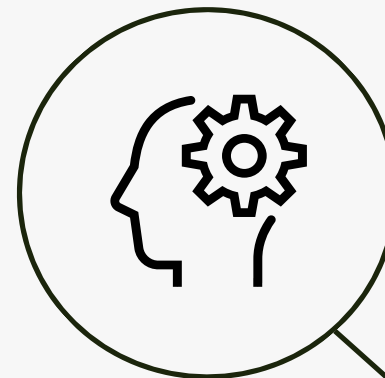
CAREER INDUSTRIES

- Building Trades & Apprenticeships
- Construction
- Early Childhood Education
- Healthcare
- Hospitality & Customer Service
- Manufacturing
- Public Safety
- Technology



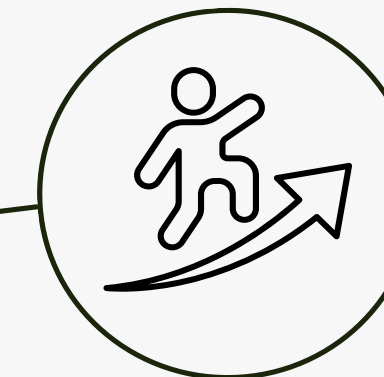
PROFESSIONAL DEVELOPMENT

- Workforce Training
- Career Counseling and Coaching
- Career Development and Business Support
- Collaborative Community Partnerships



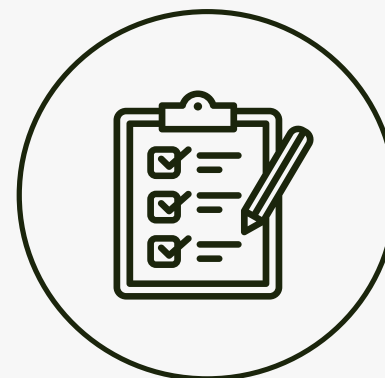
EMPLOYMENT

- Salary
- Benefits
- Financial Stability
- Continuing Education



ASSESSMENT

- Experience
- Skills
- Interests
- Needs



GAINING RESOURCEFUL OPPORTUNITIES WHILE WORKING

LEARN MORE ABOUT OUR OPPORTUNITIES



WORKFORCE DEVELOPMENT TEAM

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Workforce Division Manager

JESSICA COOPER, MBA
Workforce Development Coordinator

GENARO HERNANDEZ, AAS
Career Development Coordinator

