

VILLAGE OF HOMEWOOD



BOARD AGENDA MEMORANDUM

DATE OF MEETING: January 14, 2025

To: Village President and Board of Trustees

Through: Napoleon Haney, Village Manager

From: Denise McGrath, Chief of Police

Topic: Oath of Office – Luis Acosta, Seth Bell, Anthony Burton, and Kenneth Norbut – Police Officer

PURPOSE

Administer the oath of office to Officer Luis Acosta, Officer Seth Bell, Officer Anthony Burton, and Officer Kenneth Norbut for the position of Police Officer.

PROCESS

Luis Acosta, Seth Bell, and Anthony Burton applied for the position of Police Officer through the Board of Fire and Police Commissioners' Police Officer Entry Level process. Through that process, the Board of Fire and Police Commission met on June 28, 2024 to consider issuing conditional offers of employment following a review of background reports. The Commissioners voted unanimously in favor of extending offers of conditional employment, which were contingent upon successful completion of polygraph, psychological, and medical exams.

Officer Acosta, Officer Bell, and Officer Burton successfully completed all exams and subsequently attended the Cook County Sheriff's Basic Law Enforcement Police Training Academy which began on August 26, 2024. All three (3) officers graduated from the academy on December 12, 2024 and entered the Homewood Police Department Field Training Program.

Officer Norbut applied for the position of Police Officer through the Board of Fire and Police Commissioners' Police Officer Lateral Application process. Lateral candidates are required to be State-certified Police Officers with a minimum of two (2) years at their current agency. The Board of Fire and Police Commissioners met on November 5, 2024 to consider issuing a conditional offer of employment following a review of background reports. The Commissioners voted unanimously in favor of extending an offer of conditional employment, which was contingent upon successful completion of polygraph, psychological, and medical exams.

Officer Norbut successfully completed all pre-employment testing and was hired as a full-time Police Officer effective December 14, 2024. Since Officer Norbut holds State certification and has already attended the police academy, he immediately began the Homewood Police Department Field Training Program.

VILLAGE OF HOMEWOOD



Backgrounds

Officer Acosta attended South Shore International College Prep High School Youth Connection Leadership Academy and graduated in 2019. He served in the Marine Corps from April 2019 to September 2019 as a Mortar Man and later served in the Marine Corp Reserves. He has been previously employed as a drive and dock employee and U.S. Mail Carrier.

Officer Bell attended Momence High School and graduated in 2020. He attended Kankakee Community College and holds an Associate degree in Applied Science and Criminal Justice, which was awarded in May 2023. He was previously employed by the Kankakee County Sheriff's Department as a correctional officer.

Officer Burton attended Rich Central High School and graduated in 2017. He attended Emporia State University from 2017 to 2021 and holds a Bachelor of Science in Business. He has previously been employed as a maintenance worker, hiring/field supervisor, operations supervisor, and substitute teacher.

Officer Norbut attended H.L. Richards High School in Oak Lawn and graduated in 1992. He previously held certification as an EMT-A and is a nationally certified instructor for Commercial Motor Vehicle Interdiction. Officer Norbut has served as a police officer since 1994, initially as a part-time officer for the Calumet Park Police Department and later the Posen Police Department. In 1995, he was hired by East Hazel Crest Police Department as a full-time officer and in 1999 was hired by the Chicago Ridge Police Department. During his employment with Chicago Ridge, he served as a patrol officer, corporal, K9 handler, K9 coordinator, and was assigned to the Illinois State Police Narcotics and Currency Interdiction Team. Officer Norbut holds certifications for Evidence Technician, Crisis Intervention, Juvenile Specialist, and Basic SWAT.

OUTCOME

Welcome Officer Acosta, Officer Bell, Officer Burton, and Officer Norbut to the Police Department and Village.

FINANCIAL IMPACT

- **Funding Source:** N/A
- **Budgeted Amount:** N/A
- **Cost:** N/A

LEGAL REVIEW

Not required

VILLAGE OF HOMEWOOD



RECOMMENDED BOARD ACTION

Request the Village Clerk administer the Oath of Office to Officer Luis Acosta, Officer Seth Bell, Officer Anthony Burton, and Officer Kenneth Norbut for the position of Police Officer.

ATTACHMENT(S)

None