

WEST LAFAYETTE POLICE MERIT COMMISSION MINUTES  
December 8, 2014

The West Lafayette Police Merit Commission met in regular session in Room 211 at the Morton Center on December 8, 2014 at 7:00 pm.

PRESENT: Commission President Shafer, Commissioner No, Commissioner Corrigan, and Commissioner Kirkpatrick.

ABSENT: Commissioner Troyer and Commission Attorney Brooks

ALSO PRESENT: Deputy Chief Leroux

Commission President Shafer called the meeting to order.

APPROVAL OF MINUTES:

Commission President Shafer asked for a motion to approve the minutes of the November meeting. Commissioner Kirkpatrick made a motion for approval of the minutes of the November meeting. The motion was seconded by Commissioner Corrigan. The motion was passed by unanimous voice vote.

OLD BUSINESS:

Commission President Shafer announced that Deputy Chief Leroux had a suggestion and a request for the new hire testing dates. Deputy Chief Leroux passed out information on the new hire process. We closed the application process on December 1<sup>st</sup>. We have 27 of the top applicants that have turned in the full application packet. Lt. Watson has reviewed those and they meet all the criteria and standard set forth by the Merit Commission. The three at the very bottom did not meet the criteria. They received an email from us saying that they had not completed all things for the application and they still did not make the deadline of getting the application completed. The 27 will be sent a letter to start the testing process.

Deputy Chief Leroux asked that the Commission approve the date of January 10<sup>th</sup> at 9:00am. The testing will start out at the West Lafayette Police Department. Lt Watson wants to separate the testing, with the physical part of the testing being held at the same time as the written testing. Deputy Chief Leroux asked for approval for testing from the Commission. Commissioner Corrigan moved that the new hire testing be held on Jan 10<sup>th</sup> at 9:00 am at the West Lafayette Police Department. Commissioner Kirkpatrick seconded the motion. The motion was passed by unanimous voice vote.

Deputy Chief said that after reviewing the spreadsheet for the 27 applicants, there were 13 of the 27 applicants that reside outside Tippecanoe County. So as we've talked about recruiting in the last couple months, it shows that we are getting applicants outside our area. The farthest one away is from Oakwood, Illinois, with others being from Hobart, Lowell, Westfield, Monticello and Indianapolis, which Deputy Chief Leroux believes is a good representation of recruiting. President Shafer asked, based on the past what percentage do you think will show up for the testing? Deputy Chief Leroux said he would be happy with 50% showing up. There was discussion about the \$25 fee for the testing process. Deputy Chief Leroux said that the money is not collected until the applicant arrives for the testing. The money pays for the test with no money being made by the department. There was discussion as to an incentive to make applicants actually show up for the testing, since our numbers for applicants showing up for the testing seems to be in the 30 percentile. Deputy Chief suggested that a larger group/sub-committee to discuss whether the charge be made before the testing or leave it like it is. Lt. Watson and his board have reached out to Vincennes, IU, Ball State, Indiana State, and Purdue, and have been discussing recruiting and meeting with different committees to try to get the best applicant pool for our department. Deputy Chief Leroux discussed the recruiting processes for different schools. Commissioner No suggested that he could be a contact for Purdue University and recruiting.

Commissioner Corrigan asked how many openings the department had. Deputy Chief Leroux said there are currently 2 openings. We currently have two of the new hires at the academy...week 5. Officer Romstadt is in her last rotation of FTO program.

Commission President Shafer asked for a date in February for promotional testing. He had discussed this item previously with Chief Dombkowski. Deputy Chief Leroux would like it to be thrown back to commission for them to select dates. Commissioner Kirkpatrick asked if there were any openings for promotions, with the answer being no.

We changed procedure so promotional testing has to be done by the end of February each year. The commission would need two test dates to accommodate the shifts. It was decided that the department set the dates. Deputy Chief Leroux would give commission the test dates and commission will decide who will attend. February will be the last test cycle for the test from the Purdue professor that compiled the test. A committee will reach out to other testing companies for new tests. Commissioner Kirkpatrick questioned why we need new tests, Commission President Shafer explained that we have used this current test for several cycles and after a number of testing cycles, we need to change it up. Deputy Chief Leroux explained that in July of 2014, criminal law in Indiana completely changed. There no longer is a misdemeanor or felony, now there's a level 1-6... and those questions were not included on previous tests. The police department gives a study guide to officers testing for promotions. Deputy Chief Leroux said that our test bank is getting depleted, and he believes that a new promotional test is in order. Forming a committee of commissioners and leadership in the New Year to discuss this subject for the new round of testing.

CHIEF'S REPORT:

Calls for service down a bit. 2014 football season lowest number of calls for service and arrests for the last two years. Drug take back program is an ongoing community effort.

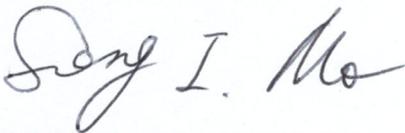
NEW BUSINESS:

Deputy Chief Leroux discussed the demonstrations that took place today in regard to Ferguson with 100 to 150 students participating in the demonstrations. They sent out a list of demands and in that list was accountability for law enforcement. This was directed specifically to Purdue University, but he thinks the commission might have to field a question or two at some point with one of their demands being a civilian board or committee in place to review the policies and procedures. It was discussed that the Merit Commission is our civilian review. Commissioner Kirkpatrick requested the commission get a copy of the demands from the protestors. Deputy Chief Leroux will email paperwork to commission. One of the demands were that the President of Purdue and Mayors of Lafayette and West Lafayette work towards being more diverse and also work towards some of the issues in our society.

Commission President Shafer says that the next meeting will be an election for the Merit Commission.

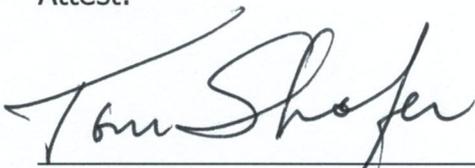
Commission President Shafer requested a motion for adjournment. Commissioner Kirkpatrick moved that the meeting be adjourned and Commissioner Corrigan seconded it. It was passed by a unanimous voice vote.

The next meeting will be held on January 12<sup>th</sup>, 2015 at 7:00 pm at the Morton Center.



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Dr. Song No, Secretary

Attest:

  
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Thomas Shafer, President