

MINUTES OF THE REGULAR MEETING OF THE BOARD OF POLICE COMMISSIONERS HELD ON JUNE 20, 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, 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. OMNIBUS VOTE AGENDA

- a. Review and Approve Minutes of May 16, 2014 (APPROVE)

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

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

5. COMMUNICATIONS

There were no communications.

6. UNFINISHED BUSINESS

- a. Election of BOPC Chairman and Secretary

MOTION: Made by Secretary Landsman, seconded by Commissioner Heery, to reelect William Schuler as BOPC Chairman and Stephen Landsman as BOPC Secretary.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

7. NEW BUSINESS

a. Discussion - Probationary Officer Agreement

Chief Shelton stated that our most senior probationary patrol officer informed him that he was considering leaving the Willowbrook Police Department for a similar position with the Buffalo Grove Police Department citing a slightly higher rate of pay, a shorter length of time to reach maximum salary, and that one of his best friends currently services as a patrol officer for that department. Possible start date would be August 1, 2014. Administrator Halik noted that when Mayor Trilla was informed of this officer's decision to resign and accept the same position with another department, the mayor was upset over the amount of money invested in him during this officer's short employment with the Village. After speaking with other officials in neighboring communities, the mayor learned that some have policies in place to dissuade new hires from leaving so soon before they can "payback" the community for their investment. The Mayor has requested that the BOPC consider a similar policy as a condition of hire.

Chief Shelton distributed a copy of the agreement that the Burr Ridge Police Department uses. Burr Ridge's attorneys stated that the officer's salary cannot be recouped; however, Field Training Officer pay, cost of uniforms, and the cost of the Police Academy can be. This agreement is valid through the first two (2) years of an officer's employment and require the employee to reimburse the village for eligible costs, the maximum amount which would be about \$10,000 if the employee left within one year of their start/service date, and drop to half that amount if the employee left before the second anniversary of their start/service date.

Secretary Landsman questioned if the Police Union has a say in this agreement. Administrator Halik advised that since this agreement is a condition of hire, and that he felt that the Union would have no say over the agreement and that it would not be subject to Collective Bargaining. Administrator Halik stated that he would send a copy to the Village's Labor Attorney for comment. Chairman Schuler clarified that this agreement would be covered under the BOPC Rules and Regulations. Chief Shelton and Administrator Halik advised that it would. Chairman Schuler asked the commissioners to review the sample agreement and be prepared to discuss this matter at the next meeting.

MOTION: Made by Commissioner Heery, seconded by Secretary Landsman, to direct Staff to pursue and form an Employment Agreement for new patrol officers with BOPC Attorney John Broihier and Village Labor Attorney Michael Durkin.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

b. Update - Current New Officers

Chief Shelton gave an update for the newest police officer candidate, whose physical and psychological tests have come back indicating no problems. This candidate will take the POWER test on June 24, 2014. Her official start date is July 1, 2014 and will be entering the Police Academy on July 7, 2014.

Chief Shelton stated that there are no other current police officers of the remaining applicants on the eligibility list. Background investigations have begun for the next person on the list. An academy date has been reserved for September.

Chief Shelton stated that a current patrol officer will be retiring in February. The current eligibility list expires in February. Chief Shelton stated that the BOPC begin the testing process in October.

c. Fire & Police Physical Fitness Testing

Chairman Schuler questioned an email received from BOPC Attorney John Broihier reference POWER Fitness Testing in relation to the testing process. Chief Shelton stated that it referred to if the BOPC ran a POWER test as part of the employment process. Currently, the BOPC does not run a POWER test. The applicant takes the POWER test once in the police academy. Even though the BOPC requires a NIPSA card, this case law does not affect the BOPC.

8. ADJOURNMENT

MOTION: Made by Secretary Landsman, seconded by Commissioner Heery, to adjourn the meeting at the hour of 7:40 a.m.

UNANIMOUS VOICE VOTE

MOTION DECLARED CARRIED

PRESENTED, READ and APPROVED,

August 15 , 20 14

Chairman

Minutes transcribed by Executive Secretary Cindy Stuchl.