

Village of San Jose
Police Committee Meeting
January 30, 2017

Meeting called to order by Chairman McCormick at 6pm. Those present: Smith, Allen, McCormick

Others in attendance: Joey Larmore, Clerk Blackstock

Meeting agenda was posted more than forty-eight hours in advance of the meeting on the outside and inside bulletin boards at Village Hall and is attached to and made part of the minutes.

6PM-- Dale Marlo was interviewed. He was the chief in Easton and he stated that he really cleaned up the town and that he has had people come to him since he has been gone and tell him they wish he was back. We explained a little about our town and the goings on of late. Allen explained that we need someone with a level head. Marlo told of his 300-400 tickets that he averaged in a year there and that did not reflect how many warnings he gave out. He stated that he usually believes that normally people deserve a break on a first offense. Smith asked why are you interested in this job to which Marlo answered to have something to do and this is what he does.

Marlo asked about how many hours we allotted monthly for Police. The answer was that the chief normally would be allotted 40-45 per week and the officers 60 per week. Marlo stated that he is not looking for benefits. He stated that he had flexible hours at Easton and it worked well so as the town did not know exactly when he would be on duty and not. He also stated that he doesn't need a full 40 hours per week.

We asked Marlo what he was hoping for in pay and he first said \$20-\$25 and when asked specifically what he would like to have, he said \$25. He restated that he doesn't need to work a full 40 hour week. Marlo stated that he likes to do things his way and that he would ask for the support of the board in doing so. He stated that he understands that if in 6 months or so we are not happy with him, to ask him to leave and he would.

McCormick asked with the highway in town, how much does he know about truckers and the violations involved. Marlo stated that he knows enough about truckers so that they can't pull the wool over him, he said that he would call in the state police to do anything official, as he is not certified in these matters, but he know enough to know if something is wrong. McCormick also asked if he knew procedure for evidence, to which Marlo stated the normal procedure.

Marlo stated that he does some part-time work for other towns and could we work around that at first until they have due notice? We said we can.

Marlo left

Mayor Worlow appointed Clerk Blackstock and Trustee Joe McCormick as the Village's FOIA officers.

6:30PM—William Shelby did not show up

6:35PM—Chad Hickey was interviewed. He just moved here from MO. We asked why you are interested in this job, he answered to further his career and to turn around the town and get the peoples trust back. Allen stated that the person who takes this job will have a lot of opposition. Hickey stated that he understands that people will complain. Allen asked what kind of pay that he was looking for he stated that he heard that the normal pay for around here would be \$20-\$25 per hour. We told him that the chief's position would have 40-45 hours per week. It was explained that we have an officer now who is very green and needs guidance. He was told there were no benefits beside vacation and sick days.

McCormick asked if he has handled evidence to which he stated that he was an evidence officer at one point in his career so far. He was in the Army for 10 years, 6 of those years he was in recruiting on and off. He was told that we need someone who is the chief, not necessarily the peoples' friend, however respected and calm. He was asked specifically what amount he would like to have and Hickey stated \$18-\$20 if possible. He asked what the officers get hourly, the answer was \$14-\$15 and that he would certainly start above that. He was told that we do a yearly review of the chief's wages.

Hickey stated that he paid his own way through PTI, he was awarded that ability and he took out a loan to be able to. Smith asked why he was interested in this position to which Hicky stated he feels law enforcement is his calling. After the Military he worked as a correction officer as well. He stated his last job was at a Factory in Iowa. We asked him what he would need from us and he said the support of the board. He asked how many officers we usually have to which the answer was usually 2 part-time officers. We discussed the town and some of its problems with him at this point.

Hickey asked if we participate in an Federal grants and such, we answered yes. We asked him if he has any experience with ordinance violations. Hickey listed off several different experiences and how he had implemented them. Hickey asked about our annual budget. Smith showed him our budget numbers and the subject of revenue was discussed.

Hickey stated that he knows of a retired State Trooper who would like to come work for him on a part-time basis, if he were to get the job, who of course has a lot of traffic experience.

Hickey left

7:10PM—Tom Hardesty was interviewed. Smith asked why he is interested in this position. Hardesty stated he is retired from the State Police as of a few years ago, and it gets in your blood. He has worked at several small towns such as Bath Havana and Easton. He was asked how much he would like to make per hour to which he stated \$18-\$20 per hour. He stated he doesn't need benefits.

Hickey stated that he is not interested in a 40 hour work week. He has dealt with evidence and he asked us if we have a good chain of evidence procedures. McCormick told him we are working to improve that now. We told him that we are looking for someone to be stern and to be organized/ He asked how many part-time officers we employ to which we answered right now we have 1 but normally we have 2.

Hickey stated that he has been a field training officer as well. He stated that he has a part-time job as of now that pays very well and he isn't willing to give it up. He works 80 hours a month at it. He would like

to work 80 hours a month at this position also. We stipulated that he would have to be hired as a full-time Chief and discussed how that could work or not work with his desire to only work here 80 hours per month. Hickey stated that his wife works every other weekend, therefore he would want every other weekend off with her. We stated that we need someone with integrity and someone to do their job and not worry about making friends in town, however be able to meet and greet people and keep a level head. Hickey stated that he was in the State Police for 32 years and he has been called it all. He also stated that he just recently attended a 2 day class on managing small Departments.

Hickey left.

Old Radios;

McCormick informed the committee that we have several old radios sitting in the Police Station and asked what they thought we should do with them. The discussion was had to maybe give them to the Fire Dept or to use them for the Clerk to get ahold of the city workers when needed. The clerk using them seemed to be the popular option.

McCormick informed the committee of the FOIA request from the Mackinaw Police chief that we received and that Maria had contacted him for her personnel file, which we have already given her.

7:35PM went into closed session 5ILCS 120/2 (c) (5)(2)

7:45PM came out of closed session

Discussion was held that Hardesty not wanting more than 80 hours a month was not enough to do the job of chief here. Marlo has experience and he won't take any guff and is willing to not work 40 hours per week if not needed. It was stated that if wasn't good that he just needs something to for his reason to take this job. It was discussed that he asked for a high dollar amount but maybe he would be willing to take less. The comm. doesn't want to pay more than the last chief was getting. It was stated that if Marlo won't accept at the most \$23, then they will go with Hardesty.

The question was raised as to there being a possible problem with so many different things on his resume, even though his pay choice is better. It was stated again that if Marlo won't take our offer than we will ask Hickey at \$20 per hour for 90 days.