

Board of Police Commissioners

July 12, 2018

The Board of Police Commissioners met on July 12, 2018 in the Police Department Conference room for a special meeting. Chairman Marvin Garlick called the meeting to order at 8:03 a.m.

Roll Call:

Present: Marvin Garlick, Doug Emerick, Dan Wisdom, Chief Casey Disterhoft, Mayor Kathy Carroll-Duda, City Administrator Lisa Kotter, HR Brandon Maeglin

1) Lateral List

- a. Marvin Garlick related that the Commissioners were going to start a lateral list since we are moving down the new hire list quickly. First, Second and Sixth on the list were hired by other agencies. There may be a problem with the third person that is still being investigated. There are still 8-9 people still in play on the list. Det. Chavez will continue to conduct background investigations. It takes about two weeks per candidate on each background check. Doug Emerick related that we conduct an intense background check. There was further discussion about lateral hires vs. new hires. Doug Emerick stated that the further down the list you go, the lower the test numbers which can related to a lower quality candidate. Dan Wisdom said that we could run someone through this whole process and they could still hire with someone else. Lateral hires are a quicker process. Doug Emerick related that we are having trouble having people sign up as is every other department. It was also discussed that another reason why we are having a lower lateral turn out is the prospect of current employers finding out about the officers applying. CA Lisa Kotter pointed out that especially since the list is posted, this is a possibility and the candidates could be treated differently at their current departments. Doug Emerick really likes the idea of having a lateral hire since that puts two trained officers in a squad for a time until the officer is released to their own squad. Chief Disterhoft related that current officers are normally the ones that spread the word of lateral hires. CA Lisa Kotter and Mayor Duda asked Chief Disterhoft if he was going to still hire off the new list or if he was wanting to hire off the lateral list. Chief Disterhoft related that the ideal situation would be to hire a new candidate but wouldn't be opposed to a lateral hire. CA Kotter related that she would like to be able to budget better for the new hire/lateral/promotion processes. The Commission could get a budget together and it could be presented to the Council and be incorporated into the PD's budget. That way the Commissioners could know how much money is in the budget and would be able to spend the already council approved amount of money. Dan Wisdom believes that the budget should include lateral/Sergeant/new hire process on an annual basis. Doug related that until recently there was not a reason to keep testing since the lists were expiring before there was an opening. It was discussed that when we tested in March, we may have gotten a better turn out since the candidates were just about to graduate from college. Brandon Maeglin related that Western Illinois has a Law Enforcement and Justice Administration job fair and that he will be signing himself and Chief Disterhoft up to go today. He also thinks it would be a good idea to go done every fall. Chief Disterhoft had the idea that maybe we could pool testing with another organization to allow for a cost savings. Dan Wisdom

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asked if the 14th officer position was approved and CA Kotter related that with the creation of the Deputy Chief position, then yes it was budgeted for this fiscal year. Some discussion about the SRO program and how the program needs to be strengthened. Doug Emerick related that a good idea would be to have the SRO teach a class in the Driver's Ed class that would inform the students how they should act if they are pulled over.

- b. Motion to Continue with Lateral Hire List. Motion made by Doug Emerick. Second by Marvin Garlick. 3-eyes.
 - c. Motion to test all three categories (lateral hire/new hire/Sergeant) on an annual basis. Motion made by Dan Wisdom. Second by Doug Emerick. 3-eyes
- 2) Sergeant's Promotion
- a. The names on the list are good for another year. Mayor Duda related that the City Attorney that the current list is the one that would be used for the current SGT opening. CA Lisa Kotter related that Chief Disterhoft needs to ask the Council for funding for the fourth sergeant's position at the next council meeting. CA Kotter also related that there is a possibility of two more Sergeant's spots opening up and that the current vacancy will need to be filled from the current list, but the next opening could possibly be filled off the new list if the opening is past the posting of the new list. She also stated that if the Commission is going to allow the Chief of Police to continue to pick who would be promoted to Sergeant, then it needs to be spelled out in a policy of some kind. Dan Wisdom asked if Chief Disterhoft would like for the Commissioners to do the promoting to take the pressure off of him. Chief Disterhoft answered that it won't matter either way, that he feels that he has the communication skills to talk to whomever is having an issue and keep it settled. Chief Disterhoft would also like to implement a new system for applying the merit points to each candidate.
 - b. Motion to direct Chief Disterhoft to take the next person on the Sergeant's list for the next opening or openings. Motion made by Doug Emerick. Second by Marvin Garlick. 2 ayes- Marvin Garlick and Doug Emerick 1-nay Dan Wisdom
- 3) Local Commission Regulations
- a. CA Kotter and Mayor Duda related that they were told that there were no local regulations. Marvin Garlick related that after his last meeting with Mayor Duda he was given a copy of the Local Commission regulations by AA Damewood and Chief Disterhoft. AA Damewood asked Dan Wisdom if he wanted to look at the percentages and see if they need to be adjusted. There was discussion of changing the weights of the final scores on the written test and the oral interview.
 - b. Motion to change the Local Commission Regulations at the next meeting. Motion made by Doug Emerick. Second by Dan Wisdom 3-eyes.
- 4) Probationary Time for Lateral Hires
- a. Discussion commenced about a possibility of shortening the probation of a lateral officer. It is in the local laws that the lateral probationary period is one year. CA Kotter stated that may also be in the union contract. It was decided that this may not be the best idea so that each officer has the same amount of probation.

Adjournment- Motion by Doug Emerick. Seconded by Marvin Garlick. 3 ayes. Meeting adjourned at 9:45 a.m. 3-eyes

Respectfully submitted:

Jessica Damewood

Jessica Damewood, Administrative Assistant