WEST LAFAYETTE
HOME of PURDUE

POLICE MERIT COMMISSION
Monday, October 19, 2026 at 5:30 PM

Meeting Agenda

Police Merit Commission is held at Margerum City Hall, 222 North Chauncey Avenue, West Lafayette, IN 47906. Comments can be submitted to the Clerk's office by emailing clerk@ westlafayette.in.gov.

Microsoft Teams Option: Click to Join or Dial-In:574-367-5239; Code: 395 526 91

1. **Roll Call**

2. **Approval of Minutes**

   a. Approval of Minutes - September 14, 2026 Regular Meeting and October 13, 2026 Special Meeting
   Documents:
   - September 14, 2026 Minutes
   - October 13, 2026 Minutes

3. **Old Business**

   a. Resolution No. PMC 03-2026 A Resolution Amending The West Lafayette Police Merit Commission Rules And Regulations Concerning Member Appointment (Eligibility Requirements)
      - **PUBLIC HEARING**

   Documents:
   - Resolution No. PMC 03-2026
   - Public Hearing Notice

4. **Chief's Report**

5. **New Business**

   a. Resolution No. PMC 04-2026 : A Resolution to Reinstate Officer Matthew Flood
   Documents:
   - Resolution No. PMC 04-2026

6. **Public Comments**

7. **Adjournment**
   The next regular meeting is scheduled for November 9, 2026.

Appointing Authority Disclosure:
https://www.westlafayette.in.gov/government/boards-and-commissions/police-merit-commission

DRAFT

WEST LAFAYETTE POLICE MERIT COMMISSION MINUTES
September 14, 2026

The West Lafayette Police Merit Commission met in regular session in The Bean at the West Lafayette City Hall (222 N. Chauncey Avenue) on September 14, 2026, at the hour of 5:30 p.m.

MEMBERS PRESENT: Commission President David Rollock, Commission Vice President Rebecca Peters, Commissioner Brad Cohen, Commissioner Bob Troyer, and Commission Attorney Patrick Jones

ABSENT: Commission Secretary Jon Speaker

ALSO PRESENT: Chief Adam Ferguson and VIA MICROSOFT TEAMS: Deputy Chief David VanVactor;

APPROVAL OF MINUTES
Commissioner Troyer moved to accept the minutes of the August 10, 2026, meeting. Commissioner Cohen seconded the motion, and the motion passed by unanimous voice vote.

OLD BUSINESS: None

CHIEF'S REPORT
Chief Ferguson expressed appreciation for the adjustment to the rules, regarding prior drug use of applicants, approved at the last meeting. He continues to support discussion about standardization of other rules to ensure they are in line with State law. He believes the WLPD is the only agency in the State with higher education requirements. He would like to characterize changing to the State's requirements as an enhancement to recruitment opportunities rather than a reduction in standards. The Department is currently in the difficult position of operating with a shortage of ten officers. Chief Ferguson noted that Lieutenant Troy Greene presented a robust recruitment plan today. The Department is young, which limits training capacity, so smart recruitment choices must be made. The Department has a better chance of finding the "diamonds in the rough" when there are more people interested in joining the WLPD. The Department hopes to move more candidates through to the Commission for interviews in the coming months. Chief Ferguson reported that work on the Public Safety Center is moving along really well. He is ready for himself and his staff to move to the new section of the building in early January. Chief Ferguson reported that Purdue's football season for the Department is off to a typical start. He also reported that the Department will have a booth at Global Fest this weekend.

Vice President Peters asked if there has been more internal discussions about recruitment efforts with college high school students. Chief Ferguson responded that they are trying to do that, but the reality is that the Department needs people now. In the next year, the Department has a high number of veteran officers who could retire, so they are at critical mass with their manpower situation right now. High school students are several

years from being viable candidates. College students have not shown interest in becoming police officers given the financial investment they have in their tuition and the reputation that police generally have on social media. He noted that even criminal justice students are not interested in policework; they want to be lawyers or forensic scientists – they want to do work around policing, but they do not want to be cops. Chief Ferguson stated that we need to find the people who want to be cops, and we are working on that.

Commissioner Cohen asked what kind of marketing or outreach is being done or considered for recruitment. Chief Fergson responded that the Communications Department did a marvelous job at bringing in a bunch of firefighters at once, and something in the Department's favor is that the other local police agencies are all almost full. The WLPD should currently be the local default agency for those who want to be officers. He stated that Lieutenant Greene has run the numbers, and there are a lot of people who just do not meet our basic requirements, so we have to get more "looks" – however that looks. The Department plans to attend career fairs and talk to criminal justice students at Indiana State. He noted that Lafayette Police Chief Galloway recruits the few interested criminal justice students at Purdue because he teaches an online class there.

President Rollock complimented Chief Ferguson's interview in *The Exponent.* Chief Ferguson stated that he got a lot of compliments on the interview, despite some negative social media posts related to Flock cameras. He stated that he does not want to downplay valid concerns, but he wonders how much of the negativity toward the cameras only lives on social media. He stated that he wholeheartedly maintains that there is a balance to be had, and that the technology can be kept without compromising privacy and trust of our community.

Commissioner Troyer returned to the topic of recruitment in schools. He stated that the Department has a great program with the School Resource Officers (SROs). Those Officers are going to create interest because of the job they do in the schools on a daily basis. Chief Ferguson noted that if the Department loses too many officers, he may not be able to keep three people as full-time SROs, and that would hurt the schools and the community. He also noted that while the students in the criminal justice Greater Lafayette Career Academy (GLCA) love the class, there is still low interest from those students in becoming officers. Vice President Peters stated that she knows students in the GLCA classes who are interested in joining the Federal Bureau of Investigation (FBI) because that is more attractive. She also spoke about knowing a parent fearing for the safety of their daughter who had expressed interested in being a police officer. Chief Ferguson stated that he always says that if there is anywhere for someone to be a police officer, West Lafayette is that place. While he cannot take away all risk, the Department has good training, and the frequency of which the officers encounter violence is low. West Lafayette is a great place to be an officer for an entire career. He spoke about how Lafayette may seem more attractive to those who want more action; however, a lot of Lafayette officers get tired, within about five years, of the constant and repetitive calls. It is just hard to get younger people to understand that the WLPD is the place to be in the long-term.

NEW BUSINESS: None

PUBLIC COMMENT: None

ADJOURNMENT

Commissioner Troyer motioned to adjourn the meeting, and President Rollock adjourned the meeting.

Attest:

Jon Speaker, Secretary	David Rollock, President

DRAFT

WEST LAFAYETTE POLICE MERIT COMMISSION MINUTES
October 14, 2026 SPECIAL MEETING

The West Lafayette Police Merit Commission met in a *special meeting* in The Bean at the West Lafayette City Hall (222 N. Chauncey Avenue) on October 14, 2026, at the hour of 8:00 a.m.

MEMBERS PRESENT: Commission Secretary Jon Speaker, Commissioner Brad Cohen, Commissioner Bob Troyer, and Commission Attorney Patrick Jones

ABSENT: Commission President David Rollock and Commission Vice President Rebecca Peters

ALSO PRESENT: Chief Adam Ferguson

OLD BUSINESS

Certification of Eligibility List for Applicants to the West Lafayette Police Department

Commissioner Cohen motioned to accept the Certification of Eligibility List. Commissioner Troyer seconded the motion, and the motion passed by unanimous voice vote. All present Commissioners signed the Certification. The Certification will go to the Board of Works for approval today.

ADJOURNMENT

Commissioner Troyer motioned to adjourn the meeting, and Secretary Speaker adjourned the meeting.

Attest:

_____ _____

Jon Speaker, Secretary David Rollock, President

RESOLUTION NO. PMC 03-2026

A RESOLUTION AMENDING THE WEST LAFAYETTE POLICE MERIT COMMISSION RULES AND REGULATIONS CONCERNING MEMBER APPOINTMENT

WHEREAS, Ind. Code § 36-8-3.5-1 *et seq*. and West Lafayette City Code Section 22-40 grant authority to the Police Merit Commission to adopt, promulgate, amend, supervise, and enforce the rules and regulations of the West Lafayette Police Department pertaining, among other things, to member appointment;

WHEREAS, the Rule contained in Article II, Section A(5) relates to initial eligibility requirements for applicants; and

WHEREAS, the Chief of the West Lafayette Police Department has requested and the Merit Commission desires to modify the Article II, Section A(5) to make the initial eligibility requirements more consistent with Ind. Code § 36-8-3.5 *et seq*. and to promote hiring by enlarging the pool of qualified applicants.

NOW, THEREFORE BE IT RESOLVED by the West Lafayette Police Merit Commission that Article II, Section A(5) of the Police Merit Commission Rules and Regulations is hereby amended as follows (deleted text is ~~stricken through~~ and added text is set in **bold type**):

(5) Initial Eligibility Requirements

a) Citizen. An applicant must be a citizen of the United States of America.

b) Age. An applicant must be, at the time of application to be a member, at least twenty-one (21) years of age and less than forty (40) years of age. The age requirements do not apply to a person who has previously been employed as a member of the West Lafayette Police Department or if the person meets the waiver requirements set forth below.

1. Age Waiver. Notwithstanding any contrary law, the Merit Commission shall waive any age restriction for a person not more than forty (40) **years** and six (6) months of age on the date the individual applies to be appointed and hired as a member of the police department and who meets the following requirements;

a) the individual is a veteran who has completed at least twenty (20) years of military service.

b) the individual received or is eligible to receive an honorable discharge from the armed forces;

c) the individual meets all other requirements for appointment and hiring.

c) Character. An applicant must be of "good moral character" as determined by the Commission after review of all the requirements set forth in this Article.

d) Felony Conviction. An applicant shall not be appointed, reappointed or reinstated if he or she has a judgment of conviction for a felony.

e) High School Graduate. An applicant must be a **high school graduate or equivalent**. ~~graduate of a duly accredited high school or have received a G.E.D. certificate.~~

~~f) Other Criteria. In addition to the above, an applicant must have one of the following:~~

~~(i) completed 60 semester hours or 90 quarter hours of post-secondary education at an accredited college, university or technical school with at least a 2.0 GPA based on a 4.0 grading scale;~~

~~(ii) honorably completed 2 years of active service in the U.S. Military and received an Honorable Discharge or General Discharge (Under Honorable Conditions); or~~

~~(iii) completed 2 years of employment as a full-time law enforcement employee.~~

West Lafayette Police Merit Commission

_____
David Rollock, President

_____
Rebecca Peters, Vice President

_____
Jon Speaker, Secretary

_____
Brad Cohen, Commissioner

_____
Robert Troyer, Commissioner

Dated: _____

NOTICE OF HEARING

The West Lafayette Police Merit Commission will hold a hearing on October 19, 2026, at 5:30 p.m. in The Bean Room of Margerum City Hall, 222 N. Chauncey Avenue, West Lafayette, Indiana, to consider proposed Rule Amendments regarding member appointment. West Lafayette residents, other members of the public, and members of the West Lafayette Police Department are invited to attend and present oral or written statements to the Commission. A copy of the proposed revised rules is on file with the West Lafayette Clerk's office and open for inspection by any member of the public.

Jon Speaker, Secretary
West Lafayette Police Merit Commission

Publish: October 2, 2026

USA TODAY CO.

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PO Box 630485 Cincinnati, OH 45263-0485

AFFIDAVIT OF PUBLICATION

Nichole Foster
City Of West Lafayette
222 N Chauncey AVE
West Lafayette IN 47906-3006

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Jon Speaker, Secretary
West Lafayette Police Merit Commission
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That it is apparently (correct)

(incorrect)

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RESOLUTION NO. PMC 04-2026

A RESOLUTION TO REINSTATE OFFICER MATTHEW FLOOD

WHEREAS, Officer Matthew Flood ("Officer Flood") (DOB: 09/24/1987) was originally hired and appointed as a sworn officer of the West Lafayette Police Department (the "WLPD") on or about December 16, 2024;

WHEREAS, Officer Flood voluntarily separated from the WLPD on or about March 15, 2026, to pursue other professional possibilities;

WHEREAS, at the time Officer Flood separated from the WLPD, he was in good standing and was an exceptional officer;

WHEREAS, the WLPD is actively seeking to hire new officers to fill vacancies at the WLPD;

WHEREAS, more vacancies presently exist than candidates on the hiring list for employment as new officers with the WLPD creating special circumstances;

WHEREAS, Officer Flood has previously undergone the full WLPD hiring process as provided by applicable Indiana Code and the West Lafayette Police Merit Commission (the "WLPMC") Policy Manual;

WHEREAS, Officer Flood has submitted an application for reappointment/reinstatement as an officer of the WLPD, has passed a felony background check, will be eligible for state pension benefits effective on the _____ day of _____, 2026, which is the date he is requesting to be reappointed/reinstated with the WLPD, and meets the other Initial Eligibility Requirements under Article II, Section A(5) of the WLPMC Policy Manual;

WHEREAS, no other customary preconditions to a new hire are applicable to Officer Flood's reappointment and the same are waived;

WHEREAS, Officer Flood has been separated from the WLPD for less than one (1) year;

WHEREAS, the WLPMC Policy Manual, specifically under Article II, Section A(5)(d), contemplates the possibility of reinstatement or reappointment of departed officers of the WLPD;

WHEREAS, Ind. Code § 36-8-3.5-12 contemplates reappointment and Ind. Code § 36-8-3.5-21 contemplates reinstatement of police officers; and

WHEREAS, it is in the best interest of the WLPD to reappoint/reinstate Officer Flood to the WLPD.

NOW, THEREFORE, BE IT RESOLVED by the West Lafayette Police Merit Commission that:

1. The above recitals are adopted and incorporated fully into this Resolution by reference.

2. Officer Flood (DOB: 09/24/1987) is hereby reappointed and reinstated as a sworn officer of the WLPD effective the _____ day of _____, 2026, subject only to the taking of the oath of the office.

3. WLPD administration is directed to take all actions necessary to make this reappointment and reinstatement effective pursuant to all applicable law, rules, and regulations.

Duly passed this ___ day of _____, 2026.

DATE: _____

CITY OF WEST LAFAYETTE
POLICE MERIT COMMISSION

_____
David Rollock, Commission President

_____
Rebecca Peters, Vice President

_____
Jon Speaker, Secretary

_____
Robert Troyer, Commissioner

_____
Brad Cohen, Commissioner