

## Board of Police Commissioners

February 16, 2018

The Board of Police Commissioners met on February 16, 2018 in the Police Department Conference room for a special meeting. Chairman Marvin Garlick called the meeting to order at 09:00 p.m.

### Roll Call:

Present: Marvin Garlick, Doug Emerick and Dan Wisdom  
Also Present: Mayor Kathy Carroll-Duda, Brandon Maeglin, Sergeant Steve Whittington, Sergeant Jamison Weisser

### 1) Call to Order – Attendance

#### a) Police Officer Recruitment

Brandon Maeglin stated that he is an available resource in the recruitment process. Doug Emerick and Marvin Garlick both related that the residency needs to be expanded past the 15 miles. There are more agencies to help the officers on shift with mutual aid. Mayor Carroll-Duda asked if there needs to be a response time versus distance residency requirement. Marvin Garlick proposed that the residency needs to be at least all of Henry County and Rock Island county. Marvin Garlick related that housing is hard to find in Geneseo. Doug Wisdom asked why we cannot just do away with the residency? Mayor Carroll-Duda stated that she would need more clarification on what to Commissioner would like done with residency so that she could relate what is wanted to the council members. Sgt Whittington related that it doesn't matter about mileage or time response because if an officer is late, then there would be discipline anyways. Sgt Weisser related that during the last big incident in Atkinson that involved Illinois State Police, Officer Jaros was the first Geneseo officer on scene and he was coming from farther out than anyone else. Doug Emerick mentioned that a lot of State Police live in town and are able to provide mutual aid. And that being in a small town is definitely different that being in a big town when it comes to mutual aid. Sgt Whittington stated that the Commissioners need to be heard about this topic. Mayor Carroll-Duda asked if the residency requirement should stop in Illinois and that maybe should include only surrounding counties? Dan Wisdom related that we do need to find someone to be at the department longer than 4-5 years otherwise we are just putting a finger in the dam. There is also a concern with how much money is being spent on this process. Doug Emerick pointed out that there cannot be just laterals hired. New blood is needed, but everyone of the candidates are more than likely testing at all of the surrounding agencies. Doug Emerick agrees that someone needs to convince the council that a change in residency needs to be addressed. Brandon Maeglin stated that the residency requirement is in all of the union contracts in the city and that it would impact more than just the police department. Doug Emerick related that back in the day it was important to live here and do your business here and it helped promote Geneseo. Marvin Garlick related that the hiring process is different nowadays than when it was done back in the day. Sgt Weisser agreed that some of the police departments bestselling points is that is good to be in town and that we just need to get them here to show them. Brandon Maeglin put forth the idea to use social media more to update the current process. Marvin Garlick stated his worry about how much money is being spent and if the commission is in budget. Doug Emerick related that if we fail in this process then we would have to begin again. Sgt Whittington related that we do not need to get someone in here and have them not be able to pass FTO. Doug Emerick said that we cannot expect to keep people on the list who lie on applications and that we would need to take them off the list. This is what happened with the last list. Sgt Whittington related that it was his hope to get new people here, but the worry is to get

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them here and then have them move to another agency for more money. Dan Wisdom wanted to let the mayor know that the commissioners do not work for the police department, but that they work for her and the council. Doug Emerick reiterated that people who are on our list are on all of the other departments' lists. Marvin Garlick pointed out that we are definitely going to be short come summer. Sgt Whittington stated that we need to certify eligibility of all lateral transfers. Dan Wisdom asked if the 14-week Field Training can be shortened at all? Sgt Whittington stated that it could possibly be shortened to 10 weeks and that we still would need to look for any liability issues. It will also be looked in to if the 14 weeks is a Geneseo Police Department policy or a state policy. He also stated that we need to have consistency and everyone needs to be on the same page. Mayor Carroll-Duda asked how the city could help? Doug Emerick said residency requirements. Dan Wisdom said that we need budget parameters. Doug Emerick also went on to related that a list is good for two years and that we had just tested when our list became depleted. Sgt Whittington stated that we need a bigger list, but that public opinion is against officers at this point in time. Sgt Whittington does think that maybe an answer to the residency issue is to have a response time as a limit versus an actual mileage limit. Doug Emerick does think that the residency is a big obstacle. Sgt Whittington asked if there would be an alternate testing date? Dan Wisdom stated that COPS and Fire does our testing and that we can send to another testing date if necessary at another agency. Mayor Carroll-Duda stated that we could possibly change for one person now and that this may not open for all city departments at this time. She feels like there is just cause to open this for the Geneseo Police Department at this time. Doug Emerick did state that the other city departments are different than a police department and that hiring and residency requirements are very different for the police department. Sgt Whittington related that since there is so much liability it makes our process longer. Sgt Weisser made the point of our best-case scenario is having a new hire officer ready to go on his/her own this time next year. Doug Emerick also related that it takes longer to get some hiring done due to the need to have two officers doing the background investigations who also have to work the street. Dan Wisdom said that it takes a long time on a proper investigation and that the investigators need to speak to family members and that the investigators seek out sensitive information and that is why the files are locked up and not given to City Hall. Sgt Whittington added that these files could be subpoenaed. Mayor Carroll-Duda asked about the point system. Doug Emerick related that the written test is the highest percentage of the new hire composite score. Doug Emerick stated that he feels that we need to invest in keeping people here. Sgt Whittington thinks that when he was talking to possible applicants that there is frustration with the residency requirement. Doug Emerick related that this is obviously a reason to leave since we have lost one officer to this requirement. Mayor Carroll-Duda asked if there are any one-time incentives that could be offered? Sgt Whittington stated that a possible pay increase could possibly help. Marvin Garlick added that then that would need to be done everywhere in the city. Doug Emerick agreed that we cannot show favoritism. Sgt Weisser then asked about college recruitment. Brandon Maeglin stated that it is his opinion that someone from the city needs to consistently attend job fairs to keep our name out there. Sgt Whittington left the meeting at 0959. Dan Wisdom left the meeting at 1007. Sgt Whittington returned to meeting at 1009.

### b) Lateral End Date

Administrative Assistant Damewood related that since the interviews are on Friday, February 23, 2018 we need to close the lateral application acceptance period.

Motion to close the lateral application acceptance period on Monday, February 26, 2018 at 1600 made by Doug Emerick.

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2- ayes 0-nays 1-absent (Wisdom)

c) Update on current hiring process.

Mayor Carroll-Duda related that we need to have a list. Administrative Assistant Damewood gave the following summary:

There are five lateral applicants being interviewed on Friday, February 23, 2018. New hire applications will be accepted until Friday, March 16, 2018 at 1600. The testing date for new hires is Saturday, March 24, 2018. We have official locked in dates for new hires in September and October. We are on the waitlist at all academies in the meantime. We use COPS and FIRE testing. Brandon Maeglin asked if we could use someone else. AA Damewood related that they are widely used and we can then send someone to a different test site if needed and that keeps the testing consistent and reduces liability.

Adjournment- Motion by Doug Emerick. Seconded by Marvin Garlick. 2 ayes. 1- absent (Wisdom)  
Meeting adjourned at 10:23 am.

Respectfully submitted:

*Jessica Damewood*

Jessica Damewood, Administrative Assistant