

**POLICE COMMITTEE
MEETING MINUTES
January 6, 2011**

1. Call to Order

Chairman McIvor called the meeting to order at 6:03 p.m. in the Council Chambers of the Darien City Hall. Committee members in attendance:

Aldermen John Poteraske and John Galan.

Staff members in attendance: Chief of Police Robert Pavelchik, Deputy Chief David Skala, Deputy Chief Cooper

Guest/Residents in attendance:

Kevin Monaghan, 7509 Norman Drive, Darien

Police Sgt. Greg Cheaure

Police Officer William Greenberg

Police Officer Mark Bozek

Patch Reporter Laura Williamson

2. Approval of Minutes

Alderman Galan made a motion to approve the minutes of the December 7, 2010 meeting; the motion was seconded by Alderman Poteraske. Minutes approved by a voice vote of three ayes.

3. Communications

There was no communications from the Aldermen.

In response to a request from this Committee, Deputy Chief Skala provided the Aldermen with three copies of police department training budgets: FYE10 (last year's budget), FYE11 (current budget), and FYE12 (draft of next year's budget). Alderman Galan commented that they FYE11 training budget of \$14,405 was significantly less than the FYE10 (\$57,600.10), and that the draft for FYE12 appears to include training that was passed over and deferred in FYE11. Deputy Chief Skala confirmed that the proposed budget for FYE12 will include training that was pulled for financial reasons in FYE11. Alderman Poteraske questioned why veteran staff members need to be trained, especially in a "down environment". Alderman Galan correctly hypothesized that because of the myriad of changes in laws and procedures, training must be updated on a regular basis. As the discussion over the proposed budget continued between the Aldermen, Alderman Poteraske continued to ask why the staff is proposing all this training in a down economy; he said he just doesn't understand. Deputy Chief Skala replied that much of this training had already been deferred once. In response to Chairman McIvor's question, Deputy Chief Skala told the Committee that the number 39 in the officer slot in the training budget is for both sworn and civilian training from Northeast Multi-Regional Training. Alderman Poteraske asked for an explanation of the Evidence and Property Conference. Deputy Chief Skala gave the Committee a brief overview on the aspects of property and evidence control from both a liability and evidentiary perspective. Chairman McIvor asked if a case could be lost over an issue from the property room; Deputy Chief Skala's answer was yes. In response to a Committee question about the Colt/AR Armorer Certification Course, Deputy Chief Skala explained that this will be a carry

over from FYE11. Skala continued to explain the philosophy of law enforcement training and in response to the repeated comments about “a down economy”, Skala continued to emphasize that the FYE12 training budget brings back training needs that were deferred from FYE11. Chairman McIvor identified a number clarification on the FY12 Training Sheet on the line for the Reed School of Interview. Alderman Poteraske asked for a breakdown of training issues that had additional travel fees attached to them somewhere else in the budget. Chairman McIvor asked Deputy Chief Skala if he thought the training request was a bare bones budget; Deputy Chief Skala responded that the training budget request is a well rounded training program for the department and that FYE11 was the bare bones budget. Alderman Galan summarized the FYE12 budget worksheet in terms of maintenance (need & must do) and discretionary (could live without).

4. Old Business

a. **Booking & Towing Fee Ordinance**

Chief Pavelchik updated the Committee on the status of this ordinance. The draft that staff prepared was forwarded to the City Attorney, who then reformatted the ordinance. Staff is currently reviewing the additions and changes of the City Attorney in addition to preparing a policy and procedure for this activity. Staff hopes to bring the finalized ordinance back to the Committee at the February 3, 2011 meeting.

5. New Business

a. **Purchase Agenda Memo - Ammunition**

Chief Pavelchik informed the Committee that there is no purchase to approve. The invoices that were sent from the vendor are informational of pending orders. No ammunition has been delivered; therefore, there is no bill to pay at this time.

6. Department Report

a. **Overview of Monthly Statistics**

Deputy Chief Skala directed the Committee to press releases they have received by e-mail and commented that vandalism of Christmas decorations was the low light of the period. Alderman Poteraske asked if the four officer staffing level had started; answer from the Chief, not until the shift change of January 17th.

b. **Detective Division**

Chief Pavelchik in response to the Committee’s request provided the Committee with materials from a textbook about policing. The pages provided a description of what detectives do. Alderman Poteraske had e-mailed the Chief several questions about the Darien detectives and the written answers of the Chief were provided to the Committee. Alderman Poteraske indicated his acceptance of the answers (a copy of the questions and answers will be attached to these minutes as directed by the Chairman).

7. Public Comment

There was no public comment.

8. Next Meeting Date

Chairman McIvor announced that the next Committee meeting will be on Thursday, February 3, 2011, 6:00 p.m. in the City Council Chambers. Alderman Poteraske asked if at the Police Committee Meeting (February 3rd), the entire FYE12 police budget would be available for review. Chief Pavelchik indicated that he would request the draft budget from City Administrator Vana for the Police Committee.

10. Adjournment

The Committee Meeting was adjourned at 6:41p.m., motion by Alderman Galan, second by Alderman Poteraske, motion carried by voice vote of three ayes.

Minutes Submitted by: Chief Robert Pavelchik

Approved: _____
Date

Alderman: _____
John Galan

Chairman: _____
Sylvia McIvor

Alderman: _____
John Poteraske

FY2012 TRAINING

1/25/2011

	CLASS	OFFICERS	COST/Each	MAINTENANCE	DISCRETIONARY
TUITION	NEMRT	39	\$ 90.00	\$ 3,510.00	
LAW	Law For Police	2	\$ 250.00	\$ 500.00	
	Law for Police Review -(1) day	4	\$ 75.00	\$ 150.00	\$ 150.00
	Search and Seizure Training	4	\$ 100.00	\$ 200.00	\$ 200.00
	Drug Law Review	4	\$ 100.00	\$ 200.00	\$ 200.00
LIABILITY	IRMA Special Training	4	\$ 50.00		\$ 200.00
	Emergency Driving Refresher/IRMA	13	\$ 110.00	\$ 1,430.00	
	Emergency Driving Cert/IRMA	2	\$ 325.00	\$ 650.00	
TACTICAL	Tactical Officers Conference	2	\$ 270.00	\$ 540.00	
	**Negotiators Conference	2	\$ 175.00	\$ 350.00	
	**IDEOA Conference (Drug Enforcement)	2	\$ 235.00	\$ 235.00	\$ 235.00
	Caliber Press Seminar	2	\$ 250.00		\$ 500.00
	**Control Tactics Basic/Instructor	1	\$ 700.00	\$ 700.00	
	Firearms Instructor Courses				
	Colt/AR Armorer Certification	5	\$ 450.00	\$ 2,250.00	
	Glock Armorer Certification	1	\$ 150.00	\$ 150.00	
	Close Quarter Handgun Skills	4	\$ 300.00	\$ 600.00	\$ 600.00
SPECIAL SKILLS DEVELOPMENT	Emerg. Mgmt. Training- ILEAS-Meeting (Conference/hotel)	2	\$ 175.00	\$ 350.00	
	Public Information Officer Training	2	\$ 400.00	\$400.00	\$ 400.00
	Supervising the FTO Process	1	\$ 225.00	\$225.00	
	**School Resource Conf/Training	1	\$ 200.00	\$ 200.00	
	Evidence/Property Conference	3	\$ 425.00	\$ 1,275.00	
	**Juvenile Officer's Conference	2	\$ 125.00	\$ 250.00	
	Reid School of Interview	4	\$ 400.00	\$ 800.00	\$ 800.00
	Advance Reid School of Interviews	1	\$ 375.00	\$ 375.00	
	Investigations/Computer			\$ 250.00	\$ 250.00
	Breathalyzer Operator (Basic)	3	\$ 225.00	\$ 675.00	
	Digital Photography	2	\$ 300.00	\$ 300.00	\$ 300.00
	NAPDWA State Conference (K-9 Cert.)	2	\$ 200.00	\$ 400.00	
	Canine Training			\$ 100.00	\$ 100.00
PROFESSIONAL DEVELOPMENT	**International Chief's Conference	3	\$ 300.00	\$ 900.00	
	Illinois Chief's Conference	1	\$ 200.00		\$ 200.00
	School of Police Staff and Command	1	\$ 3,300.00	\$ 3,300.00	
	Illinois Labor Relations Seminar	3	\$ 600.00	\$ 400.00	\$ 200.00
ENFORCEMENT					
MISCELLANEOUS	Supervisory			\$ 500.00	\$ 100.00
	Officer			\$ 750.00	\$ 100.00
	Civilian			\$ 100.00	\$ 400.00
COLLEGE REIMB.				\$ 2,000.00	
	*Indicates training not in FY2011 Budget				
	** Lodging only costs reflected in travel meeting line item			\$ 25,015.00	\$ 4,935.00

What Detectives Do

The detective division of a police department is charged with solving, or clearing, reported crimes. In traditional detective operations, detectives conduct a follow-up investigation of a past crime after a member of the patrol force takes the initial report of the crime and conducts some sort of preliminary investigation.

According to police tradition, a detective or investigator reinterviews the victim of the crime and any witnesses there may be, collects evidence, and processes or oversees the processing of the crime scene (searches the scene of a crime for physical evidence, collects the evidence, and forwards it to the police laboratory for analysis). The detective or investigator also conducts canvasses (searches areas for witnesses), interrogates possible suspects, arrests the alleged perpetrator, and prepares the case, with the assistance of the district attorney's or prosecutor's office, for presentation in court.

The detective generally begins an investigation upon receipt of an incident report (complaint report) prepared by the officer who conducted the initial interview with the victim. The incident report contains identifying information regarding the victim, details of the crime, identifying information regarding the perpetrator(s) or suspect(s), or a description of them, and identifying information regarding any property taken.

As the detective begins the investigation, he or she maintains a file on the case, using follow-up reports for each stage of the investigation. The incident report and the follow-up reports are generally placed in a case folder and serve as the official history of the crime and its investigation. This information or report is then used by the prosecutor to prosecute the case in court. (To prosecute means to conduct criminal procedures in a court of law against a person accused of committing criminal offenses. The people performing this duty are generally called prosecutors. They are also called, in various jurisdictions, district attorneys, state attorneys, or U.S. attorneys.) The incident report and the follow-up reports may also be subpoenaed by a defendant's defense attorney under the legal process known as discovery, which allows a defendant, before a trial, to have access to the information the police and prosecutor will use at the trial.

Detective units may be organized on a decentralized or centralized basis. In a decentralized system,

each precinct in a city has its own local detective squad, which investigates all crimes occurring in the precinct. Detectives or investigators in a decentralized squad are considered generalists.

In a centralized system, in contrast, all detectives operate out of one central office or headquarters and are each responsible for particular types of crime in the entire city. These detectives are considered specialists. Some departments separate centralized or specialty squads into crimes against persons squads and crimes against property squads. Some departments operate specialized squads or units for most serious crimes—for example, they may have a homicide squad, sex crime squad, robbery squad, burglary squad, forgery squad, auto theft squad, and bias crimes squad (which investigates crimes that are motivated by bigotry or hatred of a person's race, ethnic origin, gender, or sexual orientation), and most recently, computer crimes squads.

Some cities use both decentralized and centralized investigatory units. The decentralized squads operate out of a local precinct and refer some of their cases to the specialized centralized squads, such as sex crime, homicide, or arson squads. The decentralized squads then investigate less serious cases themselves. In smaller departments, detectives tend to be generalists. There may be one detective with expertise and special training in sex crimes, juvenile crimes, cybercrimes, and homicide crimes. Or one or two detectives may receive all of this training and conduct all major investigations in their jurisdiction. In some cities, the police department may call for assistance from county or state law enforcement when confronted with a homicide or rash of sex crimes. It really doesn't matter which approach the jurisdiction uses as long as the individuals who investigate the major crimes have the latest training available and have current information about the legal issues. It is also helpful to work closely with the prosecutor's office as early in the investigation as possible.

The Detective Mystique

Detectives work out of uniform, perform no patrol duties, and are sometimes paid at a higher rate than regular uniformed officers. The assignment to detective duties has in the past been a promotion that an officer attains through a promotional exam process. That has changed during the last couple of decades for several reasons, though in larger, big-city departments, it is still a promotion with higher pay. In most

small and mid-sized departments, a detective is a plainclothes police officer. They are the same rank as a police officer, but through a competitive process have attained an assignment in the detective bureau or division. They may be paid more in the form of assignment pay or clothing allowance required by their union or collective bargaining contract. The important distinction between the detective as a plainclothes police officer versus as a promotional rank is that when the position is not a rank, it is a temporary assignment. If it doesn't work out or the department needs to downsize the detective division, the officer can be transferred back to the road without being demoted or violating the contract. Often, officers are chosen for transfer to the detective bureau based on their performance as a patrol officer. There is no guarantee that the individual chosen will be the same high performer as a detective, and most departments prefer the flexibility of being able to assign them back to the road. Though the jobs are very similar, some different skill sets are needed, and the work conditions vary enough that the fit may not be right. Conversely, an officer may love the job of patrol officer and enjoy conducting the occasional investigation and the preliminary investigations that come his or her way, but not like doing it every day. Sometimes, patrol officers don't realize exactly what the detective job involves before they actually do it. They may miss the day-to-day contact with citizens and being able to help them in small ways. They may miss the excitement of responding at the time of the crime. Most noticeably, new detectives may tire of the constant stress of conducting investigations and never feeling as if they have finished their job. As a road officer, most officers start their shift with a clean slate, whereas at the start of each tour, detectives find themselves facing the cases and work that they left the day before. They tend to take their cases home with them and think about them at night and sometimes even dream about them. This doesn't create a problem for many or most detectives who learn to cope in their own ways, but it makes some prefer to go back to the patrol division. When the positions are the same rank, this can be done with minimal embarrassment and a minimal impact to their career or financial status. Why would there be embarrassment? Even in police departments, not to mention in the general community, detectives generally enjoy much greater status and prestige than patrol officers do. Detectives have historically been seen as the heroes of police work in novels, television, and the

movies—consider Sherlock Holmes, Cagney and Lacey, Andy Sipowicz, Crockett and Tubbs, Dirty Harry Callahan, and other fictional detectives. Are real-life detectives as heroic, smart, individualistic, tough, hardworking, and mysterious as their fictional counterparts? Or is there a mystique attached to the detective position?

The detective mystique is the idea that detective work is glamorous, exciting, and dangerous, as it is depicted in the movies and on television. In reality, however, detectives spend most of their time filling out reports and reinterviewing victims on the telephone. Commenting on the detective mystique, Herman Goldstein has written,

Part of the mystique of detective operations is the impression that a detective has difficult-to-come-by qualifications and skills, that investigating crime is a real science, that a detective does much more important work than other police officers, that all detective work is exciting and that a good detective can solve any crime. . . . [In] the context of the totality of police operations, the cases detectives solve account for a much smaller part of police business than is commonly realized. This is so because in case after case, there is literally nothing to go on: no physical evidence, no description of the offender, no witness and often no cooperation, even from the victim.¹¹

Before the Rand study *The Criminal Investigation Process*, the detective mystique was considered an accurate representation of reality. It was believed that each crime was completely investigated, that all leads and tips were followed to their logical conclusion, and that each case was successfully solved. This was not true, as we will see when we discuss the Rand study. The reality of detective work usually has little in common with its media representations. Much of what detectives do consists of routine and simple chores and it is somewhat boring; it is arguable as to whether any special skills are required to be a detective, according to Herman Goldstein.¹²

Because of the Rand study and other studies, police administrators can now make some generalizations about detective operations. First, the single most important determinant of whether or not a crime is solved is not the quality of the work

detective mystique The idea that detective work is glamorous, exciting, and dangerous, as it is depicted in the movies and on television.

Bob Pavelchik

From: Bob Pavelchik
Sent: Thursday, January 06, 2011 3:15 PM
To: forward for jpoteraske
Cc: Bryon Vana; Sylvia Mcivor; John Galan (jgalan@comcast.net); Steve Reed
Subject: RE: detectives

Alderman Poteraske, here are the answers.

From: forward for jpoteraske
Sent: Thursday, January 06, 2011 2:02 PM
To: Bob Pavelchik
Cc: Bryon Vana
Subject: detectives

Chief:

Some questions.....would like answers this evening..... would have asked sooner but packet arrived a few hours ago!

a. City has 4.5 detectives. What is their load? I think high school officer is detective during summer?

What if we had 3.0 detectives.... what would residents see or identify as issues? 2 less is over \$200,000 or so. What if we had 5.5 detectives What would we gain?

The police department has 4 police officers assigned as detectives. The high liaison officer is supervised by the detective sergeant and fills in to both detectives and patrol during his *available* summer time. If we had 3.0 or 5.5 detectives only those residents who are having their crimes investigated *might* notice.

b. Load

Do you have a list of things on each detectives list? I have a job description; not sure what list you are referring to. What load do they have? Load varies, right now our detectives average 10-12 open cases per officer.

How can we know they are very busy? Busy or very busy? I am briefed weekly by the supervisor on activities of both the reactive and proactive nature. This is a very fluid position and the quantity of case work is not even.

c. Why can't we use a detective as a police officer in uniform whenever the number of officers on street drops to 4 or 5? This would help. This should be a planned process. What would this help? If scheduling overtime for a short patrol shift was a planned and scheduled event, then this opportunity might present itself; but at 9pm when an officer calls in sick for the midnight shift, how do we change the working hours of a detective to make this his or her work shift? I welcome your suggestions on how to plan for patrol shortages that occur at the last minute and on overnight shifts.

d. Why have detectives take a vehicle home each night. Big expense. They can start each day at City Hall. Or take one home only when it makes sense and is approved. Detectives do not collect holiday pay like patrol, they earn significantly less overtime than a patrol officer and their restricted use of the car is dictated by policy. It makes sense to me to have them available and on call 24/7 for the residents of our community and to their task force responsibilities.

Thanks

ps Mr Vana please forward this email to Police Comittee members tonight!