

Ordinance & Police and Personnel Committee Meeting – March 29, 2021

The Ordinance & Police and Personnel Committee of the City of Aledo met in Open Session in the Council Chambers of the City Hall building on March 29, 2021. Chairman MICHAEL CHAUSSE called the meeting to order at 6:00 P.M. The roll was called, whereupon the following committee members answered present:

Aldermen ILA BERTRAND, TERRY BEWLEY, MICHAEL CHAUSSE, DENNIS DIXON, JIM HOLMES, and CHRIS KOPP. Mayor CHRISTOPHER HAGLOCH.

Also present were BARRY COOPER, Alderman, LINDA SARABASA, Alderman, CHRIS SULLIVAN, City Administrator / Chief of Police, and JAROD DALE, City Clerk.

Approval of Committee Minutes: Motion was made by ALD. KOPP and seconded by ALD. BERTRAND to approve the Ordinance & Police Committee meeting minutes of 01/11/21 and the Personnel Committee meeting minutes of 12/08/20 as presented. A Unanimous voice vote followed in agreement.

Public Comment – No Report.

Old Business – No Report.

New Business –

Discussion regarding Part-time Police Officer Hourly Wage Rate:

CHIEF Sullivan reported the hourly pay rate for part-time officers has been \$16.25 an hour for just over six (6) years. It was raised to \$16.00 an hour in 2013 and then to \$16.25 an hour in 2015. In 2015, the Aledo part-time pay rate was competitive with or higher than the other departments in the area. It was, in fact, higher than the starting full-time officer hourly pay rate for Aledo officers at the time.

The Mercer County Sheriff's Department currently pays part-time officers \$18.00 an hour. Other departments in the area either already match or will match that pay rate. It is a very competitive market for part-time officers. The minimum wage will soon be \$15.00 an hour and part-time officers must undergo all of the same training and certification as full-time officers. Most of the departments in the area are struggling to fill shifts with the part-time officers who are certified and available locally.

The Department is seeking to raise the part-time hourly pay rate to \$18.00 an hour. This is less than the hourly rate paid to full-time officers before they have gone to the academy or passed the State of Illinois certification test. Shifts that can be filled by part-

time officers avoid the potential necessity of needing to force full-time officers to fill vacant shifts at the overtime rate.

This has been discussed with Mayor Hagloch and he agrees with adjusting the part-time officer pay rate from \$16.25 an hour to \$18.00 an hour. The budget was reviewed and based upon the number of part-time hours anticipated and the current full-time officer staffing, the current budget line for part-time officer salaries is adequate to cover the requested increase in the pay scale.

After review, the joint Committee's provided a consensus to move forward with the request and instructed City staff to administratively enact the new rate.

Discussion regarding Part-time Police Academy:

The Police Department needs to maintain a roster of a minimum of four (4) part-time officers who are willing and able to help staff City-sponsored events and other functions which occur within the City. They also need to be willing and able to fill open shifts which occur when the full-time officers are scheduled to attend training courses, take vacations and personal days, and at times when additional manpower would help the Department provide service to the community.

Currently, the Department has two (3) part-time officers. One is a full-time deputy employed by the Mercer County Sheriff's Department. The second is a full-time employee of the City of New Boston in both the Police and Public Works Departments. The third part-time officer is a full-time officer employed by the Quad City International Airport Public Safety Department. They all have limited availability.

The Department has been hindered in seeking part-time officers as there were no available part-time Basic Police Officer courses being offered. ILETSB has approved a part-time Basic Police Officer course which will be hosted by MTTU-IV, our Training Unit. The course is currently scheduled to begin on June 12, 2021. It will be held in Galesburg, Illinois. The classes will all be held on weekends, with approximately one class weekend scheduled each month. The officers would graduate in early 2022.

Adding a minimum of two (2) qualified part-time officers to the Department's roster would be of benefit to the Department and the City. Once the officers have completed their basic training, they only work when needed. Using part-time officers is more cost effective and easier than scheduling full-time officers to work at time and a half. It is also safer than asking them to work frequent double shifts or requiring them to work several weeks in a row without days off.

The Department hopes to recruit two (2) part-time officers and enroll them in the upcoming academy class. They would fill two of the part-time officer openings created by officers who have moved from part- to full-time employment or left for other departments. It will be difficult to recruit, test, background check, and hire two qualified applicants in the time frame required. The academy slots will need to be reserved almost immediately and the hiring process will need to be completed and officer candidates approved by ILETSB no later than the middle of May 2021.

Discussion regarding Part-time Temporary Worker for records:

Several new laws have been passed which have created enormous amounts of time and manpower to be spent on record searches, record expungements, and new layers of recordkeeping. Additionally, the Department already has an existing backlog of old reports from previous years which are required to be refiled in a different system and maintained. The record searches and expungement process will require each and every report ever generated by this Department to be completely read and reviewed.

In June of 2019, the Illinois Legislature passed the Cannabis Regulation and Tax Act. One of the new mandates created by the statute requires expungement of all “minor” cannabis-related records:

“All law enforcement agencies within the state shall automatically expunge all criminal history records of an arrest, charge not initiated by arrest, order of supervision, or order of qualified probation for a “Minor Cannabis Offense” committed prior to June 25, 2019...”

The Department generates in excess of 10,000 reports each year. Each one will need to be reviewed. As you can imagine, this is a monumental task. Reports prior to approximately 2012 are handwritten and stored in file boxes.

Illinois Public Act 101-0652, “AN ACT concerning criminal law,” was passed by the outgoing Illinois Legislature in the early morning hours of the last day of the legislative session in January 2021. Many of its provisions take effect in July 2021. The Department and the City’s legal counsel are still working to assure we are able to comply with all of the new mandates. One thing is certain, there is a very large amount of additional paperwork and recordkeeping that will be required. It adds additional requirements to the statutes relating to body-worn cameras, adding additional recordkeeping and management time. Failure to comply with many of the new statutory requirements of the law carries civil penalties and fines for the Department and City, and possible criminal charges against employees for failure to follow the new mandates.

These new recordkeeping and management requirements add to the already enormous burden of trying to properly label, file, and store all of the Department's old records. The Department has been slowly working to complete this task. It is less than 10% complete after five (5) years of dealing with the issue at times when manpower is available.

It is not possible to accomplish all of the records review and management that will be required over the next several months. The current staff of the Department is simply unable to handle the additional work required to comply with the new statutes. The additional civilian staff hours would be required for several months, and periodically for much shorter periods of time in future years.

Motion was made by ALD. Bertrand and seconded by ALD. Dixon to approve the item as presented. A Roll call vote was recorded as follows:

YEAS: Bertrand, Bewley, Dixon, Holmes, and Kopp. NO: None. ABSTAIN: Chausse. Motion carried. 5 yeas, 0 nays, 1 abstention.

Clerks note: Other Aldermen present who are not on either committee were also canvassed on the item with no aldermen objecting to the request.

Closed Session:

Motion was made by ALDERMAN CHAUSSE and seconded by ALDERMAN KOPP to adjourn to closed session to discuss:

A. Personnel Section 2(c)(1) Open Meetings Act

A Unanimous voice vote followed in agreement. The meeting was recessed to closed session at 6:16 P.M.

Reconvene in Open Session:

Council reconvened in open session at 6:52 P.M. Roll call was taken with the following answering present: ALDERMEN BERTRAND, BEWLEY, CHAUSSE, DIXON, HOLMES, and KOPP, MAYOR HAGLOCH, as well as, CHIEF SULLIVAN, ALD. COOPER, ALD. SARABASA, and CITY CLERK DALE.

ADJOURNMENT: There being no further business, motion was made by ALDERMAN BEWLEY and seconded by ALDERMAN KOPP that the meeting be adjourned. Unanimous voice vote followed in agreement. Meeting was adjourned at 6:52 P.M.

Jarod M. Dale, City Clerk