

January 5th, 2020

Bryant Seraphin
Chief of Police

Richard Surles
Deputy Chief of Police

Urbana Police Department
400 S. Vine Street
Urbana, IL 61801

Gentlemen,

I write to formally apply for the position of Lieutenant with the Urbana Police Department.

During my tenure with our Department dating back to 2000, where I began as a Patrolman, I have accumulated significant experience as I progressively advanced in both the Criminal Investigations and Patrol Divisions. During that time, I have developed and exhibited exceptional communication skills—both verbal and written—and proven positive leadership skills. These skills are those of as a Lieutenant.

In addition, I have developed strong team relationships with all members of the Urbana Police Department, administration, subordinates, multiple city divisions, and local law enforcement agencies. I have consistently earned exemplary scores on my annual performance evaluations by my supervisors, especially for my interpersonal skills.

In addition, I have exhibited effective management skills. For example, as a supervisor for nearly nine years, I ensured that my shift ran efficiently. I have assisted and orchestrated projects such as competitive purchase forms for bicycles, squad cars, and radios. Further, I have led community meetings, and represented the majority of the Urbana Police Department through the executive board of the Fraternal Order of Police (7 years), most recently as President where I had negotiated two contracts. Therefore, I am very well versed in a wide array of duties similar to that of Lieutenant.

Taken together, I have demonstrated my continued dedication to our Department and believe that I possess the requisite experience and skills required to be a Lieutenant for the Urbana Police Department. Thank you for your consideration and I look forward to discussing this opportunity at your convenience.

Respectfully,



Sgt. J. Cory Koker

J. Cory Koker

Champaign, IL 61821 |

kokerjc@urbanaininois.us

Summary

Dedicated law enforcement professional with over twenty years of progressive experience including the patrol and criminal investigations divisions, specialized training and assignments, and leadership roles as field training officer, and supervisor. Demonstrated ability to work under stressful situations, supervise officers, and train members of the department in various topics. Successfully collaborates with other agencies within the community to provide avenues of communication with the department to successfully prosecute cases and reduce crime within the city. Developed an exceptional rapport with community members.

Relative Experience

CITY OF URBANA POLICE DEPARTMENT-URBANA, IL

JUNE 22ND, 2000 - PRESENT

Patrol Division Sergeant

March 10th 2012 - present

- Patrol Officer / FTO June 10th 2006 – March 10th 2012
- Detective/School Resource Officer December 1st 2004 - June 10th 2006
- Patrol Officer June 22nd 2000 – November 30th 2004

Patrol Division Sergeant

- Supervise patrol officers 1st, 2nd, & 3rd Shifts
- Responds to calls for service and effectively manage crime scenes sometimes in hostile environments
- Approves reports completed by patrol officers
- Conducts shift briefings, training and debriefings after critical incidents
- Maintains and assigns Officers work shift and schedules
- Builds shift morale and strengthened work ethic of the team
- Prepares budgets for departmental wide radios, squad cars, and overtime use.

Patrol Officer / Field Training Officer

- Actively patrolled assigned areas to prevent and detect criminal activity, apprehend offenders
- Respond to calls for service and effectively manage crime scene sometimes in hostile environments
- Conducted criminal investigations
- Enforce traffic violations and city ordinance violations
- Trained several recruit officers in policy, procedure, criminal and traffic law
- Compiled daily observation reports and collaborated with the FTO Commander regarding training objectives

Detective / School Resource Officer

- Participated in or acted as the lead investigator in homicides, sexual assaults, armed robbery, fraud, suicide, burglaries, and in-custody death investigations
- Investigated a majority of cases involving Urbana School district students and staff including but not limited to theft, batteries, sexual assaults, harassment, and child abuse/neglect cases

- Maintained a good working relationship between UPD, students, and the Urbana School District
- Coordinated and worked security details for school sporting events and special events
- Maintained a weekly on call status and was assigned adult and juvenile case loads

University of Illinois Police Training Institute – Champaign, IL - November 2015 to present

Adjunct Instructor

- Advanced Verbal Defense & Influence Instructor (Communications training for recruits)
- Patrol Tactics Instructor for traffic stops, and domestic dispute investigations
- Scenario Facilitator for basic recruit officers

Awards

- Life Saving Award – March 6th, 2014
- Heroism Award – November 2nd, 2017

Sergeant Assignments

- Crisis Intervention Team Coordinator
- Assistant Field Training Officer Program Coordinator
- Radio Equipment Manager
- Advanced Verbal Defense & Influence Instructor (Conflict Resolution for active Officers)
- Body Worn Camera Instructor

Training

- | | |
|--|---------------------------------------|
| • Lead Homicide Investigator | Risk Leadership for Supervisors |
| • Juvenile Officer | Challenges for Police Leadership |
| • First Line supervision | Essential Habits of Police Leadership |
| • Advanced John Reid Interview & Interrogation | Procedural Justice Instructor Course |
| • Field Training Officer | Risk Management for Supervisors |

Education

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN POLICE TRAINING INSTITUTE - MARCH 2000

- Basic Law Enforcement Certification (400 hours)

MACMURRAY COLLEGE 447 E COLLEGE AVE JACKSONVILLE, IL - MAY 1998

- Bachelor of Science – MJR Criminal Justice MNR Psychology

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN



Police Training Institute
1004 South Fourth Street
MC-523
Champaign, IL 61820

December 30, 2020

Re: Sergeant Cory Koker

Promotion Committee,

It is my pleasure to write this letter of recommendation for Sergeant Cory Koker for promotion to the rank of Lieutenant. I have gotten to know him both professionally and as a friend. He has continuously worked hard to grow as a police officer. He has gone from patrolman to Sergeant and has also gained valuable experience in investigations and as a Field Training Officer. I can assure you that Cory is very respected as a police officer by law enforcement and the community.

Though I have known Cory for many years, I have had the opportunity to get to know him even better since he began working at the Police Training Institute. Cory has taught many courses and is an outstanding instructor. He is extremely valuable to the Police Training Institute, especially in his role as a tactical communications instructor. Cory understands the importance of communication for police officers and is able to share his knowledge and skills with our officers entering the field of law enforcement.

Cory displays excellent leadership skills and has the right demeanor to work with diverse citizens as well as the varying personalities within the police department. He is a man of great character and integrity, which are crucial in today's policing environment. Other attributes I can attest to are his dedication, teamwork, positive attitude, and professionalism.

Please do not hesitate to contact me at any time if you have any questions. I can be reached at 217-244-4200 or at schlossr@illinois.edu.

Respectfully,



Michael Schlosser, Ph.D.
Director
University of Illinois Police Training Institute



Deborah Frank Feinen, Mayor & Liquor Commissioner

102 N Neil St • Champaign IL 61820 • (217) 403-8720 • fax (217) 403-8725 • www.champaignil.gov

December 30th, 2020

I am writing to support the promotion of Sergeant Cory Koker to Lieutenant. As a local attorney, I have had the opportunity to work with Sergeant Koker on several cases involving Urbana Police. The cases were always complicated and Sergeant Koker was a steady voice of reason in otherwise stressful situations.

Perhaps the most noteworthy case that I worked with Sergeant Koker on was the Bill Walton case. Sergeant Koker worked with me to obtain Guardianship over Mr. Walton and to make sure his needs were being met. As you probably recall, Mr. Walton was homeless and spending significant time outside in the Urbana parking deck and at the City building. Mr. Walton suffered from mental illness and needed medical and mental health care. Sergeant Koker worked to provide me with evidence that was necessary for the Guardianship matter including transporting Mr. Walton for care and evaluation. Sergeant Koker was kind and respectful to Mr. Walton and his care and concern made a tremendous difference in the case.

Another case that stands out was a landlord tenant dispute where Sergeant Koker was called to the scene of arguing individuals. His professionalism helped to diffuse the situation and, in my opinion, avoided a much more aggressive incident from occurring. Sergeant Koker also was willing to answer questions relating to the police report and provide insight to me, as the attorney, about the incident.

Finally, I want to take a moment to talk about Sergeant Koker as an individual. I have been fortunate to know him in the community as well as professionally. I have encountered Cory at kid's sports events and volunteering for not-for-profits (such as CU At Home). Cory is an upbeat and friendly person who brings out the best in those around him. He is a good listener and puts people at ease. I am impressed with his willingness to give back to our community in his off-duty hours including acting as a mentor and volunteering at his church.

I highly recommend Sergeant Koker for promotion. Urbana Police is lucky to have a dedicated Sergeant with a community service mindset.

Sincerely,

Deborah Frank Feinen
Mayor



In The Name Of God, the Beneficent, the Merciful.

مسجد وسط الينوي والمركز الاسلامي

Central Illinois Mosque & Islamic Center

30 Dec 2020

To Whom It May Concern,

It is my distinct pleasure to recommend Sgt. Cory Koker for a promotion to the rank of Lieutenant. I am currently the head of security at CIMIC (Central Illinois Mosque and Islamic Center) and a senior board member. Sgt Koker and I met out of necessity for safety, security, and assurance for the local Islamic community. Sgt Koker served as a police leader, liaison, and direct point of contact. During my tenure, Cory has been nothing short of exceptional to the Muslim community and has ensured our ability to safely and securely practice our religion in our community.

Cory's aptitude for leadership was evident from the moment we met. His knowledge, energy and charisma set the tone for those in his company. In turn, Cory couples his experience as a police officer, and a community member to shape a paradigm which not only advocates for safety, and security, but also freedom of religion for all. Cory's direct collaboration with CIMIC, ensured a safe environment for local Muslims to worship in the holy month of Ramadan. In addition, Cory leverages tact, amicability and a noteworthy level Of familiarity when engaging with community members of all ages. This is paramount to a successful police-community engagement, and a hallmark of his future leadership strategy. Throughout, Cory has illustrated discipline, drive, and dependability, culminating in a strong relationship between CIMIC and local law enforcement.

Cory excels as a leader and has singlehandedly managed to put the local Muslim community at ease in a time of global hardship. This was accomplished through servant leadership, fostering excellent community ties, and constant displays of professionalism. Cory ensured routine police presence during the entire month of Ramadan, Sunday school, and Friday prayer. Cory's efforts were felt by the entire community and received praise.

I have no doubt that Sgt Koker will continue to improve our C-U community in the rank of lieutenant. He will be a great lieutenant in your organization, leveraging the education, experience and knowledge of the police force to place him on the C-U stage as a leader. His unmatched potential, driven leadership and profound communication renders him a force to be reckoned; epitomizing his candidacy for promotion. Sgt Cory Koker has my most sincere and strongest endorsement for promotion to lieutenant. I can be reached at [REDACTED] or at [REDACTED]

Marwan J. Yousef
Head of Security, CIMIC

106 S. Lincoln - Urbana, IL 61801 , USA Tel (217) 344 1555 cimic@prairienet.org www.cimic.prairienet.org