

VILLAGE OF BUFFALO GROVE



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VILLAGE OF BUFFALO GROVE Board of Fire and Police Commissioners Minutes of Regular Meeting Village Hall Emergency Operations Center November 14, 2022

CALL TO ORDER and ROLL CALL:

The regular meeting was called to order at 5:30PM by Chairman Berman. Commissioner Dryman, Secretary, called the roll & noted for the record that a quorum was present for the meeting. Present at Village Hall were Commissioners Dryman, Fishman, Blumenthal and McKee. Also, in attendance were Police Chief Budds, Deputy Police Chief Rodriguez, Deputy Police Chief Szos, Fire Chief Baker, Deputy Fire Chief Kane, HR Director Malinowski, HR Analyst Golbach and Village Trustee Liaisons Weidenfeld and Smith

APPROVAL OF MINUTES:

- A. Chairman Berman introduced a motion, seconded by Commissioner Dryman, to approve the minutes of the BFPC Regular Meeting on October 3, 2022. Commissioners Dryman, Fishman, Blumenthal, McKee and Chairman Berman voted in FAVOR of the motion. The motion PASSED

CHAIRMAN'S REPORT:

- A. Chairman Berman welcomed Police Chief Budds as the new Police Chief, and he is looking forward to working with him
- B. Chairman Berman congratulated Deputy Police Chief Rodriguez on his promotion
- C. Chairman Berman noted that he had the opportunity to swear in newly promoted Police Lieutenant Broussard and Police Sergeant Lowenberg at the November 7 Village Hall Meeting
- D. Chairman Berman noted that he was honored to swear in new FF/PM Gemmel this morning at BGFD Station 26

COMMISSIONER'S REPORTS:

- A. Commissioner Dryman welcomed Chief Budds to the BGPD and said he looks forward to working with him and congratulated Deputy Chief Rodriguez on his promotion. Commissioner Dryman also congratulated newly promoted Police Lieutenant Broussard and Police Sergeant Lowenberg on their promotions
- B. Commissioner Dryman inquired as to whom will be doing the background checks for BGPD New Hire/Lateral Candidates
 - a. Deputy Chief Szos advised that the opening for the Admin Lieutenant has been announced and internal interviews are underway
- C. Commissioners McKee, Fishman and Blumenthal all extended their congratulations and welcome to Chief Budds and congratulations to Deputy Chief Rodriguez on his promotion

CHIEFS REPORTS:

POLICE DEPARTMENT:

- A. Chief Budds thanked all members of the BFPC for their warm reception and said he is looking forward to working with us
- B. Deputy Chief Szos thanked all BFPC members for attending Chief Casstevens final walk-out

- C. Deputy Chief Szos reported that there are 4 officers on light duty with 2 officers returning to full duty in the coming months
- D. Deputy Chief Szos reported that Lieutenant Broussard will be moving to night shift and that Sergeant De La Paz will be taking over as Support Staff Sergeant
- E. Deputy Chief Szos reported that the Admin Lieutenant position to replace Deputy Chief Rodriguez is currently in the internal interview process and once that position has been filled the background checks will resume for New Hire/Lateral Candidates
- F. Deputy Chief Szos reported 3 Police Officer vacancies within the Police Dept

FIRE DEPARTMENT:

- A. Chief Baker reported that the FF/PM eligibility list is currently being worked through. They are currently at Candidate # 18 on the list
- B. Chief Baker reported that as of 9/19/22:
 - a. 3 New hires appointed to BGFD (Candidates 1, 2 & 5)
 - b. Declined Candidate offers:
 - i. Candidate #'s 3, 10, 11, 14 & 16 were hired by another department
 - ii. Candidates #'s 6, 8 & 9 took one-time pass with no reason given
 - iii. Candidates # 13 & 17 took their 2nd time pass and have been removed from the hiring process
 - iv. Candidates 12, 15 & 18 are currently in-process
 - 1. Candidate 12 has completed their integrity interview and the final assessment is in process for the BFPC to review
 - 2. Candidate 15 has returned their background packet
 - 3. Candidate 18 has returned their background packet
- C. Chief Baker reported that there are still 2 vacancies within the BGFD
 - a. There are 3 more candidates remaining on the FF/PM Register
- D. Chief Baker advised that the FF/PM testing dates may need to be moved up if the entire roster is completed and worked on before the end of the year
 - a. Things that the Chief will take into consideration are:
 - i. BFPC Commissioners availability
 - ii. Availability of a large enough venue to conduct orientation/testing
 - b. The Chief does anticipate a small gap between lists but does not feel that the gap will be an issue
 - c. Candidate # 20 is enrolled in Paramedic training/school at this time
 - d. Candidate # 21 they are having issues obtaining PM status from this candidate
 - e. Candidates # 22 & # 23 are FF/PM but not in the NWCH Group
- E. Chief Baker advised that he anticipates additional movement on the FF/PM Lieutenant list before it expires in 2024

QUESTIONS FROM THE AUDIENCE: NONE

OLD BUSINESS:

- A. Chairman Berman discussed action related to the BFPC Rules and Regulations
 - a. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal, to update Section 3, Part 1 of Chapter 4; Education Points to allow 2.5 preference points for New Hire Police Officers that have an Associate's Degree in Criminal Justice and to allow 2.5 preference points to New Hire Firefighter/Paramedics that have an Associate's Degree in Fire Science or Emergency Medical Services from an accredited University or Community College.
 - i. Commissioners Fishman, Blumenthal, McKee, Dryman and Chairman Berman all voted in FAVOR of this change; and the motions PASSED
 - b. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal, to update Paragraph 2 in Section 1 of Chapter 8 to read, "Candidates for promotion to Police Sergeant must have successfully completed their Police Officer probationary period by the due date of the application in order to test for promotion to the next higher rank." and REMOVE the text, "served in a minimum of 3 full years of service as a Buffalo Grove Police Officer"

- i. Commissioners Blumenthal, McKee, Dryman and Chairman Berman all voted in FAVOR of this change and Commissioner Fishman voted in OPPOSITION; and the motions PASSED
- c. Commissioner Dryman introduced a motion, seconded by Commissioner McKee, to add Paragraph D in Section 3 of Chapter 9 to read, "As governed by collective bargaining agreements in place at the time of the promotional process, the inclusion or exclusion of outside monitors may be defined. Outside monitors will be allowed in accordance with the Illinois Fire Department Promotions Act (50 ILCS 742)"
 - i. Commissioners Fishman, Blumenthal, McKee, Dryman and Chairman Berman all voted in FAVOR of this change; and the motions PASSED
- d. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal, to update Paragraph 2 of Section 1, of Chapter 10 to read, "Candidates for promotion to Police Lieutenant must have successfully completed their Police Sergeant probationary period by the due date of the application, in order to test for promotion to this next higher rank" and REMOVE the text, "served in a minimum of three (3) full years of service at the rank of Police Sergeant, or, if less than 3 full years as Police Sergeant, must have served a minimum of 6 years at the rank of Corporal"
 - i. Commissioners Blumenthal, McKee, Dryman and Chairman Berman voted in FAVOR of this change and Commissioner Fishman voted in OPPOSITION of the motion; and the motions PASSED

NEW BUSINESS:

- A. Chairman Berman discussed action related to the 2023 BFPC Calendar
 - a. Commissioner McKee put the 2023 BFPC calendar together with the BFPC meeting dates, FF/PM, Police Sergeant/Lieutenant dates were entered as well.
 - b. Commissioners need to review the BFPC dates with their calendars and verify that the dates work for all of them so the calendar can be finalized

EXECUTIVE SESSION:

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to recess into Executive Session at 6:00PM pursuant to Section 2(C) (1) of the Illinois Open Meetings Act: The Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body, Including Hearing Testimony on a Complaint Lodged Against an Employee of the Public Body or Against Legal Counsel for the Public Body to Determine its Validity.
 - a. Commissioners Dryman, Blumenthal, Fishman, McKee and Chairman Berman voted in FAVOR of the motion. The motion PASSED & the Regular BFPC Meeting was temporarily adjourned for the Executive Session

RETURN TO REGULAR SESSION:

- A. Commissioner Dryman recalled the Regular Session back to order. Present were Commissioners Dryman, Fishman, Blumenthal, McKee and Chairman Berman. Also, in attendance were Police Chief Budds, Deputy Police Chief Rodriguez, Deputy Police Chief Szos, HR Director Malinowski and HR Analyst Golbach
- B. Chairman Berman introduced a motion, seconded by Commissioner Dryman that we table the vote for Police Officer Lateral Candidate #1 until the December BFPC meeting to allow time to confer with IFPCA attorney with questions.
 - a. Commissioners Dryman, Blumenthal, Fishman, McKee and Chairman Berman voted in FAVOR of the motion. The motion PASSED & this candidate will be recalled and voted upon at the December BFPC meeting

ADJOURNMENT:

Commissioner [NAME] introduced a motion, seconded by Commissioner [NAME] to adjourn the meeting at 6:27PM, Commissioners Fishman, Dryman, Blumenthal, McKee and Chairman Berman voted in FAVOR of the motion. The motion PASSED & the Regular BFPC Meeting was adjourned.

Respectfully submitted,

Kevin B. Dryman

Kevin B. Dryman, Secretary

Board of Fire and Police Commissioners

The Village of Buffalo Grove, in compliance with the Americans With Disabilities Act, requests that persons with disabilities who require certain accommodations to allow them to observe and/or participate in this meeting or have questions about the accessibility of the meeting or facilities contact the ADA Coordinator at 459-2507 to allow the Village accommodations for those persons.