

MINUTES OF THE REGULAR MEETING OF THE BOARD OF POLICE COMMISSIONERS HELD ON APRIL 17, 2015 AT THE VILLAGE POLICE DEPARTMENT BUILDING 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, Secretary Stephen Landsman, and Commissioner Joseph Heery. Also present were Chief of Police Mark Shelton, Village Administrator Tim Halik, and Recording Secretary Cindy Stuchl.

ABSENT: None.

A QUORUM WAS DECLARED

3. VISITORS' BUSINESS

None presented.

4. REVIEW AND APPROVE MINUTES

Minutes - Regular BOPC Meeting - March 20, 2015 (APPROVE)

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

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

5. COMMUNICATIONS

None presented.

6. UNFINISHED BUSINESS

None presented.

7. NEW BUSINESS

Chairman Schuler congratulated Joseph Heery on being reappointed as a BOPC Commissioner.

a. Review - Board of Police Commissioners Rules and Regulations

Board of Police Commissioners Attorney, John Broihier, distributed a model draft of Rules and Regulations of the Board of Fire and Police Commissioners that he recommends and reviewed his recommendations to update the current Board Rules and Regulations. Mr. Broihier stated that because the Village of Willowbrook is not a home-rule community, the Commission must strictly comply with State Statute requirements.

Mr. Broihier recommended that a section be added to the Order of Business (Section 6) of the rules to provide for visitor comments. Chairman Schuler pointed out that the typical Board Agenda includes an item for Visitors' Business, and agreed that the Order of Business Section should include such an item on the Board Agenda. Mr. Broihier also suggested that the Rules be amended to allow commissioners to attend meetings via a conference call.

Currently, the Rules of the Board require an applicant to have a four-year degree or 60 hours of college credit with two years law enforcement experience. Mr. Broihier advised that State Statute states that the Board may require an applicant have an Associate's Degree in Law Enforcement or Criminal Justice or a Bachelor's Degree in any field. The BOPC does not have the authority to require the applicant be a certified patrol officer. The applicant is entitled to preference points if already a certified officer.

Mr. Broihier related that the age requirement by State Statute refers to persons under the age of 35 during the application process and if they turn 35 after the final list has been posted, the applicant is allowed to remain on the list. The Board rules state that the person has to be under 35 by the final day applications can be accepted. Mr. Broihier recommends simplifying the age requirement to state: must be 21 years of age to apply and under age 35 on the date that the final eligibility list is posted.

Currently, the Board rules require an applicant to have a valid Police Officer Wellness Evaluation Report (P.O.W.E.R.) test card within 12 months prior to the testing date. Mr. Broihier advised that the P.O.W.E.R. test must not be used to screen applicants for new hire. Mr. Broihier related that the P.O.W.E.R. test has been found to not be task oriented. Mr. Broihier also stated that studies have proven that applicants who have not taken the test do just as well at the police academy as those applicants who did pass the test. Mr. Broihier advised that the Civil Rights Act also prohibits separate tests for original appointment based on race or gender. The P.O.W.E.R. test is a gender based test. There are different standards for men and women. Mr. Broihier suggested that the Board provide a non-binding opportunity for applicants to test their physical abilities prior to making the job offer with the understanding that the candidate must pass the test at the police academy in order to continue with the Willowbrook Police Department.

Mr. Broihier also recommended that the verbiage within the rules be more general than specific to enable the rules to adapt as statutes get revised. Less specificity also allows the BOPC to change vendors without having to modify the rules and regulations.

Mr. Broihier suggested that the 70% minimum passing grade on the written test or oral interview be removed and replaced with verbiage stating that the passing grade will be announced prior to conducting the examination. This will allow for flexibility on scoring in consultation with the testing vendor.

Mr. Broihier recommended that for Promotional Examinations, the grade schedule for the Written Test be changed to 60% instead of 30% because it is the most objective test. The oral interview should stay at 30%; and the Departmental Merit Efficiency Rating reduced to 10%. Secretary Landsman stated that he feels that the preference points should remain at 35%. The Chief is the one that can testify to the efficiency of the applicant. Mr. Broihier advised that by using 10%, it eliminates bias and prejudice. The consensus of the Board was that they would consider and further evaluate Mr. Broihier's recommendation is to adjust the point structure.

Mr. Broihier offered to incorporate his recommendations in a draft revision to the Rules and Recommendations for the Board to consider and act upon at a future meeting of the Board.

b. Update - Probationary Officers

Chief Shelton stated that Officer Eric Babczak and Officer James Martino have two (2) weeks left in their Field Training program. He expects both to complete their training early.

c. Update - Completion of Probation - Officer Jose Lopez

Officer Lopez completed his probationary period on March 25th.

8. ADJOURNMENT

MOTION: Made by Commissioner Heery, seconded by Secretary Landsman, to adjourn the meeting at the hour of 8:17 a.m.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

PRESENTED, READ and APPROVED,

July 17, 2015

Chairman

Minutes transcribed by Executive Secretary Cindy Stuchl.