

**Village of Thomasboro  
Personnel and Police & Safety Committees  
Joint Meeting  
August 12, 2014**

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*Thomasboro Village Hall  
101 W. Main Street, Thomasboro, Illinois*

A Joint Meeting of the Personnel and Police & Safety Committees of the Village of Thomasboro was held on Tuesday, August 12, 2014. Village President Brad Morris called the meeting to order at 5:31pm.

**Roll Call**

The Village Clerk called the roll, finding the following members physically present: President Brad Morris; and Trustees Joe Wilson, Anthony Grilo, and Kyle Henegar. Trustees Jeff Robertson, Kim Ratts, and Roger Rosenbeck were absent.

Other Village officials present: Keith Willis, Chief of Police; and Jeremy Reale, Village Clerk.

**Candidate Interview for Police Officer Position**

Chief Willis distributed copies of the resume of applicant Ryan Umberger, whom he was recommending for appointment to the vacant part-time position on weekday shift. Mr. Umberger was currently employed as a part-time officer for the Village of Mansfield and was in the process of completing the part-time academy. If approved for hire, Chief Willis expected Mr. Umberger to work Mondays through Wednesdays for approximately 6 hours per day. Officer Metzler would continue to work the weekday shifts on Thursdays and Fridays.

Mr. Umberger was then brought into the room to discuss his background and qualifications for the position with the committee members. It was noted that he was employed on a full-time basis as a security officer at Carle Hospital, although this was not expected to interfere with this proposed working hours for Thomasboro as Monday, Tuesday and Wednesday were his normal days off at Carle. The candidate noted that he was a native of a village similar to Thomasboro in terms of population and demographics and expressed a desire to work for a small town with a community-based policing philosophy. Following a question-and-answer session with the committee, Mr. Umberger was excused from the meeting at 5:52pm.

**Discussion/Recommendation for Appointment of Police Officer**

Following the interview, the committee discussed the finalist's qualifications and experience. As report writing had been an issue for some previous officers, Chief Willis was asked about Mr. Umberger's skills in that area. He responded that his background investigation of the applicant had given him confidence that Mr. Umberger would be able to complete police reports in an accurate and timely manner. Although the candidate did not have a great deal of police patrol experience, it was noted that the day shift hours would provide a good time to gain experience on the job. Chief Willis added that the officer would be paid at a starting hourly rate of \$14.68.

Trustee Grilo inquired about the possibility of hiring a full-time officer in order to reduce the amount of turnover the department had experienced with part-time officers. Chief Willis replied that a part-time chief would not be permitted to supervise a full-time officer; therefore, any such personnel change would require him to leave his position. He also noted that the Village would not be able to offer the competitive level of salary and benefits needed to attract quality applicants for full-time work.

Following discussion, Trustee Grilo moved to forward a recommendation to the Village Board to approve the hiring of Ryan Umberger as a part-time police officer. Trustee Henegar seconded the motion. Motion carried, all present voting "aye".

This recommendation would be considered by the Village Board at its next regular meeting in September, with approval to be retroactive to an employment starting date of August 12, 2014.

**Adjournment**

There being no further business to come before the Committees, Trustee Grilo moved to adjourn the meeting. Trustee Wilson seconded the motion. Motion carried viva voce vote.

The meeting was adjourned at 6:09pm.

Respectfully submitted,

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Jeremy A. Reale, Village Clerk