



VILLAGE OF BUFFALO GROVE
Board of Fire and Police Commissioners
Minutes of the Regular BFPC Meeting
Village Hall Emergency Operations Center
January 5, 2026

CALL TO ORDER and ROLL CALL:

The BFPC Regular Meeting was called to order at 6:01pm by Chairman McKee. Commissioner Fishman, Acting Secretary, called the roll & noted for the record that a quorum was present for the meeting. Present in the EOC Conference Room were Commissioners Berman, Fishman, Jorbin & Chairman McKee. Also present were Police Chief Budds, Police Deputy Chief Spolar, Fire Chief Kane and Village Trustee Liaison Bocek. HR Director Golbach joined the meeting after the conclusion of Executive Session at 6:17pm.

EXECUTIVE SESSION

- A. Motion to move to executive session to interview a lateral police officer candidate.
 - 1. Moved by Chairman McKee; seconded by Commissioner Jorbin
 - 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**. Executive session commenced at 6:03pm
- B. Motion to adjourn from executive session
 - 1. Moved by Chairman McKee; seconded by Commissioner Berman
 - 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**. Executive session concluded at 6:17pm

APPROVAL OF MINUTES:

- A. Motion to approve the BFPC Meeting Minutes for the December 2025 BFPC Meeting
 - 1. Moved by Commissioner Berman; seconded by Commissioner Fishman
 - 2. Commissioners Berman, Fishman, Jorbin & Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**. The minutes were approved.

CHAIRMAN'S REPORT:

- A. Chairman McKee will meet with HR Director Golbach on January 7, 2026, to continue working on some issues for the Commission, including Executive Session Minutes for categorization, inventory and disposal of materials as necessary. Also, concerns related to candidate backgrounds are followed up on by Chairman McKee directly with the Police and Fire Departments.

COMMISSIONER'S REPORTS:

- A. Commissioner Fishman thanked HR Director Golbach for her assistance with accessing e-mails.
- B. Commissioner Fishman and Commissioner Berman inquired about how polygraph results are followed up on by the individual departments.

CHIEFS REPORTS:

FIRE DEPARTMENT:

- A. Chief Kane reported that as of 01/01/26, there is 1 vacancy within the BGF.D.
- B. Chief Kane reported that as of 01/01/26: (NEW FF/PM CANDIDATE REGISTER)
 - 1. Candidate # 1: BGF.D Non-recommended – REMOVED FROM LIST
 - 2. Candidate # 2: SWORN-IN 5/15/25
 - 3. Candidate # 3: SWORN-IN 7/21/25

4. Candidate # 4: SWORN-IN 7/21/25
5. Candidate # 5: Removed from list
6. Candidate # 6: Removed from list
7. Candidate # 7: Requested 1st Pass
8. Candidate # 8: Requested 1st Pass
9. Candidate # 9: Removed from list
10. Candidate # 10: Removed from list
11. Candidate #11: Requested 1st Pass
12. Candidate #12: Removed from list
13. Candidate #13: Requested 1st Pass
14. Candidate #14: Requested 1st Pass
15. Candidate #15: Removed from list
16. Candidate #16: Removed from list
17. Candidate #17: Requested 1st Pass
18. Candidate #18: Requested 1st Pass
19. Candidate #19: Background investigation underway

C. Chief Kane reported that as of 12/01/25: (LIEUTENANT CANDIDATE REGISTER)

1. There has been no movement on the candidate list; 12 candidates remain on the list.
2. One-year notice was provided on January 5, 2026, for the next Lieutenant Testing cycle.

POLICE DEPARTMENT:

- A. Deputy Chief Spolar advised that the New Hire Candidate List has been exhausted; Entry Level Testing Process has now concluded. There was a total of 201 applicants, 115 of whom completed the online testing process or transferred over their score, at least 95% of those candidates passed the exam. The Police Department is now working with Human Resources to verify that other requirements were met, such as POWER Test Card date. In order for staff to move forward with collecting preference points, the Oral Interview process now needs to be discussed.
1. Chairman McKee proposed working solely off the written scores to conduct Oral Interviews in blocks (perhaps the top 30-40 candidates over a weekend) right away and make the Oral Interview score a pass/fail rather than combining the scores to impact a candidate's ranking on the list. Once the initial block has dwindled down, then another block can be called in.
 2. Deputy Chief Spolar agreed that the Police Department did not want to lose all the candidates who passed the test and would like to establish a Final Eligibility List based on only the Test Score and Preference Points. The Police Department is in favor of a Pass/Fail Oral Interview after establishing the Final Eligibility List and prior to starting the Background Investigation process.
 3. Commissioner Berman voiced willingness to try the Pass/Fail Oral Interview scoring process as long as the option remains to go back to ranking scores if preferred by the Commission. HR Director Golbach confirmed that the process can change each testing cycle.
 4. HR Director Golbach stated that the Commission does not need to approve anything at this point. Based on the direction of the Commission, the Village will go through the report provided by National Testing Network to verify who meets the criteria, rank candidates from highest to lowest, post the ranking, and then seek preference points, which candidates will have 10 days to complete. At that point, final scores will be calculated and presented to the Commission for approval. Once approved, the Oral Interview process can begin, in approximately mid-February. Chairman McKee said the Commission would like to have a staff member present to help with scoring, which HR Director Golbach confirmed would be possible.
- B. Deputy Chief Spolar reported as of 01/01/26, there are 58 sworn officers & 3 vacancies within the BGPD.
- C. Deputy Chief Spolar reported that as of 01/01/26: (NEW HIRE CANDIDATE REGISTER)
1. Candidate #1: Withdrew from process – REMOVED FROM LIST
 2. Candidate #2: BGPD Non-recommend – REMOVED FROM LIST
 3. Candidate # 3: BGPD Non-recommend – REMOVED FROM LIST
 4. Candidate # 4: Withdrew from process – REMOVED FROM LIST

5. Candidate # 5: SWORN-IN: 8/19/2024
 6. Candidate # 6: BGPD Non-recommend – REMOVED FROM LIST
 7. Candidate #7: Withdrew from process – REMOVED FROM LIST
 8. Candidate # 8: Resigned from BGPD 1/8/2025
 9. Candidate # 9: BGPD Non-recommend – REMOVED FROM PROCESS
 10. Candidate #10: Accepted offer with Elmhurst PD – REMOVED FROM LIST
 11. Candidate #11: Withdrew from process – REMOVED FROM LIST
 12. Candidate #12: BGPD Non-recommend – REMOVED FROM LIST
 13. Candidate # 13: BFPC Non-recommended – REMOVED FROM LIST
 14. Candidate # 14: SWORN-IN: 4/21/25 – Completed Field Training; currently rotating between day and afternoon shifts for next six months.
 15. Candidate # 15: BGPD Non-recommend – REMOVED FROM LIST
 16. Candidate # 16: Withdrew from process – Hired by another agency (requested 1st pass)
 17. Candidate # 17: BGPD Non-recommend – REMOVED FROM LIST
 18. Candidate # 18: BGPD Non-recommend – REMOVED FROM LIST
 19. Candidate # 19: Withdrew from process – Hired by another agency
 20. Candidate # 20: Hired by another Dept – REMOVED FROM LIST
 21. Candidate # 21: SWORN-IN: 11/12/25 – Started SALEA today on January 5, 2026.
- D. Deputy Chief Spolar reported that as of 12/01/25: (LATERAL HIRE CANDIDATE REGISTER)
1. Lateral Candidate #1: Has been submitted to BFPC for conditional offer of employment tonight.
 2. Lateral Candidate #2: Interviewed tonight
 3. Lateral Candidate #3: Scheduled for interview at February meeting.
- E. Deputy Chief Spolar reported that as of 12/01/25: (SERGEANTS CANDIDATES LIST)
1. Sergeant Kurt Lowenburg retired on 01/04/26; Officer Michael Carlson will be promoted to Sergeant at tonight's Board Meeting on 01/05/26.
 2. There has been no other movement on the candidate list; 13 candidates remain on the list.

QUESTIONS FROM THE AUDIENCE: NONE

SPECIAL BUSINESS: NONE

OLD BUSINESS: NONE

NEW BUSINESS:

- A. Discussion and possible action on a specific Lateral Police Officer Candidate: Extend an offer of employment to Candidate #1
 1. Moved by Commissioner Fishman; seconded by Commissioner Berman
 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**.
- B. Approval of an updated Lateral Police Officer Eligibility List to include Candidate #2 and remove Candidate #1
 1. Moved by Commissioner McKee; seconded by Commissioner Berman
 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**.

ADJOURNMENT:

- A. Motion to adjourn the BFPC Meeting at 6:48pm
 1. Moved by Chairman McKee; seconded by Commissioner Jorbin
 2. Commissioners Berman, Fishman, Jorbin & Chairman McKee voted in **FAVOR** of the motion. The motion **PASSED** & the Regular BFPC Meeting was adjourned.

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.