

MINUTES OF THE REGULAR MEETING OF THE BOARD OF POLICE COMMISSIONERS HELD ON AUGUST 15, 2014 AT THE VILLAGE HALL OF THE VILLAGE OF WILLOWBROOK, 7760 QUINCY STREET, WILLOWBROOK, DUPAGE COUNTY, ILLINOIS

1. CALL TO ORDER

The meeting was called to order by Chairman Schuler at the hour of 7:00 a.m.

2. ROLL CALL

Those present at roll call were Chairman William Schuler and Commissioner Joseph Heery. Also present were Chief of Police Mark Shelton, Village Administrator Tim Halik, and Recording Secretary Cindy Stuchl.

ABSENT: Secretary Stephen Landsman.

A QUORUM WAS DECLARED

3. VISITORS' BUSINESS

None presented.

4. OMNIBUS VOTE AGENDA

- a. Review and Approve Minutes of June 20, 2014 (APPROVE)

MOTION: Made by Commissioner Heery, seconded by Chairman Schuler, to approve the Omnibus Vote Agenda as presented.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

5. COMMUNICATIONS

Administrator Halik advised that the construction of the new Village Hall is underway. Demolition began on July 23rd. The project is currently on schedule to be completed in late November.

6. UNFINISHED BUSINESS

- a. Follow Up - Probationary Officer Agreement

Administrator Halik stated that he had spoken to the Labor Attorney about this agreement. The Labor Attorney advised that

he is aware of these agreements; however, since they impact the terms and conditions of employment, these agreements are a mandatory subject of bargaining. Administrator Halik advised that the current police contract is mid-term and would not reopen it for this agreement.

Administrator Halik reviewed the agreement with the Mayor and both agree that this issue should not be pursued during the next round of negotiations.

Commissioner Heery stated that this agreement would restrict a person's ability to move and that the Village should ensure that the conditions to work for Willowbrook are such that a person would not wish to move.

Chairman Schuler stated that he did not like how the agreement was written. Chairman Schuler indicated that the amount of money that the Village would be able to recoup would not benefit the amount of time and manpower it would take to collect. Chairman Schuler stated that an alternative to the agreement would be to get a pledge from the applicant that they understand that the Village is looking for a long-term relationship.

Commissioner Heery related that a pledge will not really do anything for you except that it raises awareness in the mind of the applicant. Commissioner Heery stated that he should be allowed to move freely in any job and not be restricted.

Chairman Schuler stated that through the application process have a provision that if the applicant is hired, that they remove themselves from other department lists. Chief Shelton stated that if he was an applicant, he would not apply for that department.

Commissioner Heery stated that it is unusual to tell a person that you have to pledge to stay with the Village. Chairman Schuler stated that the person has a choice to not apply. Commissioner Heery stated that we could be eliminating a lot of good candidates.

Commissioner Heery related that policies and procedures should not be changed just because one person has left.

Administrator Halik advised that he will get some answers to questions that were raised and discussion can continue at the next BOPC meeting.

7. NEW BUSINESS

a. Update - Current New Officers

Chief Shelton advised that Officer Dylan Trainor will complete his 18-month probation period in October. Officer Jose Lopez is doing well. Officer Christine Danan is in her 5th week at the Academy and is also doing well.

b. Officer Resignation - Joel Rudnick

Chief Shelton stated that Officer Rudnick's last day on the road was Tuesday, August 12th. He is currently on military leave and his official last day is August 20th. During Officer Rudnick's exit interview, he only had positive comments to say about the Department.

c. Discussion - New Patrol Officer Eligibility List

Chief Shelton indicated that the Number 9 applicant on the current eligibility list will be taking his polygraph test today. There is an academy slot scheduled for September 29th. The background on the next two candidates has been started.

Administrator Halik advised that Chief Shelton has suggested that two replacement officers be hired at this time due to a retirement that will be occurring in February 2015. This will allow the new hire to be trained and on the road when the retirement occurs. If we wait to hire an officer until after the retirement, the next academy date will not be until March 2015. Administrator Halik stated that if the BOPC is in agreement, at the next Village Board meeting, an ordinance amendment will be brought forth to make a temporary change the composition of the department from 18 to 19 officers just until the retirement date, and there would also be a resolution to authorize the BOPC to hire two officers.

MOTION: Made by Commissioner Heery, seconded by Chairman Schuler, to accept the Village Administrator's recommendation to authorize the hiring of two patrol officers subject to approved by the Village Board and the ordinance to temporarily modify the composition of the police department.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

Chief Shelton reminded the BOPC that the current eligibility list will expire in February. Chief Shelton suggested that beginning in October, we should begin the process to establish a new list.

Chairman Schuler stated that he would like to meet with Administrator Halik and Chief Shelton to develop verbiage for the pledge agreement for the application.

Chairman Schuler indicated that he has not met any of the new hires with the new testing process. Chairman Schuler requested that copies of the psychological tests, polygraph tests, and photographs be shared with the Commissioners. Chief Shelton stated that he has not provided copies of the tests and does provide a summary of the tests during BOPC meetings. Administrator Halik questioned if any HIPAA laws would apply and will contact the labor attorney for an answer. Chairman Schuler requested that a copy of the tests be presented to the commissioners at their meeting and can then be destroyed immediately afterwards.

Chairman Schuler questioned how and by whom the job offer is made to the applicant. Chief Shelton stated that each step is a condition of employment. Once each step has been passed, the department then offers the applicant a position. Each applicant is offered the position in a face-to-face meeting with the Chief. Chairman Schuler requested that a member of the BOPC be present when the applicant is being offered the position in order to stress the need that longevity is being requested.

8. ADJOURNMENT

MOTION: Made by Commissioner Heery, seconded by Chairman Schuler, to adjourn the meeting at the hour of 7:48 a.m.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

PRESENTED, READ and APPROVED,

September 19 , 2014

Chairman

Minutes transcribed by Executive Secretary Cindy Stuchl.