

**BOARD OF FIRE AND POLICE COMMISSIONERS
MINUTES OF OPEN MEETING**

**Village Hall
Ante Room
6/19/2018
5:00 PM**

PRESENT: Commissioner Jillian Mikrut
Commissioner Tom Bondi
Village Attorney Enza Petrarca
Chief Shanon Gillette
Chief Jeffrey Pindelski
Director of Human Resources Dennis Burke
Assistant Director of Human Resources Lauren Linares

ABSENT: Commissioner Brad Bloom

The meeting of the Downers Grove Board of Fire and Police Commissioners was called to order at 4:30 pm in the Ante Room located in the Village Hall located at 801 Burlington Ave Downers Grove, IL 60515. Commissioner Bondi conducted roll call; and Commissioners Mikrut and Bondi replied present.

The next order of business was to approve the minutes of the October 25, 2017 meeting. Commissioner Bondi identified an error in the minutes. The minutes will be corrected and approved at the next meeting of the Board.

The next order of business was the discussion of the changes made to the Board of Fire & Police Commission Ordinance. The Village Attorney reviewed the amendments to the ordinance, and explained that the changes were necessary in order to align the ordinance with current State law and Village practices. Ms. Petrarca advised the Board that the Village Council had already approved the ordinance changes, and the purpose of this meeting was simply informational.

The next order of business was a discussion of the proposed changes to the rules and regulations of the Board of Fire & Police Commissioners. Ms. Petrarca explained that the majority of the changes modify the process for hiring new police officers recruits. Specifically, the addition of the subjective component of the examination and the addition of preference points.

Chief Gillette explained that the rationale for proposed changes is to help identify the best qualified candidates for Downers Grove Police Officers. The subjective component of the examination process would be an appraisal panel that would interview candidates that pass the written exam. The subjective component would be validated by an independent 3rd party. Chief Gillette advised that with the changes in the rules the written exam would bear 60% of the total score and the Merit and Appraisal process would hold 40% of the score. The combined scores of the written and subjective tests will create the initial eligibility list. The initial eligibility list will be forwarded to eligible candidates who will be allowed 10 days to apply for preference points

The proposed preference points would be:

- Military Preference 2.5 points
- Downers Grove Police Auxiliary 2.5 points
- Downers Grove Community Service Officer 5 points

- Certified full-time Law Enforcement officer 5 points

No Candidate will be eligible to receive more than five (5) preference points in total

Interviews with the Board of Fire & Police Commission would be background interviews and is a Pass/Fail process in which the Board has final input on the hiring of Police Candidates.

Chief Gillette advised that the proposed change to the Police Sergeant Promotional process is to change the merit and efficiency component to comprise a 20% weight in the scoring process and the Board to also have 20%. The Board discussed this change and considered input from Commissioner Bloom proposing the weight to be adjusted to 15% merit and efficiency and 25% for the Board. The Board concluded that they supported an equal 20% for merit and efficiency component and 20% for the Board interview.

Commissioner Mikrut made a motion to accept the Board of Fire & Police Commission rules changes. Commissioner Bondi seconded the motion

VOTE: **Yea:** Commissioner Mikrut and Commissioner Bondi
 Nay: None.
 Motion passed

The next order of business was the striking of the Police eligibility list created March 7, 2017. Dennis Burke explained to the Board that the list had 30 candidates in the beginning. Since the creation of the list all 30 candidates were contacted and offered a "Conditional Offer of Appointment". Pursuant to Board rules a candidate can take a first pass but if they take a second pass they are removed from the eligibility list. There were 15 candidates that took two passes and the remaining 15 were offered appointment and either were hired after successfully passing post offer testing or failed post offer testing. The request to strike the list formally ends the list.

Commissioner Mikrut made a motion to strike the Police Officer eligibility list established on March 7, 2017. Commissioner Bondi seconded the motion

VOTE: **Yea:** Commissioner Mikrut and Commissioner Bondi
 Nay: None.
 Motion passed

Commissioner Bondi made a motion to authorize a Police Officer recruitment. Commissioner Mikrut seconded the motion.

VOTE: **Yea:** Commissioner Mikrut and Commissioner Bondi
 Nay: None.
 Motion passed

Commissioner Bondi made a motion to authorize a Police Sergeant Promotional process. Commissioner Mikrut seconded the motion.

VOTE: **Yea:** Commissioner Mikrut and Commissioner Bondi
 Nay: None.

Motion passed

The next order of business was to discuss background investigations of two Police Officer candidates.

Commissioner Bondi made a motion that the Bozek and Carey be disqualified due to their background checks. Commissioner Mikrut seconded the motion.

VOTE: **Yea:** Commissioner Mikrut and Commissioner Bondi
 Nay: None.
 Motion passed

Commissioner Bondi asked if there were any Public Comments. There were no Public Comments.

The Board discussed dates to conduct background interviews for seven (7) Firefighter/Paramedic candidates. Commissioners Bondi and Mikrut said they were available on Monday July 2, 2018 at 2:00pm. Commissioner Bloom will be called and advised of the tentative meeting scheduled for Monday July 2, 2018 to determine his availability.

At 5:45pm Commissioner Mikrut made a motion that the Board adjourn. Commissioner Bondi seconded the motion

VOTE: **Yea:** Commissioner Mikrut and Commissioner Bondi
 Nay: None.
 Motion passed