



CITIZEN'S POLICE OVERSIGHT COMMITTEE (CPOC)

Tuesday, February 19, 2019

7:30 p.m.

Room 102, Village Hall

Minutes

Present: **CPOC:** Robert Becker, James Downing, Josh Luttig, Bob Pickrell
Absent: Tanya Ford, John Nowicki
Police Department: Chief of Police Reynolds, Sergeant Johnson
Village Staff: Director of Human Resources, Assistant Village Manager Julia Scott-Valdez, HR Generalist Sue Kornatowski

The meeting was called to order at 7:34 p.m.

Roll Call was taken.

There were no public comments.

There was a motion to approve the October 16, 2018 minutes. The motion to approve minutes was proposed by Committee Member Downing, seconded by Committee Member Pickrell. Ayes: All, Nays: None. The minutes were approved unanimously.

Chief Reynolds gave an update on training and staffing. He introduced Internal Affairs Sergeant Shatonya Johnson who will help centralize complaints. Sergeant Johnson told the committee about her career with the Village. Committee Member Downing asked about crime in general. Chief Reynolds indicated that overall crime is the same as last year. Director Scott-Valdez gave an overview of hiring. Testing has finished and first twenty were interviewed last week. We are hoping to get nine from this group; five academy seats and four that may be certified. We are looking for twenty-three police officers this year. Interviews will begin again in March and plan to test again early part of next year. Committee Member Downing asked about diversity. Director Scott-Valdez responded that there are more females and the last group hired was all females. A lot of external outreach was done.

Director Scott-Valdez reviewed the CPOC ordinance changes which hope to be finalized in April and brought to the Village Board in mid-April or May. Committee Member Downing said he has a few tweaks and will email them to Director Scott-Valdez.

Director Scott-Valdez also distributed the 2018 workplan and the script for conducting committee meetings. Director Scott-Valdez will add additional clarification regarding concurring and further review and will distribute at the next meeting.

Sergeant Johnson reviewed the complaint log. Committee Member Pickrell noticed an officer's number on the log three times. Chief Reynolds stated that even if findings are not sustained or if the officer is exonerated they initiate a conversation at peer level if the officer needs EAP they encourage the officer to take those steps. Committee Member Luttig asked about the procedural rules; if every complaint done in a 120 day window. Chief Reynolds stated no, it depends on the circumstances. They may file for extension. There are currently four officers on leave. Director Scott-Valdez

responded that the goal at every meeting will be to note on the matrix if any complaints are longer than 120 days due to medical leave.

There was a motion by Committee Member Becker seconded by Committee Member Downing to go into Executive Session. Ayes: All, Nays: None. The meeting adjourned to Executive Session at 8:04 p.m.

There was a motion to adjourn by Committee Member Downing, seconded by Committee Member Becker to adjourn.

The committee took a tour of the Police Station guided by Chief Reynolds and Sergeant Johnson.

The CPOC meeting was adjourned at 9:13 p.m.