

POLICE COMMITTEE MEETING

May 26, 2022

5:30 PM VIA TELECONFERENCE AND IN PERSON

Police Committee Meeting

Trustees Present: Trustee Julie O'Rourke, Trustee Adam LeFevre.

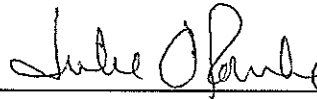
Guests: Jeff White (Chief of Police), Nicholas Haff (Sergeant), Treasurer Sally Bennett

- 1) **Meeting Called to Order** – *The properly posted meeting was called to order at 5:30 PM and was conducted in-person and by Tele/Video Conferencing as allowed by the governor's executive order. Trustee O'Rourke and Trustee LeFevre were present in-person. Trustee Kimes was not in attendance.*
- 2) **Public Comment** – *None*
- 3) **Disclosure of Conflict of Interest** – *None Identified*
- 4) **Approve Minutes from April 28, 2022, Police Committee Meeting** – *Motion to approve the minutes as presented was made by Trustee LeFevre, seconded by Trustee O'Rourke. Motion passed by roll call vote.*
- 5) **Wage Study** – *Sergeant Haff presented a wage study of multiple police agencies throughout Illinois with similar populations. Sgt. Haff indicated the Winnebago Police Department is lacking in terms of how officers are paid in comparison. The interpretation of wage numbers was brought into question. Lateral hire definition was explained. Officers who are certified with the State of Illinois, regardless of the number of years of experience are considered lateral hires. Some agencies allow for an elevated starting wage due to the number of years of experience, and some limit how many years of experience can be utilized for an increased starting wage. The wage study included information regarding new hire starting wages, lateral hire starting wages, supervisor wages and part-time officer hiring wages. Chief White explained that potential candidates would not apply to this agency when other agencies within Winnebago County have a significantly higher starting wage. Trustee LeFevre mentioned the stepped pay scale for public service employees, in this type of program 5-year, 10-year, 15-year wages are known at the time of initial employment. Union representation of agencies polled for the wage study was discussed. Other benefits of current employees were discussed, to include changes in sick time and vacation time accrued. Benefits packages from those agencies poled were including in the study. Chief White presented a step*

increase pay scale to the Trustees. Chief White indicated some police agencies are now utilizing sign-on bonus' for new employees. The Ogle County Sheriff's Office is currently offering a \$9,000.00 sign-on bonus for new employees. Other options were spoken about such as other types of incentives. Trustee LeFevre questioned whether historical data could be located regarding wage increases throughout the years. He further indicated adding a percentage to the Consumer Price Index (CPI) increase for a set number of years to equalize pay. Chief White also spoke about conversations he had regarding a School Resource Officer (SRO) for the school district and the possibility of the district offering to pay 50% of the persons salary. Trustee LeFevre asked if there is any type of contract for new hires to stay employed by the village after being hired Chief White indicated there is no contract provision currently for lateral or new hires with no experience. Sergeant Haff suggested a \$3.00 per hour raise for all hourly police employees and raise the starting wage to \$24.00 per hour. This would impact the yearly budget by \$32,760.00, this would also increase other budget related costs. Treasurer Sally Bennett provided some historical information regarding how raises were determined in past years and the uptick in revenue in the recent past.

- 6) **Village Speed Limits** – *Trustee LeFevre suggested there be discussion regarding the speed limits in the Village. Trustee LeFevre indicated Public Works Director Insko installed new speed limit signs along McNair Road but stated he has seen vehicle speeds increase as vehicles pass Swift Street going westbound. He indicated Cherry Valley had passed an ordinance limiting speed on all village street 25-mph. He said the goal of this was to at least keep traffic speeds to a maximum of 30-mph. Discussions were had regarding jurisdiction to change street/road speed limits. Possible electronic signs indicating vehicle speeds were discussed and the costs involved. Trustee LeFevre also indicated drivers are utilizing cellular phones as they pass by his residence. It was decided this topic is something for discussion at the Regular Board Meeting.*
- 7) **School Ideas and Grants** – *This was a topic President Eubank was to speak about, but he was unable to attend this meeting.*
- 8) **Vehicle Updates** – *Chief White gave an update on vehicle billing and the timeframe for parts to arrive to build the 2nd 2022 Ford Explorer. The cost to build and equip 2nd vehicle was included in the budget appropriate ordinance.*
- 9) **Recruitment and Retention** – *This topic was discussed during item 5 of this agenda.*
- 10) **Sgt. Haff's Report** – *Sgt. Haff graduated from his recent Staff and Command Training.*
- 11) **Chief White's Report** – *Since just returning from Florida, Chief White indicated Florida was hot and sunny.*

- 12) **New Business** – *Chief White indicated the only topic to be discussed was the SRO information, which was already discussed during item 5 of this agenda.*
- 13) **Items for June Regular Board Meeting** – *Wage Study discussion only, Village Speed Limits, questions/options.*
- 14) **Executive Session** - *None*
- 15) **Adjournment** – *Trustee LeFevre made a motion to adjourn the meeting and Trustee O'Rourke 2nd. The motion was passed by unanimous roll call vote The meeting was adjourned at 6:40 PM.*



Julie O'Rourke, Police Committee Chairman

APPROVED: July 6, 2022

Prepared by:
Jeff White, Chief of Police