

Closed Session of Village Board
July 21, 2014

Entered into closed session per 5ILCS 120/2 (C) (1): Employee performance

Chief Cupi addressed the board with her concerns pertaining to the performance by Sergeant Spickard. Cupi explained some of the problem areas as being habitually tardy and not ready for duty at scheduled time due to attire. Cupi reported that a mandatory officer meeting was held on July 11, 2014. These matters were addressed with Sergeant Spickard and due to the multiple times that Spickard had been warned about these performance problems, a written warning was issued on stated date.

Cupi addressed the board with her concerns pertaining to the performance of Officer Skelton. Cupi explained some of the problem areas as being Skelton was not performing up to expectations, inappropriate judgment decisions pertaining to IL State Law enforcement and fireworks being exploded in the village. Due to the severity of the problem, Cupi issued Officer Skelton a verbal warning on the above mentioned date.

Cupi reported that Spickard has improved in his tardiness and when reporting for duty, Spickard has been ready for duty at his scheduled time. Cupi recommended that she be allowed to continue tracking the situation with both officers, reporting back to Chairman Coon and the board with any updates. Cupi stated that there may still be reprimand that is issued to Officer Skelton due to a traffic stop that was done which included minors and alcohol.

Cupi explained that the police department would still be willing to write the ordinance violations but any help in locating violations and presented in the form of a list would be beneficial and potentially needed if Spickard was unable to execute the remainder of his duties due to time used for ordinance violation locating.

Chairman Coon reported to the board that both of the above mentioned warnings were given in private and individually with both officers at the completion of the above mentioned officers meeting.

Coon explained that Spickard had been notified that any further incidents of tardiness could/would result in further disciplinary action up to and possibly including termination and that the police vehicle was to be seen throughout the village during his scheduled shifts.

Coon reminded the board that if it is the wishes of the board to allow fireworks to be shot off on the 4th of July then a rewrite of the ordinance would be necessary; otherwise, there will be no further incidents of fireworks allowed in the village without police action/involvement with an initial warning followed by tickets if non-compliance.

Cupi explained that she had made it clear to all officers that they will no longer give anyone permission to break the laws of the State of Illinois or the ordinances of the Village of San Jose.

Nolan shared a complaint in regards to debris fall-out that was left on the North end of the village that was found in a resident's yard.

There were no further subjects or discussion to be heard so closed session was exited at 10:03 pm.