



The Village of Sleepy Hollow, Illinois

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Sleepy Hollow, Illinois 60118

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Village President 426-6822

Village Clerk 428-2266
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*Released
12/7/92*

EXECUTIVE SESSION

SEPTEMBER 27, 1988

Sleepy Hollow Board of Trustees moved into Executive Session at 7:40PM. Present were President Peterson; Trustees Harney, Harris, Roberts, and Shields; Franklin Kreml (7:55); and Village Clerk McKeown.

Peterson opened the package from the Consortium and distributed the copies of the Report.

Franklin Kreml arrived at 7:55PM. Kreml reiterated the investigations by the Department are lacking in # and Quality. No "by man" analysis was done. There is no adequate training, supervision or established procedures.

Kreml feels the Dept. has good men but it is not a good Police Dept. It lacks leadership. There must be more training. Montalbano "has made an amazing effort at training". The men he interviewed are loyal, like what they do, and do a good job.

Kreml believes the Chief is not competent at the job. He believes Montalbano would be able to do the job. In his (Kreml's) experience, he has not seen an outside person brought in to take over a Dept. deal well with it in a medium to small size municipality. With adequate training in investigative and administrative procedures Montalbano could do the job.

*Amended
10/3/88* In a set up there is no need for 2 Sgts. Could elevate one to a Lt. if not to Chief. Consortium would help in the change.

Ramifications of letting Chief Bradley go: He has no leg to stand on in order to sue. In 133 jobs Kreml has never had a lawsuit. During the last 5 years 3 Chiefs were let go due to the Report and there was no lawsuit. Kreml feels it would not be feasible to retain Brad to implement the report. Trustees felt they could not act without a formal vote from Ward. We were reminded the Police Chief serves at the desire of the President with approval of the Board.

Trustees agreed that a physical had to be part of the Dept. Policy.

Brad's List of Dept. needs, attached to the Report, dealt mostly with equipment rather than procedures, training, etc.

Kreml was asked if our Community would have to be comparable in pay to other communities. Kreml felt the makeup of the Village is not the same as other municipalities. We do not have to adhere to admission standards of NYC for instance. The current Dept. has fallen below the needs of this Community.

Investigations are not as good as they could be. Kreml felt Montalbano was "straight" with him about omissions. Kreml feels Montalbano would be able to "adjust".

Stun guns- one of our Officers is carrying one without the Board's approval. Standards should be set by both the Dept. and the Board. Stun guns are a matter of Public Policy and should be established by the Board. You can look at this one of two ways (1) being a Police Officer has certain hazards or (2) must take all precautions to protect the Police Officer. Kreml feels training in the martial arts is a plus.

*Amended
10/31/88*

In reference to why should our radar be outdated? ----- Kreml felt we should be thinking in terms of where does the principle traffic hazards of the Community lie and not where is the best pickings.

Report suggests hiring 1 more full time Officer. Kreml suggests one full time Officer on a shift basis. The fourth Officer would be on a middle shift which would be more important at the later part of the week. Kreml has praise for the Part-time Officers. They must get same degree of training etc. as the the full-time Officers. If Brad goes we need to hire 2 new full-time Officers.

Remodeling of the Barn- Kreml feels the necessity of disassociating the Dept. from the Village Hall. There is a need for a holding room-not a cell. He felt the Chief should have a private line.

Kreml felt that all Officers be cross trained so they can all take first steps in everything. Guidelines on judging training courses would lie with the Consortium and the Chief.

The Addendum to the Report on Jefferson City is the bottom line we should have.

Kreml suggests a Chief of Police, a Sgt. and 3 Patrolmen. Sgts are necessary when the Chief is not there so there is a Sr. decision making authority on the streets. Secondarily, he should be a specialist in investigation.

Kreml feels most of what is needed is training. Not a great deal can be done in the first year. Need a reorientation of the Dept.

Do we promote from within or go outside? There is a 20% probability of getting a person who has training by going outside. You would get mainly retirees. Demand for good people is high and the pay elsewhere is much greater. Harris suggested there are several Sgts. in W.D. who might want to come over and be our Chief. Kreml felt it would only be fair to Montalbaro and to ourselves to advertize for a Chief. Consortium will assist in interview.

Peterson will talk to Knickerbocker about talking to Brad. Harris will take a copy of the Report to K.. McKeown will keep the other Reports at home. Daxon and Ward will pick up a copy, review, and return. Decision cannot be made until after these two Trustees have seen the report. If the Chief retires gracefully we should have all the trappings of a retirement for him.

(Harris Leaves- 10:00)

Roberts moved with a second from Harney to adjourn into Regular Session. Meeting adjourned at 10:05PM

Respectfully Submitted

Janet McKeown
Village Clerk