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**Request for Proposal – Park Ridge Police Department Audit
February 11, 2008**

The City of Park Ridge is requesting a proposal from your firm for an audit and investigation into the practices of our Police Department.

In recent months there have been a number of complaints made about the City's Police Department. There has also been concern expressed about the moral of the department. In order to investigate these complaints and to better understand the culture of the department, the Mayor and City Council have requested an audit of the department.

The Mayor and City Council have an obligation to protect the Citizens of Park Ridge from harm and ensure our Community remains safe. One of the key ways we do that is through our Police Department. To ensure that we are doing so properly and ethically, we support an audit of our Police Department policies and practices. The objectives we seek from such an audit are to identify and resolve any deficiencies in the process of addressing Citizen Complaints, identification of and implementation of recommendations that will ensure our Police Department is operating with the utmost focus on delivering all services to the Community with the utmost in professionalism and ethical behaviors at all levels.

This investigation must include interviews with: the management staff and members of the department (approximately 20 patrol officers); Elected Officials; City Manager; former department members; and Citizens and others as determined to be necessary. We believe the total number of interviews will not exceed 55 participants.

Some of the activities we want investigated include the following:

- a) Alleged filing of false police reports;
- b) Alleged racial profiling;
- c) Alleged Citizen abuse;
- d) Alleged intentional loss or destruction of evidence and
- e) Alleged non-performance of duties while assigned to be on duty;
- f) Alleged selective and directed inconsistent enforcement of local ordinances and State Statutes.
- g) Alleged insider actions relative to land purchases.
- h) Alleged prohibition of officer complaints to Human Resources.
- i) Alleged pressure by superiors.

The independent investigation must result in findings and recommendations to:

- Determine whether any improprieties have in fact taken place.
- Make improvements to Citizen complaint process and response.
- Make improvements to internal investigation practices.