

**MINUTES  
CITY OF SALEM  
BOARD OF POLICE COMMISSIONERS MEETING  
July 17, 2018**

**I. Call to Order**

The Board of Police Commissioners of the City of Salem, Illinois met at 10:00 am on Tuesday, July 17, 2018 in the Council Chambers of Salem City Hall. The meeting was called to order by Chairman Randy Vogt in the presence of Commissioner Michael Phillips. Also present were City Manager Bill Gruen, Chief Sean Reynolds, Deputy Chief Susan Miller, Salem High School Superintendent Brad Detering and Recording Secretary Bev Quinn. Commissioner Larry Kelly was absent..

**II. Approval of Minutes**

Minutes of the June 28, 2018 meeting were presented for action. ***Motion was made by Commissioner Phillips, seconded by Chairman Vogt and approved by unanimous voice vote to approve the minutes as presented. Motion carried.***

**III. Communications**

None.

**IV. Unfinished Business**

Chairman Vogt indicated he has received and executed the testing contract with C.O.P.S. for Patrolman for September 15, 2018.

**V. Executive Session**

No executive session needed.

**VI. NEW BUSINESS**

**a) New Hire**

- . Chairman Vogt indicated the physical and drug test have been scheduled for the candidate under consideration for hire.

**b) Creation of Position – School Resource Officer (SRO)**

Chief Reynolds indicated he and City Manager Gruen have been discussing the possibility of creating a position of School Resource Office with SCHS Superintendent Brad Detering. Chief Reynolds added that this position would be in addition to his current staff. Supt. Detering added that he, Chief Reynolds and City Manager Gruen have been doing some leg work on what the position should be.

Chief Reynolds indicated the possibility of lateral transfers from one department to another had been discussed at the last meeting, and he asked what Mr. Broihier had advised regarding that option. Reynolds added that they want an experienced officer in that position, not a young officer straight out of training.

Chairman Vogt indicated that an experienced officer who wanted to make a lateral move to another department would have to test, interview, and be placed on the list with other

potential hires. Vogt added that once the officers are hired, how they are allocated within the department is up to the Chief. Vogt added that the position would have to be posted, and whatever qualifications they are looking for will need to be specified, and he's sure a SRO would have different experiences and training.

Chief Reynolds indicated he would want the SRO to have the same police capabilities as any other officer, i.e. the ability to carry a weapon and make arrests. Chief Reynolds asked if the City of Salem would allow lateral transfers. Chairman Vogt indicated he would discuss this with Mr. Broihier.

Commissioner Phillip asked Chief Reynolds what responsibilities and duties the SRO would have. Chief Reynolds indicated he would need to discuss this further with Dr. Detering, but they would want this officer to be the first line of defense should an incident occur. Additionally, he would like to see the officer establish a rapport with the students, and become their confidant, so that they feel comfortable telling him/her when there is something going on that might be a problem. Commissioner Phillips asked if the school would be funding the position. City Manager Gruen responded, "partially".

City Manager Gruen commented that the Police Board has done a good job of hiring patrolmen, but he doesn't think this position should be one where experienced and green officers are co-mingled, as the #1 scorer on the list might not be the one the City or High School wants to hire for this particular position. Chairman Vogt indicated the Board cannot create a separate list. Vogt added that if the City creates the position outside of the hiring list, the officer could not make arrests, carry a gun, etc.. Chairman Vogt added that he does feel that a SRO is warranted, but that position must be hired from the list.

Chief Reynolds asked if the Board (*with Supt Detering and himself*) can look at the top three candidates on the list, and choose from them. Chairman Vogt responded that they cannot. Hires from the patrolman list must be made according to their placement on the list. The only time the department has leeway is when the Chief is selecting a Sergeant from the Sergeant's list. Chief Reynolds asked if an experienced officer would receive preference points. Chairman Vogt indicated they would, the same as education and military service.

Commissioner Phillips asked if a job description for the SRO has been developed yet. Chief Reynolds responded that the City Manager has obtained one from O'Fallon, IL, but one hasn't been specifically developed for Salem.

Superintendent Detering indicated that Salem Police Department has done a great job of community policing, and they want to build on that with a School Resource Officer. Detering added that the school had a bit of a scare over social media recently, and the students were very reassured by the police presence. Detering added that they want someone in that position that will be a full member of the Wildcat team. They are looking for the right individual to invest him/her self in SCHS life. Supt. Detering added that they haven't worked out the details of the job description yet, but he would want that officer to be carrying a weapon, and he would want everyone to know that if you cause a disturbance at the High School, you will be met with resistance. Detering added that it would be cheaper to hire private guards, but they feel the best option is working through the Police Department. Mr. Detering added that the school has a really good relationship with the City right now, and they want to build on that.

Commissioner Phillips asked if we would also be looking at a SRO for the Junior High or grade school. Mr. Detering responded that they have discussed additional officers for the grade schools.

Dr. Detering added that long-term, the high school SRO could even get a certificate to substitute teach, or teach criminal justice at the high school. Detering added that it would be short-sighted not to consider this.

Commissioner Phillips asked about the Community Policing. Chief Reynolds indicated all of his officers, including himself and Deputy Chief Miller, visit the high school in the mornings. There is an officer at the high school every day that it is in session.

Commissioner Phillips suggested setting up a conference call with Mr. Broihier involving all involved to discuss this further. Phillips asked what the school's timeline is on hiring a SRO. Dr. Detering responded, "the sooner the better".

Chief Reynolds added that he would see this officer as being in a similar position as the task force officer – under the direct supervision of the entity they are working for, with him (*Chief*) being kept abreast of what is going on.

Commissioner Phillips indicated he can understand why they would not want to hire a candidate straight out of school for this position. Chief Reynolds concurred and added that if the neighboring departments know Salem is looking to hire a SRO, a different group will apply. There may even be a couple of officers in the Salem Police Department who would be interested in the position.

City Manager Gruen asked if Supt. Leslie Foppe is interested in a SRO for the grade schools. Dr. Detering responded that she is.

Dr. Detering indicated the school is currently retooling the front entrance to the school to make it more secure, and this is just one more step they would like to implement. Chairman Vogt indicated he would discuss this further with the Board Attorney John Broihier.

## **VII. Adjournment**

As there was no further business to discuss, ***motion was made by Commissioner Phillips, seconded by Chairman Vogt, and approved by unanimous voice vote to adjourn the meeting at 10:45 am. Motion carried.***

---

**Michael Phillips, Secretary**  
**Board of Police Commissioners**  
*by Bev Quinn, Recording Secretary*

Date Minutes Approved by Board of Police Commissioners \_\_\_\_\_