

Entered closed session by motion from Nolan and 2nd by Karker per 5 ILCS 120/2 (C) (1) (21): Employment and approval of closed session minutes.

Clerk Coon handed out copies on the minutes from the 10-21-13 closed session meeting. All trustees reviewed minutes as submitted.

Recommendation: The minutes of the 10-21-13 Closed Session board meeting stand approved as read.

Chief Cupi asked the trustees to consider allowing her to give the title of Sargent to Officer Spickard. Cupi explained the reasons for such a promotion being due to her inability at times to respond to the Village of San Jose in a timely manner due to personal and family matters that call her to various places throughout the state. Cupi asked the trustees to consider a salary increase to reflect said promotion at the next salary determinations to be done in the spring of 2014. Cupi explained that she has much respect and trust for Officer Spickard due to his knowledge and experience. Cupi reported that Officer Spickard has been instrumental in helping with her transition into the Chief position and supportive of all goals and initiatives she has implemented since her hire. Chief Cupi answered questions in regards to the need for a Sargent position.

Recommendation: The board recommended that Officer Spickard be promoted to Sargent with compensation to follow at a later time.

Officer Spickard expressed his heartfelt appreciation towards Chief Cupi and the leadership and positive changes she has brought to the San Jose Police Department since her hire.

Exited closed session at 10:20 pm by a motion from Nolan which was seconded by Blackstock.