

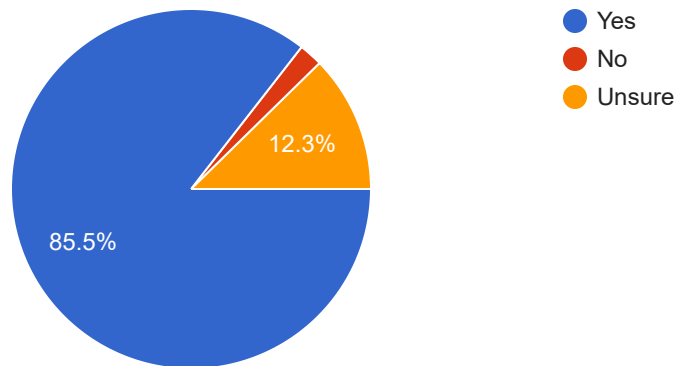
Town Hall Discussion Survey

235 responses

Do you support Lance Spurling to be hired as the new Wayne Police Chief?

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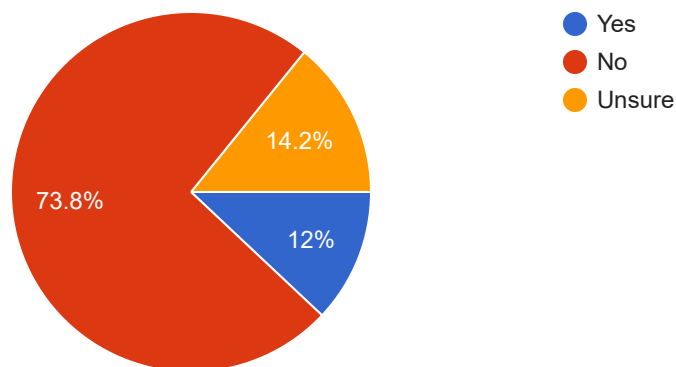
235 responses



Do you support the village of Wayne hiring the Illinois Association of Chiefs of Police for \$9000 to evaluate potential candidates for the new police chief?

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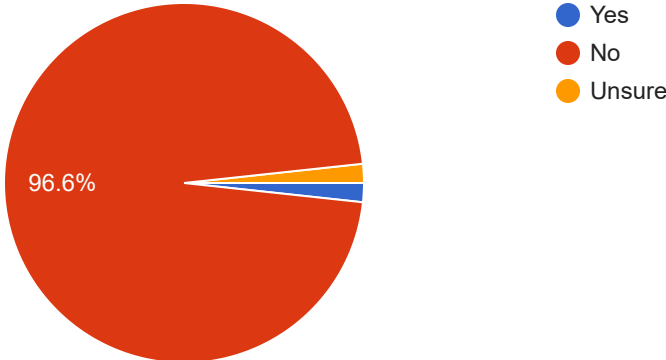
233 responses



Should the Village of Wayne eliminate the police department?

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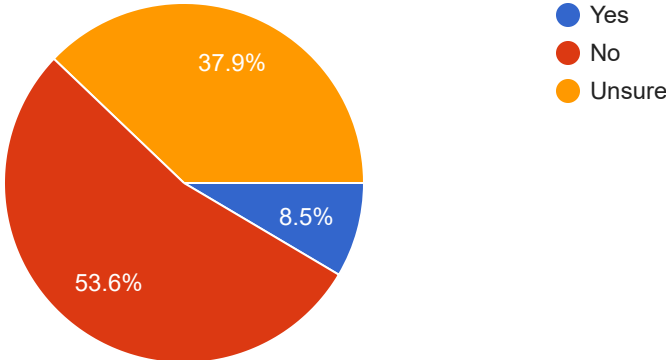
234 responses



Do you feel that the Village of Wayne has done everything in their power to find the best possible candidate for the police chief?

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235 responses



If you have any additional comments or concerns regarding the Wayne police department, please share them below so that they can be brought up at the town hall meeting on Saturday, Jan 8th.

95 responses

Please do not eliminate the Wayne police dept

Lance should be Chief. He knows the area and has more than earned this.

We support Lance, why is this even in question, it's a no brainer that Lance should be our chief of police!

As one of Wayne's long standing residents said in his statement, Lance has been around for at least 3 or 4 police chiefs and has the required knowledge of the community. The lawn signs indicate his popularity to suggest otherwise is absurd. The residents are merely showing their support for a fine officer and a qualified chief!

It does not make any sense to reduce the activity of our home town police force. Can one imagine how much crime would increase once criminals find out that we don't have an active police force in the evenings and on weekends? This is insane!

We have a candidate who has proven himself. Seems absurd we would go any with anyone else.

We need and want local police protection.

Don't know what the Village has done to find the best candidate.

I was born in Wayne 72 years ago and still there on Powis My Uncle was the first policeman of Wayne Abe Clark My father and mother moved here after the 2 WW 1946 I seen a lot of Chiefs come and go Lance has worked under three or four chiefs and protected our village for over 35 years He has advised the chiefs during this time on many issues He knows , our village , our residents and I would trust to do the job to his best ability Why spend money we dont have when the man for the job is in front of us Lance Spurling

Having our own police department that we can trust and count on is the most important service that this village can provide us.

We need more police not less. Lance is an amazing officer that goes above and beyond his responsibilities. Lance is extremely qualified for the chief of police position. Lance knows everyone in the community knows who belongs in Wayne and who doesn't.

Why haven't we heard anything yet regarding results from the traffic testing they did in early Dec

Lance is the best and we need him back.

We have so many accidents in our front yard due to people hitting our trees (we're on the curve on Powis), a Wayne police force is vital. We have wrecks occur even in nice weather.

Lance knows our town new comers will not they will have to be trained. Why spend 9,000 when you have Lance to be the sheriff

Lance Spurling has the support of our entire Wayne community. We don't have a lot of murders, armed robberies, rapes, major drug dealing here. A friendly, kind chief who knows us all is exactly what we need. Sadly, the trustees seem not to care what the residents want. It's going to be an interesting election next time up. A lot of change is needed.

You have a perfect candidate in place with years of experience - do NOT waste the taxpayers money or your time on this frivolous action to seek out new candidates.

I'm not sure what has changed or why with hiring a police chief. Doesn't seem like a difficult task.

There is much more involved in running a police department, even a small department like the village of Wayne than most all of the residents are aware of. It is easy to think you can plug someone friendly and familiar into an open spot just because they have been around this town for a number of years, can catch a horse and know a lot of the residents. These are great qualifications for a police officer, not a chief of police. This does not define leadership and frankly I'm not sure where this committee gets off thinking they have the expertise to hire the next police chief as well as speak for the entire population of Wayne. I believe it to be arrogant and lacking any knowledge of the requirements for this level of a position. The trustees were hired to represent the residents , they live here, they want what is best for Wayne. If you disagree, then run for office and we will see how well you can make all residents happy.

My wife initially completed this form and, in doing so, mentioned that both she and I are in favor of hiring Lance. I am submitting this form additionally so the both of our interested in hiring Mr Spurling are counted. Thank you. Paul C. Holinger, M.D.

Our family supports Lance as police chief. Not sure why we would need to hire a company to fill police vacancies?

It should be realized that during Lance's 30 year tenure he has already fulfilled the duties as interim chief on many occasions. He is knowledgeable of all the functions within the department. He has accomplished scheduling for the entire force. There is very little, if anything that he is not already capable of. The trustee's are aware of this. At this late point suggesting we need to find a new candidate not only is a waste of time it shows a lack of foresight and understanding on their part. This is frivolous. The residents have clearly indicated their confidence in having Lance as their chief and the trustee's need to act accordingly.

My wife and I became Wayne residents in July. We experienced the Naperville riots in 2020 four blocks from our front porch. As a result of that experience, I am completely in favor of Wayne keeping its police force, and am willing to increase may taxes to support that. As far as my unsure choices above, objectively speaking, it appears that there is a communication disconnect between Pete Connelly and the Wayne residents regarding our Police Department - and I hope the town hall meeting resolves that disconnect. Thank you, Ken Pavett 33W461 Brewster Creek Circle

The town want Lance why go elsewhere he knows the district. We are new in Wayne and Don't want our taxes wasted on a hiring firm.

Lance was a great officer, and I believe he would do well, but without knowing both his qualifications and the job requirements, most folks are putting signs up as a popularity contest vote. Lance should be vetted, alongside other candidates, and his experience and knowledge would certainly help in his being the lead candidate. If Lance had been given the job without the necessary due process, many would be challenging it as a favoritism selection hire.

I am also concerned about the duration of tenure - would really like the next Chief to have a 5-10 year run.

There is no better candidate than Lance Spurling for our Wayne Police Chief. He is a proven professional who will aggressively address our Village concerns, work proactively with community members and inspire and lead his chosen team to ensure our bright future.

I find it despicable that this entire process has been very hush hush! Pete Connelly does not have the right to make such important decisions for the community! The village trustees and Eileen Phipps have been unprofessional throughout this entire process and have not allowed the community any input!

We have an ongoing public safety issue here in Wayne with speeding, and it's clearly gotten worse as the police speeding stops have decreased. I'm concerned that by closing the police department, things will continue to decline. Once known as the town NO ONE would dare speed through, it has now become the opposite- a preferred cut-through where people can speed along our once quiet roads without worry.

Very disappointed at the way both the Village & it's trustee's, especially Pete Connolly, have handled this. Those at fault and especially those who are deceiving the public should step down. You all are very corrupt. Typical IL government and politics at play here. Someone's getting a kickback from hiring this lobbying firm.

It would do the village justice to hire a recently-former Commander to immediately shape-up our police department and focus on the real issue---traffic lawlessness.

I think you should put your faith & trust in the village board as they have worked tirelessly to make and keep Wayne the wonderful community that it is. We all want the same thing.

The Wayne police department is a large part of what make Wayne a special place to live. We need to keep our police department it is like no other police department and that is one of the reasons we live here.

I have lived in Wayne for over 35 years, and my husband was born and raised here, and as such, have been fortunate and grateful to have a village police force who understands the the community and its unique needs. I fully support the continuation of their service to Wayne. I trust that the Village Board will find the best candidate because they themselves are longtime Wayne residents, understand the unique community, and have always had Wayne's best interests in mind.

Why would we need to be spending any money to find a police chief when we have an officer in this town with 30 years experience willing and very capable of doing the job! Lets face it when Lance was on the force he worked every holiday sometimes both day and night shift during Christmas and New Years to keep this town safe. I don't see even an officer after 9pm working now! Lets face it a college degree isn't anything more then a piece of paper over pure experience! I received a thank you letter and they couldn't even spell Charlie Stanley a family name here in Wayne since the 40's. So let's not pull the college card clearly it didn't do much good.

Why would we need to look for a police chief when we have had one in Lance Spurling! Lets face it he has lead the way and held each of the last 2 chiefs hands through out their time on duty. Which, mind you, never lasted 30 years like Lance. Lance was here for us when we needed him on the street patrolling! I think the town of Wayne has already told you who we want and we want Lance Spurling!

Mr Lance Spurling it's a respectful fair honorable police officer, and will be a excellent chief for our Wayne police department.

They need to justify spending \$9000 to search for an outsider when our own 2021 Person of the Year is (1) seeking the position (2) has already performed the tasks of the job and (3) is more qualified to handle the unique equine issues in our town than the outsiders our board seeks.

They should interview multiple candidates before hring a new police chief.

Not having an active police force is a disaster for our Village. Relying on the County sheriffs is unacceptable. I will add that by the time an individual is considered for the position of Chief experience, diligence, honesty and judgment are important criteria. Fortunately we have an excellent candidate who meets the criteria

I support Lance.

Wayne is not your typical community. Towns like Wayne need someone at the police department that know the town and it's people. This is a unique community that likes to know it's officers and enjoys the fact that the officers know them. A typical candidate from

neighboring communities most likely will not have equestrian experience which should be a must in this town. It appears that everything we should be looking for is standing at the door. Lance Spurling should be the obvious choice for our next chief.

They have the best police chief already here Lance Spurling they don't need assistance finding someone for \$9000. There is a solution they just need to do it!

Wayne will be an afterthought for Kane County and response times very slow. For the taxes we pay we deserve a dedicated police department and who better than Lance Spurling to run it? Seems like a no brainer.

I truly believe Lance Spurling is the best candidate to be hired as the new Wayne Police Chief. Lance is not only amazing at his job but he is very personable with the neighborhood. It would be an honor having him back - his presence is very much missed.

Hire Lance

Dr. Holinger and I would like to see Lance given a try, or have the board share their thoughts as to why it is not a good idea.

Just hire Lance Spurling you already have an amazing chief just put him back in the position he deserves!

The current traffic situation is not sustainable. There are no dummy cars, the electronic speed signs are never turned on, there is minimal patrolling and no one is being pulled over for speeding. There is no police presence. What are we paying for?

I don't understand why a group of professional and presumably well educated people can't put their heads together and come up with a plan to interview candidates and hire one of them. It's not complicated and it certainly shouldn't require 9k in consulting fees. It's a Police Chief for Wayne Illinois, not the ambassadorship to the UN. Good grief.

No above because they have the perfect Chief in Lance whom we all love, respect, and trust.

The village of Wayne board of trustees need to communicate better with the residents. They have done nothing to earn our trust

I've known Lance for 15 years being a Wayne resident. If there is someone that is as qualified as Lance, has been already associated with the Wayne PD for at least as many years as I've been here, and doesn't get hired, then there is something wrong with your hiring process.

Lance Spurling should be our choice for Wayne police chief! We don't need a search! He is loved by the community, understands our equestrian tradition and has served on the police force for many years! We thought enough of him to honor him the title of person of the year in 2021! How can we not give him the chance to fill this role? So we spend thousand of dollars, months of our time to end up with a chief that doesn't work

out in a year? Most of the village is supporting Lance, how can this board ignore what they are hearing?

I have known several of the trustees and the village manager for a long time and I am confident they have the best interests of the village in mind. I have also known Lance for a long time and believe he made a fine officer. The comments concerning the ILACP being a lobbyist group are befuddling to me. Yes they are a lobbyist group, one who works for police officers and police departments. Why is this a problem?

I'm fully confident they have an excellent understanding of what the requirements for a police chief entail. I would like to see the process put forth by the village trustees move forward. If the best candidate ends up being Lance then great. If there is a better qualified candidate, wouldn't that be best for Wayne? I trust that it would.

We are new to this community. We moved here this past summer from Naperville. One of the reasons we chose to live in Wayne was it's safety rating. We are very clear that we want to keep the police force in Wayne. It's also very calming to us to witness the respect Lance has with the community. We support Lance and we support keeping the police force.

So what I am hearing is that while we all love Lance and would love to have him for our police chief, the Village board has researched this option and unfortunately he does not have the qualifications needed to be a police chief. If this is in fact true, why doesn't the board just come right out and say that to the residents during a very heated board meeting on Wednesday, January 5th? Why so secretive about meeting Lance and discussing w/him his application? Does he not qualify? If that's the case, the board would have informed the residents of their findings and we wouldn't be having this discussion today. Or, could it possibly be Lance truly isn't qualified and the board is checking to see if Lance COULD get qualified? Who knows??? So here's my question. Does Commander Lance Spurling have the qualifications needed to be a Police Chief? It's a simple question. If the answer is yes, then in my opinion, it makes absolutely no sense as to why you're looking elsewhere other than the majority of the board wants to seek other options which does not include Commander Lance Spurling.

Respectfully,

Cheri Lassiter

Wayne resident for 50 years

We don't have to look any further than Lance Spurling! You can see from the streets of Wayne he is the "Peoples choice" here in Wayne and that is what matters. 30 years experience says more for the man than any college degree would! We the people of this town want Lance Spurling!

There is probably no one that has more experience with the Village of Wayne than Lance. Knowing this why are we going to spend 9k to search out applications. If Lance wants the position why can't it be put to a vote of the Village residents to secure the position.

Wayne police department is highly respected by all residents due to its unique approach to policing and to the service it provides our village and its residents. I view the Wayne police department as the gold standard in policing and what every other police department in the

country should aspire to be. It is obvious to me that retired commander Lance Spurling and his approach to policing has played a significant roll in making our police department what it is. Very appreciative that Lance is willing to come out of retirement to become our chief of police and encourage the board to take advantage of Lances willingness to re-establish our police department by offering him the position as soon as possible.

All options, including outsourcing the wayne pd.should be examined. The sheriff can and will provide transparent coverage for our village.

Is there a way to hire new police officers without them being automatic participants in the pension plan? The pension has been a financial burden and should be avoided at all costs. A 457 plan is a better alternative.

The Wayne Police Chief should be someone who knows and understands our unique community.

The board needs to listen to the residents, and I believe they have spoken strongly in support of Lance Spurling.

If we do not have a Police Department who will enforce the Village Ordinances?

If safety is not compromised thru other policing agencies then we should save taxpayer dollars. If it truly saves taxpayer dollars. Only then can we consider eliminating the police department.

I do believe that the WPD might be in trouble because of funding and lack of officers. However in the meantime hire Lance as chief and save the consulting fees and stop upsetting the residents. Please listen to us taxpayers. Why does the board shut residents out? This must stop, put your personal issues aside or resign. Certain board members have done enough damage to Wayne, over their 20+ Years on the board and we're outraged about it.

Lance is the obvious choice. The Board might get a better resume but they will not get a better police chief.

We need our own police to help maintain the safety of our sweet community! Lance would be an amazing and well-loved chief of police

Always best to hire from within, most experience. Wayne PD meets specific needs of our community due to the unique equine population . Lance is the best and most logical replacement for chief.

Hire the best candidate within reasonable \$. Wayne police chief should be a pretty easy gig

Given 30 years of unquestionable service to this community and the knowledge it has created, I fear that there is bias toward Mr. Spurling from our current chief and members of the board. This theater, especially in light of The Ludwig incident, is not good for our Village.

Wayne's police department is essential to the well being of our community, disbanding it or putting a person in charge with little understanding of our resident's and current events, would be a very bad mistake.

Mr, Spuring's understanding of criminal activity; traffic; ordinances; animal welfare as well as a gift to communicate and getting the right people on his team makes him our best choice. I find no other option understandable.

I find the Village Government to be totally incompetent and do not trust them to make the right decisions. It seems the Village government is only animated in delaying home owner permits and using the process as a racket to generate revenues than to focus on relevant issues to the residents such as the police department. Will the Village President excuse herself from this process? Isn't she compromised or will she be focused on bringing a Police Chief who will pass the buck to Kane County Sheriff's department if her 'portly' husband shoots another dog or an angry squirrel? Can the department be partially supervised by Kane County Sherriff's department thereby stripping the Village government of any conflicts of interest?

As a resident of Wayne I support 100% the hiring of Lance and do not agree to what Connolly and others on the board of trustees is attempting to do to our village. My name is mike Lorusso.

We feel that it is critical to keep the police department. Wayne has special needs with the animal population (horses, etc). Lance understands this. We love and use the vacation watch capability. Since the village is split between two counties, we feel that using the county sheriff's departments leaves it open for inconsistent treatment. We are in the Kane Co. part of the village and are concerned that we will be an after-thought after St. Charles and larger areas.

The search for the new chief should be done by a real search firm that is unbiased and not a lobbyist who will have their own agenda.

There is a traffic problem in Wayne that has worsened over the years so how will we know if Lance will, as chief, fix this issue? How will he be different than the last police chief? I haven't heard a plan so I don't think I can really back ANY candidate until I know more.

Your asking questions that are difficult to answer, since I don't know who this candidate is nor do I know what has been done by board. I think we need more information.

Wake up this is our town let's fix's this

Lance is the only choice! The fact that they are even considering eliminating our police department is ridiculous! The crime that is making its way closer to our town is scary! Lance Spurling loves and cares about our community, he will lead our police department with pride and dignity!

Lance Spurling is the obvious choice

I believe the consulting firm needs to go out for bid before a decision is/was made. If the current contractor is best then we at least have a paper trail and reasoning for selection.

I believe preference should be given to internal candidates, or qualified internal candidates should at least make it to the final round of interviews.

If an external hire is made, will relocation costs be part of their compensation/offer?

Being an equine village, I believe the candidate should have some equine etiquette.

Lance would be a great Chief.

Lance Spurling Is the absolute best choice for this position.

I dont feel i have been given enough information to answer these questions. I do believe that the village should use an outside source to vet candidates and that if the only cost is \$9000 it seems reasonable, usually they charge a % of the first years salary. I also believe that job descriptions and an organizational chart should have already been writtened and they should be reviewed at least once a year and this should be documented. I dont think that the board and trustees of the village should be held responsible to find these replacements its just not something that most people would be knowledgeable about. I dont know if Lance wants the job and i understand why he is keeping private about any negotiations. He appears to be well suited for the job and if anything if he was offered a year or two at least to get the Wayne Village in order to properly hire a permanent candidate for all the openings. Its a huge undertaking and the village is being run by volunteeers that never expected this task and they are trying to find the best approach.

Although Wayne is a small town, it is essential that there be police presence at all times. Wayne is known to be safe yet strong with those that do not follow laws, I'd like to keep it that way. It does not take a rocket scientist to figure out who to hire and safe that money on ways to improve speeding. Who better than Lance Spurling who knows the community?

As I complete this survey I think to myself why am I even being asked these questions? Why does the town of Wayne need to "look" for a chief? Why would they need to consider hiring an association to assist in finding a chief which will cost us the taxpayers \$9000? We have had a police officer on the force for 30 years who has been overlooked each time the chief position has come open.... why is that? This police officer has given his entire police career of 30 years to this community and is still willing to come back and do it again! His loyalty to US is undeniable - WHERE IS OUR LOYALTY and INTEGRITY to him? We have a police chief his name is LANCE SPURLING!

If the trustees want to waste our money on some lobbying group, ILACP, and add obstacles in the way of giving the people what they want, are they really representing us? It seems like going with a lobbyist's recommendation is begging for corruption. Wouldn't that new chief feel obliged to pay the lobbyist back, and probably at the expense of us taxpayers? Why not save the taxpayers money? Plus there is the cost of paying for a new guy's pension. Lance already has his pension and we have probably already paid for it so the taxpayers will save more money.

About a month ago my son called me on his way to work at 5am.. mom there are 8 horses loose running down Powis what should I do they are headed to North Ave! I called 911 and was put through to Dupage County. They sent officers to assist but they didn't know this community or who the horses belonged to, they also had no equine experience so this led them to call me back and ask for my help. I then got out of bed and drove down Powis to meet the officer and direct her to the house that the horses belonged to. Now, had Lance been on duty NONE of this additional assistance would have been needed. Not only would he have been able to manage all 8 horses on his own - he would have known which house they belonged too! There is something to be said for experience!

We do not support any of the trustees who do not support Lance!!

The town wants Lance. Do what the Wayne residence want.

The board lacks communication. If they were more transparent in what they are trying to do there would be less confusion with the residents. The board contradicts themselves and makes no sense in any argument. They also lack technology skills- at this point, they should be able to log into Zoom and efficiently run a meeting on time.

As I read through the previous comments from our educated community - I keep asking myself do they get it? If the trustees had the town of Wayne's best interest at heart absolutely none of these questions would be being asked of us! Of course we want to save the Wayne police department! I live on Powis and there are now semi trucks passing my house at high speeds cutting through from North Ave to Army Trail daily. There are also drivers passing the school bus as children get on and off of it. Who is going to protect our kids from getting hit? Why would our trustees want to spend additional funds to find a chief - isn't it your tax money too! Has the Village of Wayne done everything in their power to find a candidate - I don't see how - since most of our officers are retiring in February and we are only now having a town hall meeting January 8th. Yes we support Lance Spurling - he has been here supporting us for 30 years. If something in the department requirements have changed since he was hired why didn't you as our trustee's and face of our community advise him of the changes! Makes me think this town should be taking a closer look at our trustee's!

As a former police officer I understand the challenge of attracting any potential police candidates to a town of our size but feel that some form of screening needs to take place by people qualified to recognize attributes that would place a candidate on our police force. I don't know Lance and he could very well be the right person but can he manage a department, albeit a small one. There is more to being a chief than just being familiar with the local landscape.

In the 1977 published ILLINOIS ASSOCIATION OF CHIEFS OF POLICE - STANDARDS AND GOALS, COMMITTEE REPORT (publicly available @ <https://www.ojp.gov/ncjrs/virtual-library/abstracts/illinois-association-chiefs-police-standards-and-goals-committee>), chapter 10 deals with recruitment of new police personnel and specifically outlines the need for police recruitment to come directly from the police department in need, not from outside recruiting sources. We do not need a \$9000 assessment from this association to then be led back to our own police department to seek recruiting and hiring answers, especially when our timeline of

Wayne police personnel available to assist in this process is of such a timely nature with retirements.

We should be utilizing existing Wayne police force personnel in identifying those officers that may exist already associated with Wayne law enforcement in attempting to fill necessary replacement positions from within our own police department before seeking outside replacement candidates, then following the outlined guidelines set forth by the Association itself for reaching out to other neighboring police departments and police academy resources.

Our own Wayne police are our greatest resource for the most advantageous recruitment process and candidates for our community, and should be allowed and requested to be pivotal in the process of police hiring for Wayne.

Wayne is unique and our police force needs to understand our needs. Lance Spurling not only knows our community, its unique needs, but he also knows our people. I 500% support Lance as Wayne's Chief of Police and am grateful he is considering the role.

Anyone the current mayor supports is a good sign I shouldn't support them . If a candidate will stop Hal Phipps from walking around his yard with a gun I support them .

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