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**VILLAGE OF BUFFALO GROVE
Board of Fire and Police Commissioners
Minutes of the Regular BFPC Meeting
Village Hall Emergency Operations Center
February 3, 2025**

CALL TO ORDER and ROLL CALL:

- A. The BFPC Regular Meeting was called to order at 6:00pm by Chairman McKee. Commissioner Dryman, Secretary, called the roll & noted for the record that a quorum was present for the meeting. Present in the EOC Conference Room were Commissioners Fishman, Dryman, & Chairman McKee. Also present were Police Chief Budds, Deputy Police Chief Spolar, Deputy Police Chief Rodriguez, Fire Chief Kane, HR Director Golbach, and Village Trustee Ottenheimer. Commissioner Berman was not present for the meeting.

APPROVAL OF MINUTES:

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to approve the Meeting Minutes of the BFPC Regular Meeting of January 6, 2025.
 - a. Commissioners Dryman, Fishman, & Chairman McKee voted in **FAVOR** and the meeting minutes were **APPROVED**.
- B. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to approve the Meeting Minutes of the BFPC Special Meeting of January 18, 2025.
 - a. Commissioners Dryman, Fishman, & Chairman McKee voted in **FAVOR** and the meeting minutes were **APPROVED**.
- C. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to approve the Meeting Minutes of the BFPC Special Meeting of January 19, 2025.
 - a. Commissioners Dryman, Fishman, & Chairman McKee voted in **FAVOR** and the meeting minutes were **APPROVED**.

CHAIRMAN'S REPORT:

- A. Chairman McKee thanked HR Director Golbach, Chief Kane and Commissioner Dryman for their time reviewing and approving the preference points for the FF/PM register.

COMMISSIONER'S REPORTS:

- A. Commissioner Dryman addressed the concern of the reckless driving on Lake Cook Rd.
 - a. Deputy Chief Rodriguez advised that the Traffic Unit has created a, "Wolfpack" which are coordinated stops in which officers are walking in the median of an intersection looking for drivers not wearing seatbelts, using their mobile phone, etc. BGPD is conducting "targeted enforcement" on Lake Cook Rd. Chief Budds informed that they have been working on a plan to combat the reckless driving even before the most recent fatal accident that occurred in Arlington Heights.

CHIEFS REPORTS:

FIRE DEPARTMENT:

- A. Chief Kane reported that the new FF/PM Register will be discussed and voted on during New Business.
- B. Chief Kane reported that FF/PM Alexandria Kiotis has been recommended for removal from probationary status and become a non-probationary member of the BGFD.
- C. Chief Kane reported that the Fire Department has two vacancies that will need to be filled
 - a. RED SHIFT: Due to Chief Baker's retirement.
 - b. BLACK SHIFT: Due to FF/PM resignation.
- D. Chief Kane advised that there will be an additional vacancy with an upcoming FF retirement.
- E. Chief Kane reported that as of February 3rd, there has been no movement on the Lieutenant's register.
 - a. Chief Kane anticipates FF Huh will be promoted to Lieutenant upon the retirement of Lieutenant Morris in March 2025.

POLICE DEPARTMENT:

- A. Chief Budds informed that he, Deputy Chief Rodriguez, and Investigator Kass will be unveiling their new police officer cadet recruitment program to the Village Board to introduce law enforcement to teenagers 14-18.
- B. Chief Budds informed that he will be hosting, "Chat with the Chief" at the Continental Restaurant on Feb 6th 10am-12pm
- C. Chief Budds reported that on Feb 18th they will be presenting the Officer of the Year award and a Special Commendation to Officer Tim Kroski and Officer Gabe Augustyniak will be presented with a Special Commendation for the second year in a row.
- D. Deputy Chief Spolar reported to date there are 58 sworn officers & 3 vacancies within the BGPD.
- E. Deputy Chief Spolar reported that as of 1/6/2025: (NEW HIRE CANDIDATE REGISTER)
 - a. Candidate #1: Withdrew from process – REMOVED FROM LIST
 - b. Candidate #2: Non-recommend by BGPD – REMOVED FROM LIST
 - c. Candidate # 3: Non-recommend by BGPD – REMOVED FROM LIST
 - d. Candidate # 4: Withdrew from process – REMOVED FROM LIST
 - e. Candidate # 5: SWORN-IN: 8/19/2024 – Completed field training and assigned to the day shift and doing very well.
 - f. Candidate # 6: Non-recommend by BGPD – REMOVED FROM LIST
 - g. Candidate #7: Withdrew from process – REMOVED FROM LIST
 - h. Candidate # 8: Resigned from BGPD 1/8/2025
 - i. Candidate # 9: BGPD Non-Recommend – REMOVED FROM PROCESS
 - j. Candidate #10: Accepted offer with Elmhurst PD – REMOVED FROM LIST
 - k. Candidate #11: Withdrew from process – REMOVED FROM LIST
 - l. Candidate #12: BGPD Non-recommended – REMOVED FROM LIST
 - m. Candidate # 13: Background check in progress
 - n. Candidate # 14: Background check in progress
- F. Deputy Chief Spolar reported that as of 1/6/2025: (LATERAL HIRE CANDIDATE REGISTER)
 - a. Lateral Officer Reyes: SWORN-IN Jan 22nd and has begun his field training. Deputy Chief Spolar said that he is doing outstanding and is well liked by his fellow officers.
 - b. Lateral Officer Wolf is in phase 3 of his field training and assigned to the evening shift
 - c. 2025 Lateral Candidate #1: Not Recommended by BGPD to be addressed at the March BFPC Meeting.
- G. Deputy Chief Spolar reported that as of 1/6/2025: (SERGEANTS CANDIDATES LIST)
 - a. There has been no new/recent movement on the current list.
 - The current list has 14 candidates
- H. Deputy Chief Spolar reported that as of 1/6/2025: (LIEUTENANTS LIST MOVEMENT)
 - a. There has been no new/recent movement on the current list.
 - The current list has one candidate.

- I. Chief Budds inquired about the Lateral Office interview questions and what could be done to update and improve upon the questions to ask more challenging questions or to have candidates meet with the background team/Command Staff first before completing the oral interview. The chief would like scenario-based questions added to the interview question process for Lateral Candidates.
 - a. HR Director Golbach advised that if candidates were to meet with Command Staff prior to attending the oral interview with the BFPC, the BFPC Rules and Regulations would need to be updated to reflect that change in our process for Lateral candidates.

OLD BUSINESS: NONE

NEW BUSINESS:

- A. Chairman McKee introduced discussion related to the BFPC Rules and Regulations
 - a. Both Chiefs have provided feedback on some updates that should be made.
 - b. Chairman McKee discussed that the BFPC is looking into some revisions to the interviewing process based on the needs of each department.
 - c. The Rules and Regulations will be revamped over the next few months as Chairman McKee and HR Director Golbach will be completing over the next couple of months and will send out revisions to the Commissioners to review and provide feedback on.
- B. Chairman McKee advised that the FF/PM preference points were maxed at 10 points to comply with 65 ILCS 5/10-2.1-6.4 related to preference points for FF Candidates.
 - a. Chairman McKee advised that the Chiefs need to present the BFPC with a letter requesting preference points for their upcoming list and what they will be used for. The BFPC will then vote and approve the amount of preference points that will be offered to candidates during the testing process.
- C. Chairman McKee introduced a motion, seconded by Commissioner Fishman to approve the Final Eligibility List for 2025 FF/PM Candidate testing process.
 - a. Commissioners Dryman, Fishman, & Chairman McKee voted in **FAVOR** and the motion **PASSED**. The register will be valid Feb 4, 2025-Feb 4, 2027, and will be posted at Village Hall, Fire Stations 25, 26, 27 & on the VBG website.

ADJOURNMENT:

- A. Chairman McKee introduced a motion, seconded by Commissioner Dryman to adjourn the meeting at 6:19pm, Commissioners Dryman, Fishman, & Chairman McKee 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 & 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.