

Press Release

Public Safety Advisory Committee
Date of Release, Wed. June 20, 2007
Re: Police Chief Selection Process Update

The Public Safety Advisory Committee serves as an open membership advisory committee to the Village regarding public safety issues. The committee currently has 13 members, including the 2 co-chairs, Keith Rippy and Village Trustee Charles Cappell.

As the first step in selecting a chief for the village, members of this committee were invited to evaluate the 58 completed resume; 11 of the 13 members did so, including Mr. Rippy and Mr. Cappell. Candidates were numerically scored (0,1,2) on whether they failed to meet, met, or exceeded expected standards on 7 characteristics: their command experience, quality of police training, breadth of police training, education, leadership ability, professionalism, and residency (Copy of rating form attached.)

Committee members were also asked to rank the top 8 candidates.

The Oral Review Board was formed. Rippy and Cappell solicited recommendations from known police experts. The following experts and citizens agreed to serve (see attached brief biographies):

Oral Review Board Members

Chistian Boissonnais	Citizen and Campton Township Trustee
Charles Cappell	Citizen and Campton Hills Trustee
Emad Eassa	Director of Security, Kane Co. Forest Preserve District; retired Ill. St. Pol. Chief, Lagrange Park
Dan McCollum	Chief, Lagrange Park
Rick McKiness	Director of Security, Moosehart; retired Kane Co. Sheriff's Off. Captain
Dennis Nowicki	Retired Chief of Joliet and Charlotte, N.C.
Keith Rippy	Chair and Consulant

Mr. Rippy is serving as the Chair of the ORB.

The Oral Review Board met to consolidate the results of the ratings provided by members of the PSAC and to select the semi-finalists. Two numerical scores were used to identify the top set of candidates from the ratings: one based on the rank order in which the candidates showed up on the raters' lists (technically called a Borda count), and another based on the aggregated scores obtained by summing the rating points across the 7 characteristics from all the raters.

Each of the candidates appearing in the top set identified by both methods were extensively discussed and evaluated. Because we had more than 6 candidates with experience as a chief, either current or retired, the ORB decided to present a more varied list for semifinal consideration: a tier of candidates from the current or retired set of Chiefs, and another tier of somewhat younger candidates with high level command experience who were prepared and capable to serve as Chief.

The selected semifinalists in alphabetical order are:

Anderson, Gregory

Mr. Anderson is the current Deputy Chief of Police of Aurora where he has served for the past 27 years. He leads the day-to-day operations of a department with 431 sworn and civilian employees. He has a B.A. from the Union Institute and University (2204). He is a 2002 graduate of the Senior Management Institute for Police (Executive Research Forum) at the Kennedy School of Government, Harvard University as well as the

Supervision of Police Personnel program at the Northwestern University Traffic Institute. He has served as an instructor at the Suburban Law Enforcement Academy on a range of topics including leadership, internal affairs, professional standards and police organization.

Baney, Terrence S.

Mr. Baney is the current Chief of Police in Highland, IL, beginning in Feb. 2005. Prior to that, he served in the Wood Dale Police Dept, rising to the level of Commander of Police Support Services and Emergency Management Coordinator. He has both a bachelor's and master's degree from Lewis University. He is a 1994 graduate of the School of Police Staff and Command at Northwestern University Traffic Institute. He is a certified Police Chief by the Illinois Association of Chiefs of Police.

Cordell, Raymond E.

Mr. Cordell is a sergeant and second in command at the S. Barrington Police Dept., where he began his police career in 1985. He performs internal investigations as required; he authors and implements police department policies; and he is the Department Training Manager and Coordinator. He has a bachelor's degree from Roosevelt University. He also is an associate at Charles A. Gruber Consulting, a firm specializing in consulting services to law enforcement organizations. He is a 1998 graduate of the School of Police Staff and Command at Northwestern University Traffic Institute. He is rated as a 'certified eligible' Police Chief by the Illinois Association of Chiefs of Police.

Gilloffo, Michael J.

Mr. Gilloffo has served with the Aurora Police Dept. for the past 29 years, rising in 1998 to the level of Commander. His bachelor degree is from University of Illinois @ Chicago and he earned a Master's in Business Administration from Aurora University in 1993. He helped pioneer and served as the first Lieutenant in the Office of Professional Standards. He attended the Police Executive Research Forum, Senior Management Institute for Police at the Kennedy School of Government, Harvard University in 1995.

Meiresonne, Richard

Mr. Meiresonne, a village resident, retired from the St. Charles Police Dept. in 2004 at the rank of Commander after 25 years of service. He has a bachelor and master's degree from Lewis University and is currently pursuing a Ph.D. at Northern Illinois University. He is an adjunct professor at Waubensee Comm. Coll. He is a graduate of the Command College at the Southern Police Academy, Univ. of Kentucky and received supervisory training at the Northwestern University Traffic Institute.

Mitchell, Carl W.

Mr. Mitchell, the second village resident among the semifinalists, retired from the Schaumburg Police Department as a Commander in 2007 after 30 years. He currently serves Schaumburg's department as their Compliance Analyst. He has a B. A. from Lewis University. He graduated from the School of Police Staff and Command Program at Northwestern University Traffic Institute.

Pena, Ignacio J.

Mr. Pena served in the E. Dundee Police Department since 1974; the last 20 years as its Chief. He served as the President of the Illinois Association of Chiefs of Police in 2006. He is a graduate of the School of Police Staff and Command Program at Northwestern University Traffic Institute and the Southwestern Law Enforcement Institute. He is pursuing a B.A. at Columbia College, Elgin Campus.

On Friday, June 22, 2007, in a closed meeting of the ORB, each of the seven semifinalists for our village chief will undergo a 90 minute examination and interview. As Chair of the ORB, Mr. Rippy will facilitate the meeting but will not be an examiner.

From 4:30 pm to 5:30 pm, the semifinalists will tour the village.

From 5:30 pm to 7:00 pm, on the same day, Friday, June 22, the Public Safety Advisory Committee will host an open house for the public to meet and interact with the semifinalists. At that open house, a comment form will be provided so that the public can offer their observations and evaluations to the ORB.

On Sat., June 23, the ORB will meet to select the 3 finalists that will be recommended to the Village President and Board for consideration as the Campton Hills Chief of Police. Mr. Rippy will chair the ORB deliberations.

As outside consultant to the Village Board, Mr. Rippy can submit a separate recommendation to the Village Board should he so choose.

Once the finalists are contacted and their continued interest in the position is confirmed, the names of the finalists will be released to the press, no later than June 29.

The present schedule calls for the finalists to be interviewed by the Board and the Village President during a closed session of the regularly scheduled Village Board Meeting on Monday, July 9, 2007.

Attachment 1: Police Chief Candidates Rating Form

C. Cappell

Last Updated 12:45 P.M., June 11, 2007

Please use the formal, objective rating system to produce an overall rating score for each candidate.

The second form, substantive comments, can be used to capture special strengths or weaknesses of each candidate that you noted and considered. On the third form, rank order your top candidates, 1 – 8, with the top ranked (1) candidate the most qualified.

Rating Criteria:

Please score each aspect of the candidate using a 3 category system:

0 = falls short of standard

1 = meets the standard

2 = exceeds the standard, exceptional level

1. Command Experience:

0 for < 10 or < 3 yrs at command level.

1 for meeting the requirement, some supervisory, training, staff evaluation experience.

2 for previous experience as Chief or other equivalent major command experience.

2. Training: Quality

0 for minimal academy training.

1 for acceptable, average training levels, local academies, evidence of technical and investigative skills.

2 for FBI National Academy, Northwestern Traffic Institute, experience as trainer, evaluator, or other evidence of top quality training received or given.

3. Training: Breadth

0 for narrow focus on one aspect, or involvement in less sophisticated policing domains.

1 for some evidence of multiple training exposure to range of policing activities.

2 for multiple training experiences, certifications in more complex and sophisticated policing domains.

4. Education

0 for less than B.A., does not meet minimum qualification, e.g. Associates Degree.

1 for four year college degree in relevant field: police science, criminology, pub. adm.

2 for graduate level training, or exceptional B.A. degree with additional cross-disciplinary training in management, behavioral, or social sciences.

5. Leadership Ability

0 for no demonstrated exceptional leadership ability, e.g. long tenure, few contributions.

1 for demonstrated ability to organize, motivate, operate a department. Demonstrated communication, organizational skills.

2 for exceptional, creative, abilities; e.g. awards for innovative leadership, developed best practices programs, evidence of above average communication and interpersonal skills.

6. Professional Criteria

0 for little evidence of professional orientation to policing.

1 for demonstrated professionalism, indicated by activity in professional associations, demonstrated, thoughtful concern with policing issues, integrating knowledge from fields other than policing per se – e.g. administration, community studies.

2 for exceptional evidence of professionalism: contribute to training and policy formation, involved in accreditation, consultant, analytical research orientation to crime and administration using criminological research and best management practices.

7. Residency

0 for greater distance than 30 min commute or unfamiliarity with area.

1 for within distance required for a 30 minute commute.

2 for village resident, Campton Township or local resident close to Village border.

Attachment 2:Biographies of Oral Review Board Members - Police Chief Selection
Village of Campton Hills, June, 2007

Christian Boissonnas is a Campton Hills resident and trustee of Campton Township. He is a former assistant fire chief and New York State-certified emergency medical technician.

Charles Cappell is a Campton Hills Village Trustee and Associate Professor of Sociology at Northern Illinois University.

Emad Eassa currently serves as Chief of Police/Director of Public Safety for the Forest Preserve District of Kane County. Chief Eassa was appointed to his current position in February, 2006 after his retirement from the Illinois State Police where he served as Commander of District 2 in Elgin. While serving with the Illinois State Police, Eassa spent the majority of his career assigned to covert narcotics investigations and served as Deputy Director of the Metropolitan Area Narcotics Squad as well as Supervisor of the North Central Narcotics Drug Task Force in De Kalb and Kane Counties. During his more than 26 year career with the Illinois State Police, Eassa served as Administrative Commander, Investigative Commander and Patrol Commander before his appointment as District Commander. Prior to joining the Illinois State Police, Eassa spent two years as a Patrol Officer with the Joliet Police Department. Chief Eassa holds a Master's Degree in Criminal Justice from Lewis University and a Bachelor's Degree in Law Enforcement Administration from Western Illinois University. Chief Eassa maintains active memberships in federal, state, county, and local professional police organizations

Daniel L. McCollum of St. Charles has 35-years of law enforcement experience. He has been Chief of Police in four communities and for the past 12 years has served as the Chief of Police in LaGrange Park. He has extensive experience in the recruitment and selection of law enforcement personnel and has taught law enforcement classes throughout the United States since 1979. Earlier this month he received the Lifetime Achievement Award for Excellence in Law Enforcement Training by the Illinois Law Enforcement Training and Standards Board in Springfield.

Rick McKiness is currently the Director of Security for Moose International, Inc., which includes supervision of the security operation at Mooseheart Child City, Inc. in Mooseheart, Illinois and the Moosehaven, Inc. retirement community in Orange Park, Florida. Mr. McKiness is a retired Captain from the Kane County Sheriffs Office after 29 years of service. He is a graduate of the F.B.I. National Academy and Northwestern University School of Police Staff and Command. He is a Past President of the Illinois Jail Association. He holds membership in Professional Law Enforcement Organizations, including: The Fraternal Order of Police, American Jail Association, Kane County Chiefs of Police, National Crime Prevention Council and the F.B.I. National Academy Associates.

Dennis Nowicki is a senior public safety professional whose career spans over 42 years of public service. Retiring as Chief of Police for Charlotte, North Carolina in 1999, Mr. Nowicki also was Chief of Police for Joliet, Illinois and served 26-years with the Chicago Police Department where he attained the rank of Deputy Superintendent. He was the Director of the Institute for Public Safety Partnerships at the University of Illinois at Chicago, Director of the Center for Public Service & Leadership at Pfeiffer University Charlotte, and Executive Director of the Illinois Criminal Justice Information Authority. He has a Master's Degree in Management of Public Service from DePaul University and a Bachelor's in Personnel Management from Northwestern University. He has been active in national associations related to law enforcement, including the International Association of Chiefs of Police and the Police Executive Research Forum. He is or has been a consultant to numerous organizations, including the U.S. Department of Homeland Security's Interoperable Technical Assistance Program, the Office of the Independent Monitor for the District of Columbia's Metropolitan Police Department; U.S. Department of Justice Civil Rights Division; Yale University Child Study Center; and the National Institute of Justice.