

**Village of Indian Head Park  
201 Acacia Drive  
Indian Head Park, IL 60525**

**MEETING MINUTES  
BOARD OF TRUSTEES  
SPECIAL MEETING**

*“Pursuant to 5 ILCS 120/2.06 (3) minutes of public meetings shall include, but need not be limited to a general description of all matters proposed, discussed, or decided and a record of votes taken.”*

**Thursday, March 6, 2014**

7:30 p.m.

**CALL TO ORDER – MAYOR RICHARD S. ANDREWS**

The special meeting of the Village of Indian Head Park Board of Trustees was held on Thursday, March 6, 2014 at the Municipal Facility, 201 Acacia Drive, and was convened at 7:30 p.m. by Mayor Richard S. Andrews. Village Clerk Joseph V. Consolo called the roll as follows:

**ROLL CALL: JOSEPH V. CONSOLO, VILLAGE CLERK**

**PRESENT (AND CONSTITUTING A QUORUM):**

Mayor Richard Andrews  
Trustee Brian T. Bailey  
Trustee Brenda O’Laughlin  
Trustee Norman L. Schnauffer  
Trustee Matt Walsh  
Trustee Amy Jo Wittenberg

**ALSO PRESENT:**

Joseph V. Consolo, Village Clerk  
Richard Ramello, Counsel, Storino, Ramello & Durkin

**NOT PRESENT:**

Trustee Tom Hinshaw

For the record, Mayor Andrews noted Board meetings are being videotaped by the Village as well as video or audio recordings by others.

## **PLEDGE OF ALLEGIANCE TO THE FLAG**

Mayor Andrews and the Board of Trustees led the audience in reciting the Pledge of Allegiance to the Flag: *"I Pledge Allegiance to the Flag of the United States of America and to the republic for which it stands, one nation under God indivisible with liberty and justice for all"*.

## **MAYOR'S REPORT – RICHARD ANDREWS**

Mayor Andrews stated the Board is meeting for one purpose this evening to consider and consent to the appointment of Mr. John Brooks of Western Springs as Village Administrator and Chief of Police. He noted Mr. Brooks is well qualified and can fill the immediate needs. Mayor Andrews introduced Mr. Brooks. Mr. John Brooks stated he is a candidate for Chief of Police and Administrator for the Village of Indian Head Park. He provided background information based on previous law enforcement and administrative experience and personal information as follows: (1) he is married for over thirty years, his wife is a special education teacher and he has three grown children; (2) his hobbies include coaching freshman basketball at Fenwick High School, hunting and field trials with his Labrador retriever; (3) he grew up in Berwyn and went to grammar school and high school there; (4) he attended Loyola University in Chicago and received a Bachelor of Science in Criminal Justice; (5) he took examinations for police officer with the Illinois State Police and a couple of municipalities and was selected off of an eligibility list in April, 1981. He attended the Chicago Police Academy and after sixteen weeks was assigned a patrolman at the City of Berwyn. After a couple years he was assigned to the detective and youth division at the Berwyn Police Department where he served in a variety of capacities including crime prevention and youth officer for several years. During that time through the Office of the Mayor and Administration he worked with the director of the city, met with homeowners and accomplished many assignments; (6) he decided in his career that he would leave the police department because he always had a need to seek out other opportunities. In July 1987, he was selected as a special agent for the United States Department of Veteran Affairs Office of the Inspector General in the Criminal Investigations Division and was honored to serve in that department which is the second largest Federal employer. He noted the VA is the largest healthcare provider in the United States with 171 hospitals, over 1,000 clinics, six mail out pharmacies and 50 regional offices that provide benefits to our nation's best. Mr. Brooks stated he was specifically assigned to work criminal investigations on behalf of that department and served as special agent for approximately twelve years and retired as an assistant special agent for the Chicago field office. In that capacity as Special Agent in Charge he supervised Denver, Cleveland, Kansas City, Chicago, Dallas and Houston Texas and personnel reported to him. He was involved in a variety of criminal cases that included general crimes, armed robberies, sexual assaults, white collar healthcare fraud and a number of criminal cases non-employee and employee related; (7) approximately two years later, he was promoted to Special Agent in Charge of the Chicago field office in January 2000 and served to January of 2014 when he retired as a special agent in charge for the United States Department of Veteran Affairs Criminal Investigation Division in Chicago.

Mr. Brooks stated there is a mandatory retirement age of 57, he turned 55 in January of this year and enjoyed working with a variety of law enforcement organizations in fourteen states. He served forty-six medical centers, fourteen regional offices, hundreds of clinics and each day brought something different. Mr. Brooks further stated he did administration work, human resources, he trained and recruited individuals and set budgets for travel, procurements, office space, vehicles and field training. Mr. Brooks said as a candidate in this opportunity he looked up various definitions of what a Village Administrator does and they oversee the day-to-day operation of all the departments within a particular Village. The duties include communication and preparation of administrative budgets, human resources, employee benefits, special events and community outreach with various Boards and committees. Mr. Brooks stated he has worked in all of these areas with military and civilian capacities throughout his tenure and hopes to be considered for this position as Village Administrator and Chief of Police. He added it is important to know that as a Chief of Police, he believes everyone is entitled to live in a peaceful and safe society, police are called to serve and it is built upon a proud tradition of enduring principles and public trust that started almost two hundred years ago by Sir Robert Peel in a metropolitan police department in London as he quoted in part "*the police are the public and the public are the police*".

Mr. Brooks stated he is extremely interested in this position and will work incredibly hard with both the Mayor and Trustees, council, administration and Village residents and will give 100% dedication to the Village.

Mayor Andrews stated the Village President has the authority and the obligation to make appointments with the advice and consent of the Village Board of Trustees in the best interests of the Village and that is what he intends to do by his appointment tonight. Mayor Andrews stated he is highly enthusiastic about Mr. Brooks and the skills he brings to the table, copies of the resume are available and he certainly has proven law enforcement qualifications and administrative skills. Mayor Andrews said the Village has many important matters to deal with rather than being bogged down in what could be a lengthy search for the ideal candidate or candidates, we could search for several months and find someone better but not at our ability to pay or not find anyone as good as Mr. Brooks. Mayor Andrews stated none of us here or in the Village have a crystal ball, we can act on what we have before us, Mr. Brooks is well qualified to replace Frank Alonzo on the same terms we were paying Mr. Alonzo and there is no downside to acting now. Mayor Andrews pointed out at one of our meetings a resident Mr. Heaney said that the Village Board of Trustees needed to show the Village we are trying to save money. By consenting to the appointment of John Brooks, we will be doing just that by filling two positions with the quality of an intelligent individual for the same as we have been paying Mr. Alonzo. Mayor Andrews added it is a benefit on many levels including financially and having a new set of eyes to look at how we operate. There is precedent in our Village prior to this opening and his intended appointment.

Mayor Andrews stated three people served in dual roles including Ray Garritano, Wayne Grane and Frank Alonzo. He added there is also precedent for the Village President to appoint someone to this position without a job search.

Mayor Andrews said that former Village President Ed Jaeky appointed a friend of his, Brookfield Police Chief John Hymel to be the Police Chief for Indian Head Park to fill an opening, his predecessor Rich Pellegrino appointed Frank Alonzo as Village Administrator, a retired Police Chief with no prior Village Administrator experience without a job search and he was able to talk to Mr. Alonzo to fill a void when Police Chief Crowley passed away.

Mayor Andrews stated that people might ask why we do not look for a bunch of people, screen the applicants that are candidates, maybe we can come up with someone who has Village Administrator experience and why we are going forward when John Brooks admitted he has not worked in local Village administration. He added John Brooks brings a set of skills that are demonstrated by his position with the Federal government, he has a high risk security clearance from the Federal government, he has administrative experience with managing the central field offices for the region and certainly no one can question his qualifications as a police officer. He worked for the Federal government in criminal investigations and he is well qualified to take on the position as Chief of Police. He added experience on the Village Administrator side job can be learned quickly because Mr. Brooks has the intelligence and experience on a different level and two or three months from now he may not be available.

Mayor Andrews stated he came to this decision to save the time and effort because we do not have staff to go through a long involved process and it is the obligation of the Village President to move this Village. He noted we have three full-time long time employees that work on the administration side, they are well learned in the task of government and will help the administrator when needed to be a partner until he gets his feet on the ground and is able to work on other improvements and we have the opportunity at this time. Mayor Andrews mentioned Mr. Brooks has the ability and experience dealing with elected officials on the federal and state level, he has contacts at various levels of law enforcement as well as police experience and he does not see a problem with the appointment. Mayor Andrews asked who would be the one to go through posting a job ad and getting resumes, screening applicants and who would make the choice. He added we have a qualified candidate in Mr. Brooks and he, as Mayor, has the right to make the appointment with the advice and consent of the Board.

#### **QUESTIONS AND/OR COMMENTS FROM THE AUDIENCE – AGENDA ITEMS ONLY**

Anne Bermier, of Stonehearth Square, stated she had the honor to work with Mayor Ed Jaeky and she put her trust in him when he decided he wanted to appoint John Hymel as our Chief of Police. She noted Chief Hymel was outstanding and if anyone asks the officers they will tell you they all admired him. She added also when Dr. Ray Garritano was named Administrator and Chief of Police she was in favor of that as well.

Chris Metz, of Arrowhead Court, stated it is his understanding letters were written to the Board and he asked if any of those would be read into the record. Mayor Andrews stated he does not intend to read all of the emails that came into the Board but he does have one from Trustee Hinshaw that will be read.

Tom Reynolds, of Indian Head Trail, stated he had the opportunity to meet John Brooks and as a fellow member in law enforcement and a retired Chicago Police Officer, he finds John Brooks to be quite qualified and he is familiar with a policing concept which is very important. Tom Reynolds states someone might say he is a Federal law enforcement official and is responding to investigative needs but he also has experience as an officer when he served on the Berwyn Police Department. He is clearly capable to step in and handle the needs of Indian Head Park. He added his abilities as serving the Veterans Administration with the number of people he supervised and their budget and the problems he has encountered and adjudicated would be beneficial and makes him qualified in his position as administrator for Indian Head Park. Tom Reynolds stated if someone can administrate an office as special agent in charge of the central region for the Veterans Administration of the Inspector General's Office, he is quite capable and competent of handling the administrative needs of Indian Head Park and he was impressed with Mr. Brooks and his credentials.

Mary Uhrina, of Arrowhead Court, stated she does not discount the abilities of Mr. Brooks to do the job. However, she said it is a mistake to not follow standard recruiting practices to publicly post the position, gather candidates, interview those candidates and make a decision based on their credentials. Mary Uhrina asked how Mr. Brooks became aware of the position. Mayor Andrews stated he contacted Mr. Brooks based on input from an acquaintance of his and he took it from there and that is how it unfolded. Mayor Andrews stated he is enthusiastic about Mr. Brooks based on his credentials. Mayor Andrews stated he elevates substance over form.

Shirley Yang, of Glenbrook Lane, stated she acknowledges recruiting an experienced Village manager costs more with salary and benefits. However, a Village manager would be able to make it more efficient to possibly self-fund themselves.

Erica Hearn, of Arrowhead Trail, stated the Board could post the job but it sounds like the Board found someone who is totally qualified who has plenty of experience for the position and as it was stated a couple of months from now we might not have this candidate and we cannot wait because time is of the essence.

John O'Laughlin, of Keokuk Road, asked Mayor Andrews if he followed his agreed upon process in this hiring. Mayor Andrews stated he is not sure what Mr. O'Laughlin is referring to in this process and he asked Mr. O'Laughlin how he came to the knowledge to ask that question about an agreed upon process. John O'Laughlin stated by email a process was laid out that the Village Trustees had agreed upon to follow for hiring a candidate. Mayor Andrews stated the only discussion the Board had with respect to hiring a candidate was conducted during an executive session which is confidential and a privileged discussion and not to be made public. Mayor Andrews asked Mr. O'Laughlin if he is referring to Mr. Hinshaw's email and his view about what went on during an executive session. Mr. O'Laughlin responded, yes. Mayor Andrews stated he has no comment on this matter.

Chris Metz, of Arrowhead Court, stated it is extremely shortsighted to look at just one candidate and not open it up to other candidates. He noted Mr. Brooks may be the best candidate or he may not be but we do not know if we do not take a look. It would be like taking one bid on a project in town and say it looks good to me so just take it without any competitive bids.

Chris Metz stated we do not know if there is a candidate out there that may have Village administration experience and police experience to be able to handle both positions very well. He noted there was a quote in the newspaper by Mayor Andrews that we would have two different people in these positions and all of a sudden there is a special meeting to get someone in right away and he is interested to know how many people were in favor and how many were not to this appointment. Mr. Metz asked how many letters were received. Mayor Andrews stated he received approximately twelve emails, some addressed to the whole Board, some to him and some to Trustees. He noted a good number of emails are hard to characterize whether they are for or against because although process is mentioned the conclusion is that they want to make sure a qualified person is hired for the position. Mayor Andrews stated in his opinion that is what we have. Mayor Andrews stated most were in favor and a few were to the contrary. Chris Metz stated in his opinion the majority of people were against this process and that is absolutely wrong. Mayor Andrews stated he heard from some residents that this decision is 100% right on, accurate and the best way to go for the Village and especially when you have an individual like Mr. Heaney who came to the meeting saying we have to show how we are trying to save the Village money. He noted we are doing just that with high qualifications.

Bob Bersin, of Sweetwood Court, stated the last three appointments that were made seemed to work very well. He added if the Village is trying to save money for the Village, there is no way in today's economy the Village will get anyone to work in a Village with a population under 4,000 for the money being paid and someone would take the job, get the experience and move on in six months to a year or two. Bob Bersin stated he is not sure why Mr. Brooks wants the job with his qualifications and the Board will never find someone like John Brooks for the money being paid. Bob Bersin stated someone was running for the Governor of the State of Illinois with no actual municipal experience so government experience has nothing to do with the job.

Shirley Yang, of Glenbrook Lane, asked if the Board considered hiring Mr. Brooks as Chief of Police and as an interim Village manager and still pursue the process of finding a candidate if he is agreeable so we are at least seeing what is out there to possibly consider a part-time administrator. Mayor Andrews stated we could parse up the roles in different sections but that is not what he discussed with Mr. Brooks to reach this Board meeting and it is his intent to recommend his appointment as Village Administrator and Chief of Police with the same terms and conditions that we had with Frank Alonzo.

Tom Reynolds, of Indian Head Trail, stated we need to look at the cost of a candidate search for someone who is capable of handling police and Village administration. He noted in this market, that cost could be in excess of \$15,000 to \$20,000, what we have is no one is more qualified than the candidate we have now, everyone is always concerned about money in town so we need to consider what we would spend and what we get in the end. Tom Reynolds stated a precedent has been set before and it is a prudent, wise and economic move to appoint John Brooks.

John O'Laughlin, of Keokuk, asked Mayor Andrews if he has to have the support of the Village Board on this appointment and if he can make an appointment without their consent. Mayor Andrews stated with the advice and consent of the Village Board an appointment can be made by vote.

Joan Metz, of Arrowhead Court, stated she did not hear about any experience in economic development since there are many vacant areas and storefronts open and she hoped a Village Administrator would have expertise in that area. Mayor Andrews stated the resume for John Brooks has his experience and detailed information and he is not sure if he has direct knowledge in economic development but he has proven managerial skills. Joan Metz asked Trustee Wittenberg how many letters she received and what the proportion was regarding this appointment. Trustee Wittenberg stated there were approximately twelve letters, most were finding some constructive feedback with the Mayor about the way the process was run and one was received from someone that did not like the process but supported the candidate.

Lou Mini, of Pontiac Drive, asked what the salary is for the position. Mayor Andrews stated Frank Alonzo's salary was about \$62,000 to \$63,000 per year. Lou Mini, stated the candidate has two very difficult jobs to do, there is a lot of contention on this decision and we all need to put whatever issues there are aside to just make the best decision because we all put our faith in that.

Tim Kyzivat, of Acacia, stated considering the crime in the area the last couple of months, also a tragedy that happened before and the fact that we are down one police officer position that we cannot fill we all need to step up now to put a person in who has the ability to serve as Chief of Police to do the best job he can for the residents. He noted any shortcomings someone might have on their resume as an administrator could easily be learned on the administrative side. Tim Kyzivat stated we need a Police Chief to make sure the community is kept safe and he supports the Boards appointment.

Erica Hearn, of Arrowhead Trail, stated although some might be upset about the process she hopes we do not lose a very highly qualified candidate like Mr. Brooks to not be appointed to this position.

Mayor Andrews stated Trustee Hinshaw advised him that he could not be here tonight but he sent an email that he asked be read for the record and it was distributed to the Board. Mayor Andrews stated the email from Trustee Hinshaw was received at 6:06 p.m. which reads: *"Board members and Indian Head Park residents, I regret that I am not able to attend the special Board meeting tonight. Thanks to everyone who sent an email to the Board expressing their views. We have received many emails. Thanks also to those that have called me to discuss the situation and to those who have joined the Board in person for this meeting."*

**(the next two paragraphs were not read because the content of the material  
Alludes to matters discussed during a Board Executive Session  
which is meant to be a confidential discussion)**

*Continuing on from Trustee Hinshaw's email to Mayor Andrews "Last week, I received an email from the Village President stating that one, he found someone to replace Frank someone who can do both jobs Village Manager and Police Chief and two, that he wanted to know when I could interview him and three, when I could meet for a special Village Board meeting to hire this new candidate so he can be on board before the March Board meeting. At this time, it has been over two months since Frank let us know that he was leaving. I can't find the Village Administrator job posting information anywhere on the Internet. I have asked our Village*

*President for updates on the search if the ILCMA has been used as we agreed but the last update I received he was going to call someone at the ILCMA on February 19<sup>th</sup>. I have not heard that we have even posted this position to see what sort of candidate we would get responding to our opening. It is not posted on our own Indian Head Park Website or any other Website that I can determine or that I can find. It looks to me like the search process to find a Village Administrator has been for Rich to locate one candidate with no Village Administration experience. That one candidate for a key Village position is shortsighted and disturbing. There are many financial issues in our Village. We as a Village do not manage our resources well. We have not kept up with the times in terms of efficiency and managing expenses. We do not have a Village capital plan. We have lots of infrastructure improvements needed but no plan to do anything but the roads. If the road bond referendum does not pass, then we do not even have that plan. A good Village Administrator with some municipal experience is desperately needed in our Village. John seems like a nice guy, a good person and a man of high caliber. In my interview with John, we discussed that he may be a good fit for Police Chief but that he was lacking experience on the Village Administrator side. He has not worked on a road improvement program, he has no public works experience and he has not pulled together or managed a Village or municipal budget. I like John as a person and enjoyed my conversation with him. If we were looking for a police chief, John's name should be put into the pool with the other candidates for a police chief position. At the February meeting, the Board agreed to look for a Village administrator not a police chief. If I were at the meeting I would vote against hiring John not because I don't like him but because he does not fit".*

**(a portion was not read by Mayor Andrews because the content of the material  
Alludes to matters discussed during a Board Executive Session  
which is meant to be a confidential discussion)**

Mayor Andrews continued with reading as follows: *"maybe if our Village was running smoothly we could afford to hire a person with no Village municipal experience. Thanks again to everyone for participating in this process. I urge my fellow Board members to vote for what is best for the Village. Sincerely, Tom Hinshaw."*

Mayor Andrews stated he became aware that there was some information posted on the Internet about asking people to write to the Board and to the Mayor and perhaps to call. That started the process. The first email received was on Saturday, March 1<sup>st</sup> about 2:00 p.m. from [rich.c.higgins@gmail.com](mailto:rich.c.higgins@gmail.com) about support for Village manager which stated *"I agree with you about getting a manager/police chief if a person is ready to go. Waiting three to four months for someone that just sounds bad. Mayor, I give you 100% support, I am a 61 year resident of this Village and you have my permission to use this email for the rest of the Board. Thanks for your service to my Village. Richard Higgins, 11240 W. 70<sup>th</sup> Place"* The next one is from Jill Rhiner, [rhinerhome@icloud.com](mailto:rhinerhome@icloud.com) on March 3<sup>rd</sup> at 11:06 a.m. addressed to Mayor and Board of Trustees, subject Village Administrator *" We are residents of Indian Head Park and understand that Frank Alonzo has resigned. We encourage the Board not to rush but to take its time and due diligence interviewing multiple candidates for the job. It is important to check references to insure the applicant has sufficient experience and expertise to run our Village well. Thank you for your attention to this matter, Jill and Joel Rhiner, 11045 Glenbrook Lane."*

A third email was received as follows on March 6<sup>th</sup> 12:45 from former Trustee Carol Coleman at cac129@att.net *“Mr. Mayor, hopefully from what I have read on the Internet you have found another “Frank Alonzo” to be the Village Manager/Police Chief. If so, IHP is truly blessed again. It is not the process that is important it is the qualifications that an individual has for the job. Signed Carol Coleman”*.

Trustee Schnaufer stated with regard to discussion about salary for this position, the Village is not only saving on salary but John Brooks would not be receiving benefits from the Village and the cost is high to provide benefits.

Trustee Bailey stated there were ten or twelve emails and some of the emails written were negative to this process but he does not put a lot of stock in the number of emails because there are certain people on the board who made an effort to get people to write letters to not support this. He added, it was a calculated effort to send emails to the Board to tell us not to do it and out of those emails about ten said do not do it. Trustee Bailey stated at the last special Board meeting, the Mayor graciously agreed to step in to be the Village Manager and no one wanted that to happen but we were caught in a trick bag and we did not want him to do it months on end. Trustee Bailey stated he was happy when the Mayor called to say he had a candidate in mind and it seems no one has a problem with Mr. Brooks but how he was chosen. Trustee Bailey further stated that if someone has a problem how he was chosen, someone could contact Jim Durkin or Christine Radogno because what is being done is exactly what the law allows. He added it is the Mayor's choice with the advice and consent of the Village Board and it does not say you have to have a two or three month process or you have to post a position on a Website. Trustee Bailey stated some might be mad about that but if that is the case someone should contact Springfield for the law to be changed because everything being done here is above board. Trustee Bailey said he received emails that there are dirty dealings going on here, it is sad because there is no secret going on and hopefully the new Trustees see there is no big secret going on for all these years with improper things going on with the Board. He noted Mr. Brooks is a well qualified individual, he is an excellent candidate, no one can pick him apart and if there is a search for a Village Administrator we will all of a sudden have the Dome rented out. Trustee Bailey stated some may not agree with the process, it is legal, we have a qualified person and everyone had an opportunity to meet with Mr. Brooks.

Trustee Walsh stated he appreciates the Mayor finding such a highly qualified individual, there is no doubt on the police side he brings a unique expertise to the Village to coordinate with State, local and Federal officials in some ways that Frank did not have. Trustee Walsh stated he will bring new energy to the Police Department and from an administration standpoint he ran the VA Administration and his budget was ten times more than the Village budget. Trustee Walsh further stated there are legitimate concerns that there may not be municipal experience but we do have experienced staff with Kathy, Dave and Ed who have been here well over fifteen years each and they will be able to quickly integrate John into the Village to review our processes. He added in some ways having someone come from outside the Village administration may look at it from a different standpoint and will bring a fresh set of eyes to the Village and add some well needed improvements to our Village administration. Trustee Walsh supported the appointment of John Brooks.

Trustee Wittenberg stated she sent Mayor Andrews emails about this matter, she is a process person and cares deeply about this Village. Trustee Witteneberg said in the past we have not followed a lot of processes and we have not had a professional Village manager with a municipal background for many years, the last manager we had with that experience was Ingrid Velkme who is now at Western Springs. She noted we have a lot of municipal tactical things to get done, the Federal government is far away from what we do here and it is a disservice to our residents to not have a process. Trustee Wittenberg stated, in her opinion, a process was agreed to several weeks ago and she came away from that meeting feeling very good that we on the dais had come to a consensus across the board that was discussed in a privileged discussion and she cannot talk about those details for that reason. She noted in ten days that had changed, we are now looking at one candidate, we will not be using a search firm at no charge with the Illinois Road Rangers that the Mayor was going to contact and that search did not go forward at all. Trustee Wittenberg stated she had many discussions about this issue with Frank, a valued employee, about sharing positions and he said that he could not do everything as Chief of Police and Administrator that we expected him to do. Trustee Wittenberg stated someone may be critical about how another side may see it, the market is very broad now and there are many qualified candidates out there in municipal management. We have not done a search in many, many years and now the decision is to go down this path without a process even through a consensus was reached with the Board and something was changed along the way after an agreement was reached. Trustee Wittenberg stated now we have a process where one person now has come to the Mayor through an email who is a friend of a friend with great qualifications and that is the only person we have been able to evaluate for this position so we all need to vote what we think is the right thing to do. She added taking the advice and feedback from Frank who served in that position is something that should be considered seriously because he did not have the time being a Police Chief and managing law enforcement resources and administration, which takes time.

Mayor Andrews stated Frank had an opportunity to talk to all Trustees and he recalled Frank mentioning to him that a lot of his time was spent bringing the new Trustees up to speed because they had no prior government experience. He noted at the last Board meeting on February 13<sup>th</sup>, when there was an executive session, the candidate was not on his radar scope, discussion was held in a private executive session. Then new facts had come to light and he reacted and made decisions on the new facts and that is why we are here today. Mayor Andrews stated there is substance in this process and stated he is offering a practical solution to a matter of appointing a person who can fill two vacancies with the Village at this time. In terms of taking advice from Frank seriously, he did take that advice that a purchases ordinance was not needed even though Trustee Wittenberg keeps pushing for it so she cannot have it both ways. Mayor Andrews stated Trustee Hinshaw has also changed his position from time to time in fact by voting against something that was his idea in the first place so people have a right to change their mind when new facts are presented to them.

Trustee O'Laughlin stated that she is disappointed because after the executive session a process was in place, and prior to Frank retiring from his position on February 14<sup>th</sup> the Board discussed that possibly that position should be split up between Police Chief and Village Administrator.

Trustee O’Laughlin stated that prior to Mayor Andrews leaving for vacation, the Board was anxious to know what the process would be to fill these positions, information that would be provided and getting ready for applicants, but that did not occur. Trustee O’Laughlin stated she reached out to Brian Bailey during the Mayor’s absence to discuss but his mother passed away and he was not aware of anything that should be taking place with the process. There was no direction given on the next step in the process. Trustee O’Laughlin stated she interviewed John Brooks, he seems like a very nice guy, in his resume he talks about interest in the Chief’s position but nothing about the Village administrator position and there was not much of a response when she asked about why he was not excited about both positions. Trustee O’Laughlin stated she also asked him about what his 90 day plan was for both positions and he did not have a plan. She added there are so many qualified people looking for jobs and was interested to see what is out there, we are not looking into it and we are taking one person only and he may be the best candidate but it would have been nice to follow a process. Mayor Andrews stated after the Board discussion, things changed and something occurred that caused him to rethink how we would go forward, it is not fair to ask someone you might meet for the first time what their 90 day plan is when they did not have a chance to analyze what is going on in the Village or even brought up at a meeting for appointment. Trustee O’Laughlin stated that is a typical question asked in an interview. Mayor Andrews stated besides Mr. Brooks he talked to other people during networking with other Mayors or attorneys and the newspaper quoted him accurately and thereafter he found the candidate.

**AGENDA ITEM (DISCUSSION AND A POSSIBLE VOTE MAY TAKE PLACE)**

**1. Consent to the Appointment of Mr. John W. Brooks as the Village Administrator and Chief of Police for the Village of Indian Head Park**

Mayor Andrews entertained a motion to consent to the appointment of Mr. John W. Brooks as Village Administrator and Chief of Police for the Village of Indian Head Park. Trustee Schnauffer moved, seconded by Trustee Bailey, to consent to the appointment of Mr. John W. Brooks as Village Administrator and Chief of Police for the Village of Indian Head Park. Carried by roll call vote (4/2/1).

*Ayes: Trustees: Bailey, Schnauffer, Walsh and Mayor Andrews*

*Nays: Trustees: O’Laughlin and Wittenberg*

*Absent: Trustee Hinshaw*

Village Clerk Joseph Consolo administered the Oath of Office to John W. Brooks to serve as Village Administrator and Chief of Police for the Village of Indian Head Park.

**ADJOURNMENT**

There being no further business to discuss, Trustee Walsh moved, seconded by Trustee Wittenberg, to adjourn the regular Board meeting at 8:30 p.m. Carried by unanimous voice vote (5/0/1).

Submitted by,  
Joseph V. Consolo, Village Clerk

Minutes prepared by,  
Kathy Leach, Deputy Clerk/  
Recording Secretary