

**MINUTES FOR THE VILLAGE OF SHOREWOOD HILLS  
AD HOC POLICE RETENTION & RECRUITMENT COMMITTEE**

**Date and Time: Tuesday, October 1, 2024 – 12:00 pm**

**Location: Village Hall – 810 Shorewood Boulevard  
Hybrid – Optional via Zoom**

1. **Call to Order.** The meeting was called to order by Chair Carol Barford at 12:09pm.
2. **Roll Call.** Committee members present at roll call: Carol Barford, Bob Falk, Nadeem Afghan, Marilyn Townsend, Shabnam Lotfi and Jeremy Tunis. Staff present: Administrator Brian Mooney, Lieutenant Jaime Weitzel and Administrative Assistant Julie Wills.
3. **Approval of the September 3, 2024 Minutes.** Motion by Townsend, seconded by Falk to approve the minutes of the September 3, 2024 Ad Hoc Police Retention & Recruitment Committee meeting. Motion carried.
4. **Note Compliance with Open Meeting Law.** Wills confirmed that the meeting was posted in compliance with the open meeting law.
5. **Public Comment.** Resident Sam Mahany-Braithwait stated that she wants what is affordable and desired by the police department.
6. **Discussion of Police Wages and Benefits.** Committee members asked for comparisons for communities of similar sizes and to review the types of funding available to cover department expenses.
7. **Review of Police Department Budget.** Discussion occurred regarding the Village's overall budget and how the police department's portion is reflected in that number. Barford noted that with a tax levy of \$3 million, \$2 million is directed to the general fund and \$1 million to debt service. Of the \$2 million directed to the general fund, \$1 million goes to the police department and \$1 million goes to the remaining departments. The breakdown for the department was \$700k to salaries and \$300k to benefits. It was noted that even though assessments have increased, a referendum would be needed to increase the value under the cap. A referendum in 2022 added \$400k under the cap.
8. **Discussion of Recruitment and Retention Strategies.** Barford stated the charge of the Committee is to look at strategies to (1) improve job security; (2) provide competitive pay through contract negotiations and/or referendum; and (3) improve benefits. Suggestions on how to improve benefits included retirement options such as cash out and insurance, a drone program, take-home squad cars and a canine program. The drone program would be the least expensive of the options.
9. **Future Agenda Items.** The committee would like to discuss
10. **Next Meeting Dates.** The date of the next meeting will be determined at a later date.
11. **Adjourn.** Motion by Townsend, 2<sup>nd</sup> by Falk to adjourn the meeting. The meeting adjourned at 1:17pm.

Respectfully submitted,  
Julie Wills, Recording Secretary