



CITY OF OAKBROOK TERRACE

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Police Commission

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MINUTES Regular Meeting August 14, 2025

Meeting called to order at 7:00 p.m. Members present: Chairman Shanahan, Commissioners Brown, & Tomaselli, and interim secretary Debbie Shanahan. Also present: Mayor Esposito.

Public Comment: None

Additions or Deletions to Agenda: None

Approval of Minutes – Changes or Corrections: Motion made by Commissioner Brown, seconded by Commissioner Tomaselli to approve the Minutes of the Special Meetings of July 21, 2025 and August 9, 2025. All in favor. Motion Carried.

Correspondence

Email & letter sent 7/10/25 Tommy Garza, conditional offer of employment letter

Emails & letters sent 7/11/25 to lateral applicants Pendleton, Noonan, Salgado & Flores, Initial Lateral Eligibility List and requesting any preference points be submitted by 7/21/25.

Emails & letters sent 7/11/25 lateral applicants Pendleton, Noonan Salgado, conditional offers of employment letter and request scheduling of psychological exams

Email sent 7/11/25 Tommy Garza, requesting confirmation of medical exam scheduled 7/21/25

Email sent 7/11/25 Aaltiah Nunez, requesting confirmation of medical exam rescheduled to 7/25

Email sent 7/11/25 to Mayor, City Council & Interim City Manager, approved Year In Review

Email received 7/11/25 Deputy Chief Clark – medical forms required for entry into Academy

Email sent & replied 7/11/25 to C.O.P.S. Testing - psychological testing referral form, confirmation of Garza & Salgado psychological evaluation appointments.

Emails sent 7/11/25 Rodriguez Rayon, Garza, Nunez – required medical forms they must bring to their medical exams

Email received 7/11/25 Eduardo Salgado – confirming receipt of conditional offer of employment and scheduled psychological evaluation for 7/15/25

Email sent 7/11/25 Commissioners, Chief & Deputy Chief – status update on candidates

Email received 7/13/25 Trotsky Polygraph – polygraph results Robert Flores

Email received 7/14/25 Sean Noonan – psychological evaluation scheduled for 7/21/25

Email sent 7/14/25 to commissioners – polygraph results Flores

Email received 7/14/25 C.O.P.S. Testing – verbal results psychological evaluation Tommy Garza

Email sent 7/14/25 to commissioners - verbal results psychological evaluation T Garza

Email received 7/15/25 C.O.P.S. Testing – verbal results psychological evaluation E Salgado

Email sent 7/15/25 to commissioners – verbal results psychological evaluation E Salgado

Email sent 7/16/25 to Jodie Esposito – minutes to be posted on website that were missing

Email received 7/16/25 C.O.P.S. Testing – update on scheduled psychological test dates
Email sent 7/17/25 to commissioners – draft of 7/10/25 meeting minutes
Email sent 7/17/25 to commissioners – agenda for special meeting on 7/21/25
Forwarded email 7/18/25 from Deputy Chief Clark – Neal Hosper entry level testing if out of country on deployment.
Email received 7/18/25 Advocate Occupational Health – medical exam results A. Rodriguez Rayon
Email sent 7/18/25 to Chief and Deputy Chief, copy commissioners & mayor – advising A. Rodriguez Rayon passed medical, ready to be sworn in and asking for any preferred dates. Asking where completed medical forms for police academy and the P.O.W.E.R. test should be sent.
Email received 7/18/25 Parchment – transcripts Robert Flores
Email received 7/21/25 Deputy Chief Clark – medical forms for academy & P.O.W.E.R. test to be sent to Deputy Chief, he will send them to academy with rest of paperwork to lock in seats.
Email sent 7/21/25 Deputy Chief Clark – academy & P.O.W.E.R. completed medical forms A. Rodriguez Rayon
Email & letter sent 7/21/25 Juan Gonzalez, Jr – conditional offer of employment and requesting him to schedule psychological exam as soon as possible
Email received 7/21/25 Sean Noonan – requesting education points
Email received 7/21/25 COPS Testing – psychological report Tommy Garza
Email received 7/21/25 COPS Testing – verbal report for psychological Sean Noonan
Email received 7/21/25 Parchment – college transcripts Sean Noonan
Emails sent & received 7/22/25 Jodie Esposito – confirming reservation of council chambers for oral interviews 8/25/25 & 8/26/25
Email received 7/22/25 COPS Testing – full psychological report Eduardo Salgado
Emails sent 7/22/25 Noonan & Gonzales – medical exam appointment dates scheduled
Email received 7/23/25 Ronald Pendleton, Jr. – withdrawing from lateral transfer list
Email sent 7/23/25 to commissioners – forwarded Pendleton withdraw email
Email received 7/23/25 Sean Noonan – confirming medical exam appointment
Email received 7/23/25 Nadia Hajduk – forwarded email from Noble Diagnostics, medical drug screening Tommy Garza sent to her personal email address
Email received 7/23/25 Trotsky Polygraph – invoice for 6 polygraphs
Email sent 7/23/25 to commissioners – recap of phone call received from Juan Gonzalez, Jr. withdrawing from entry level list.
Email received 7/24/25 Deputy Chief Clark – preliminary background report Robert Flores
Email sent 7/24/25 to commissioners - prelim background report Flores; psychological report Salgado
Emails received 7/24/25 Willowbrook High School – accepting our online registration & accepting our request to reserve space on 8/9 for entry level orientation & written exam
Email sent 7/24/25 to Noble Diagnostics – request they update email address from personal email address of Nadia Hajduk to police commission email
Email received & replied 7/24/25 Advocate Health – requesting company profile updates
Email received & forwarded 7/25/25 COPS Testing to Commissioners – Noonan psychological evaluation
Email received 7/26/25 Noble Diagnostics – medical drug screening results Aaliyah Nunez
Email received 7/28/25 Robert Flores – confirming psychological evaluation date & advising medical exam will be scheduled after returning from military assignment in September.
Email received 7/28/25 Deputy Chief Clark – set date to swear in new officers of 8/7/25
Email sent 7/29/25 Eduardo Salgado – medical exam date scheduled for 8/5/25
Email received 7/29/25 Addy Lozano – confirming swearing in of new officers 8/7/25 at 9:30 am
Email received 7/30/25 COPS Testing – verbal result lateral R. Flores psychological evaluation
Email received & sent 7/31/25 Advocate Health – balances due on medical exams, updated statement received

Email sent 8/1/25 to Addy Lozano – requesting office supplies be ordered, received email 8/5/25 supplies arrived

Email received 8/4/25 Advocate Health – medical exam results and academy & POWER test forms for Garza & Nunez. Forwarded academy & POWER forms to Deputy Chief Clark.

Email sent 8/4/25 Commissioners, Mayor, Chief, Deputy Chief – COPS Testing reported 81 applicants are eligible to attend orientation and written exam on 8/9/25

*Email sent 8/4/25 to Addy Lozano – requesting order badge for commissioner Tomaselli
Reply received 8/5 from Addy, badge is on order*

Email received 8/5/25 C.O.P.S. Testing – psychological report lateral applicant R. Flores, forwarded to commissioners 8/7/25

Email received 8/5/25 Noble Diagnostics – drug screening results lateral applicant E. Salgado, reported results to commissioners 8/7/25

Email sent 8/6/25 to commissioners & Attorney John Kelly – rewritten Rules & Regulations

Email received 8/7/25 Deputy Chief Clark – updated roster, forwarded to commissioners

Email received 8/7/25 Advocate Health – medical test results lateral applicant E. Salgado, forwarded to commissioners

Email received 8/7/25 Noble Diagnostics – drug screening results lateral applicant S. Noonan, reported results to commissioners 8/7/25

Email received 8/11/25 Illinois Fire & Police Commissioner Association – Fall training information

Bills:

Trotsky Polygraph 7/15/25 - polygraphs for Garza, Gonzalez, Salgado, Pendleton, Noonan, and Flores – \$1260.00 (5775)

Advocate Health Care 7/27/25 statement – Medical exams Adela Ebibi \$45, Andrei Rodriguez Rayon \$652, Tommy Garza \$672, Aaliya Nunez \$709 = \$2078.00 (5775)

Runco Office Supply - \$102.61 was on the bills presented to City Council on Tuesday August 12, 2025 agenda, but the Commission does not have a copy of that invoice.

Motion made by Commissioner Tomaselli, seconded by Commissioner Brown to approve bills as presented. Roll call vote all in favor. Motion carried.

Old Business

New Applicant Testing:

Commission swore in three (3) new officers last Thursday: Andrei Rodriguez Rayon, Tommy Garza and Aaliyah Nunez. All three attended the POWER test on Tuesday August 12th, two passed, the third will be trying again this weekend at another location Chief Calvello set up. If he passes this weekend he will start the Academy on Monday down there. Commissioner Brown asked what happens if he doesn't pass this time. Chairman Shanahan reported Chief Calvello does have a plan C if applicant does not pass this weekend he can take it again at another location. The other two officers will start the academy on September 1st. Hoping to get all three new officers through the Academy. Chairman Shanahan asked if the Mayor knows the date of graduation for the current officers in the Academy, Mayor responded August 22, 2025.

Chairman Shanahan reported that entry level orientation was held last Saturday, August 9th. Eighty-one (81) applicants were invited, sixty-eight (68) attended and completed the written exam. C.O.P.S. Testing reported of the 68, twenty-eight (28) passed the written exam with a score of 70% or better and will move on for oral interview testing. Discussion held on holding oral interviews on one day rather than two. Commissioner Brown asked if COPS Testing will schedule oral interviews with 5-6 applicants at a time as done in the past. Chairman Shanahan stated that COPS Testing will provide the schedule, and it would be 5-6 applicants at a time. Commissioner Brown reported he reached out to Dan McCollum at DMACT

Services today and let him know there will be a maximum of (28) applicants for the oral interviews and McCollum gave option of beginning at 8:00 a.m. and ending at 1:00 p.m. or start at 9:00 a.m. take a lunch and end at 3:00 p.m. Discussion held on times and dates and determined that orals will be held one day on Tuesday, August 26th at 8:00 a.m. to 1:00 p.m. Interim secretary to contact COPS Testing to schedule oral interviews and will also contact Jodie to let her know that the Commission does not need the council room for Monday August 25th as previously reserved.

Lateral Applicant Testing:

Waiting for medical report on applicant A, Advocate Health is waiting for additional paperwork from applicant to be submitted with a signed clearance letter. Chairman Shanahan reported he spoke to the Chief on Tuesday and this applicant cannot start until sometime in September.

Received psychological report on applicant B, no medical has been scheduled, he is on military assignment until September.

Received medical reports on applicant C, both psychological and medical

Chairman Shanahan said new legislation signed this week for stronger background checks for police officers, hopefully this will be addressed at the Police & Fire Commission fall training seminars.

Discussion held, will go to executive session to discuss lateral hire applicants.

Rules & Regulations:

Chairman Shanahan reported that the interim secretary spent a considerable amount of time retyping the entire booklet of Rules and Regulations word for word since there was no template or word document available to edit. A preliminary copy was forwarded to Commissioners last week, commission received additional suggestions and changes from the state association attorney yesterday. Interim secretary made those changes and additions and brought a copy for the Board tonight. Commissioner Brown stated he like that the changes were all typed in red. Chairman Shanahan pointed out that the majority of Chapter IV Lateral Hire is new and any other sections that referred to lateral hiring were updated. Chairman Shanahan spoke to the state association attorney this afternoon regarding adding Discipline Process since our police officers have negotiated outside arbitration for discipline hearings. The attorney advised it was better to have the section and not need it than to not have it and need it. They attorney will be drafting language to add to the chapter clarifying that this process in no way supersedes or overrides the unions collective bargaining. The attorney stated that other communities have run into this situation. Will send preliminary draft back to attorney for review.

Discussion held on moving into a new lateral list based on current Rules & Regulations. Board decided to move forward with starting the lateral hiring process.

Motion made by Commissioner Brown, seconded by Commissioner Tomaselli to approve starting a new lateral hiring process with C.O.P.S. Testing same as last. All in favor. Motion carried.

Interim secretary will contact C.O.P.S. Testing to have them begin the process. Commissioner Brown asked if the Chief also has a copy of the preliminary draft of the Rules and Regulations. Chairman Shanahan responded that a copy was brought to the meeting tonight for him, and the Mayor will get it to the Chief.

New Business

Executive Session Minutes:

Chairman Shanahan reported that both he and the interim secretary have reviewed the executive session minutes, and there are no new executive session minutes since the last time they were reviewed.

Motion made by Commissioner Brown, seconded by Commissioner Tomaselli that all minutes of the past closed sessions not be released at this time because the need for confidentiality still exists; that the tape recordings of all closed sessions which are less than 18 months old also remain closed; and that the tape recordings of all closed sessions which are more than 18 months old or older be destroyed by the

Commission Secretary. Roll call vote all in favor. Motion carried.

Illinois Fire & Police Commissioners Fall Training Seminars

Interim secretary brought a printout for each commissioner of the schedule and description of classes offered at the November 7, 2025 and November 8, 2025 Fall Training Seminars to be held at the Hyatt Lisle.

Chairman Shanahan stated he would be attending General Session Part 1 (Developing Recruiting Videos and Media Recruiting tools) and General Session Part 2 (Attorney John Kelly's Legal Updates and current Statute Review plus Q&A), Module 7 (Duties of Commissioners Updates/Reviews), and Module 4 (Legal Procedure, State Statutes Defined and the Hearing Process).

Discussion held on suggestions for new Commissioner Tomaselli to take Module 1 (Introduction to Commissioner Service), Module 2 (Police Commissioner Entry, Promotions and Hearings), Module 4, and Module 5 (Interview Techniques Candidate Selection) which would give him full certification.

Module 3 pertains to Fire and Module 6 pertains to Secretary duties.

Commissioner Brown stated he was looking at taking Module 5 since it has not been offered the last few training sessions. It is the last one he needs for full certification.

Chairman Shanahan suggested all commissioners attend the General Sessions, and to register online as soon as possible, typically they will bill the City for these seminars and training for all commissioners is in the commission's budget.

Chairman Shanahan stated that if Debbie is going to continue as secretary she should take Module 6 (Commissions Office Operations, record retention/destruction, annual required reports, preparing for hearing processes), maybe attend General Sessions and maybe Module 4. Chairman Shanahan asked the Board if the board intends to keep her as secretary, should the board send her to training? Commissioner Brown replied at this point yes. Chairman Shanahan instructed interim secretary to register for classes. Chairman Shanahan suggested that at the meeting following training it would be a good idea for all commissioners to report back on things they learned, something that is new, something they didn't know. Good to share information learned in a seminar that another commissioner may not have attended. Motion made by Commissioner Tomaselli, seconded by Commissioner Brown to approve sending all commissioners and secretary to Fall Training Seminars. All in favor. Motion carried.

Closed Executive Session:

Motion made at 7:30 p.m. by Commissioner Tomaselli, seconded by Commissioner Brown to adjourn to Executive session to discuss appointments, employment, discipline, performance, or any other reason as permitted under the Open Meetings Act.

Reconvened regular meeting at 7:55 p.m.

Motion made at 7:56 p.m. by Commissioner Brown, seconded by Commissioner Tomaselli to adjourn the meeting. All in favor.

Respectfully submitted,



Debbie Shanahan
Interim Secretary