

MINUTES
VILLAGE OF ELBURN
BOARD OF POLICE COMMISSIONERS
JUNE 28, 2018

Board Members Present: John Marshall, Secretary Judith Miller, Chairman Judy VanBogaert

Board Members Absent:

Staff Members Present: Police Chief Nick Sikora; Village Attorney Brian O'Connor

Others Present: Wayne Byerhof; David E. Christensen, Technical Director from Police Consultants

1. Call to Order – Chairman VanBogaert called the meeting to order at 7:00 p.m.
2. Pledge of Allegiance – Commissioner Marshall led the assembly in the Pledge of Allegiance.
3. Roll Call – A roll call ensued.
4. Public Comments – None
5. Approval of Previous Meeting Minutes – A motion to approve the May 24, 2018 Regular Meeting and May 24, 2018 Special Meeting minutes was made by Commissioner Miller and seconded by Commissioner Marshall. The motion carried by unanimous voice vote.
6. Attorney – Attorney O'Connor stated he can/will assist with the eligibility list and the sergeant exam process when it occurs.
7. Police Department – Chief Sikora stated sergeant promotional testing is on the horizon. Since the Commission has never done this testing before (two sergeants were promoted prior to the Commission being in place), he suggested Commissioners review the Rules and Regulations in regards to eligibility, parameters, etc. Currently there are seven full-time police officers (including Chief Sikora and two sergeants) which means all four remaining full-time officers are eligible for promotional testing based on the current Rules and Regulations. An additional full-time officer will be added to the department later this year.

David Christensen, Technical Director from Police Consultants, was present to discuss the testing process and offer suggestions. Weighting (Appendix C) was discussed and the current Rules and Regs match Statutes but the Commission has authority to make changes. Christensen stated rules should not be prescriptive because they may appear to be arbitrary—systems should be defensible. Police Consultants will perform a complimentary review of Elburn's rules and regs and can train Commissioners on how to conduct oral interviews. Or a panel can be brought in to do the interviewing. Sikora said he and the Commission will review rules and regs to see if they should be revised.

Any changes to rules and regs should occur before the promotional testing process is underway. With consensus from the Commission, Sikora can draft something for review at the next meeting. Police Consultants and the Village Attorney should also review. Only Section 2 needs to be changed. Overall, Commissioners agreed with this direction.

As far as qualifications, there was consensus to remove any officer who is on probation from eligibility for promotion. A minimum of four years total experience with 2-3 years on the Elburn Police force was agreed on. Sikora will provide input as to what he feels is necessary for the running of the department, the Commissioners can decide if it serves the community and the Village Attorney will review verbiage. Chief Sikora will work on verbiage as to rules and regs amendments and department policies and will send to the Commissioners for review prior to the next meeting.

8. Executive Session – For the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body [5ILCS 120/2(c)(1), including discussion as to the final eligibility list – No executive session was held due to the fact that no confidential information was discussed.

Chairman VanBogaert assembled a draft of the eligibility list. Discussion ensued as to the order of candidates. Attorney O'Connor stated the list should be mixed regardless of previous experience based on test score results. The law says non-certified candidates can be skipped on the list in lieu of a pre-certified candidate. The posted list will include names and test scores in rank order. The list is good for two years from the date it was approved. VanBogaert will reformat the list as of today's date and will include names, scores and annotation as to who are already sworn officers.

9. Motion to Approve the Final Eligibility List for New Hires – A motion to approve the final eligibility list as discussed was made by Miller and seconded by Marshall. A roll call vote ensued. Ayes: Marshall, Miller, VanBogaert. Nays: None. Motion carried. The list will be included in the minutes. There was consensus from the Commissioners to post the final list on the Police Department website in addition to posting within the Elburn Police Department office.
10. Communications – No report
11. Old Business – None
12. New Business – None
13. Adjournment - VanBogaert motioned to adjourn the meeting at 8:53 p.m. with Miller seconding the motion. The motion passed by a unanimous voice vote.

Respectfully Submitted,



Diane McQuilkin
Village Clerk

Elburn Police Commission
 Final Eligibility List
 Approved June 28, 2018

RANK	LAST NAME	FIRST NAME	MID DLE	Certified Officer	WRITTEN TEST SCORE	Interview Score	YEARS ACTIVE MILITARY DUTY OR EDUCATION	TOTAL
1	Michaels	Gary	P	X	78.43	4.21	5	87.64
2	Hernandez	Sebastian	D		77.96	3.92	5	86.88
3	Schmitz	Matthew	W		74.06	4.48	5	83.54
4	Terek	Michael	R		74.07	4.40	5	83.47
5	Sarra	Robert	L	X	72.81	4.50	5	82.31
6	Franco	Jose	L	X	72.79	4.40	5	82.19
7	Schneider	Gregory	A	X	72.38	4.54	5	81.92
8	Bowman	Nicholas	J		72.11	4.22	5	81.33
9	Gatzke	John	P		77.68	3.53	0	81.21
10	Howell	Daniel	J		77.50	3.70	0	81.20
11	Sheets	Marlin	L	X	70.71	4.80	5	80.51
12	Scudiero	Ubaldo	J	X	71.30	4.19	5	80.49
13	Baker	Willie	D		70.97	4.50	5	80.47
14	Bryja	Deryk	M		76.67	3.78	0	80.45
15	Melhouse	Heather	M		70.15	4.70	5	79.85
16	Fisher	Darby	J		70.69	4.10	5	79.79
17	Milner	Erik	A	X	70.45	4.12	5	79.57
18	Bennett	Donald	T		70.38	3.83	5	79.21
19	Castaneda	Ivan			75.65	3.46	0	79.11
20	Hyde	Stephen	A		75.18	3.80	0	78.98
21	Zimmer	Nicholas	L		74.91	3.90	0	78.81
22	McMenamy	Alex	D		73.40	3.50	0	76.90
23	Mielke	Jacquelyn	A		72.55	3.84	0	76.39
24	Schumacher	Nicholas	A		72.94	3.44	0	76.38
25	Rickett	Lauren	E	X	71.17	4.40	0	75.57
26	Prokuski	Joshua	H		70.21	4.10	0	74.31
27	Greer	Trent	M		70.55	3.64	0	74.19
28	Perez	Nayelli			70.21	3.89	0	74.10

Judy Van Buren
 Elburn Police Commission
 Chairman
 Approved by board 6/28/18