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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
March 17, 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 Dryman, Fishman, Berman & Chairman McKee. Also present was Police Chief Budds, Deputy Police Chief Spolar, & Police Sergeant Hansen.

EXECUTIVE SESSION:

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to temporarily adjourn into Executive Session at 6:01pm
 - Commissioners Dryman, Fishman, Berman, & Chairman McKee all voted in **FAVOR** of the motion **PASSED**, and the meeting was temporarily adjourned into Executive Session

RETURN TO REGULAR SESSION:

- A. The BFPC Regular Meeting was recalled to order at 6:18pm 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, Berman & Chairman McKee. Also present were Police Chief Budds, Deputy Police Chief Spolar, Police Sergeant Hansen, Deputy Fire Chief Collins, HR Director Golbach, and Village Trustee Ottenheimer.

APPROVAL OF MINUTES:

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to approve the Meeting Minutes of the BFPC Regular Meeting of February 3, 2025.
 - Commissioners Dryman, Fishman, & Chairman McKee voted in **FAVOR** and Commissioner Berman **ABSTAINED**; the meeting minutes were **APPROVED**.

CHAIRMAN'S REPORT:

- A. Chairman McKee reported that Fire Chief Kane was injured in a major fire 2 weeks ago and is healing well. The BFPC offered their thoughts and prayers for Chief Kane's recovery.
- B. Chairman McKee inquired about the command staff at the Police Department conduct pre-screening for all Lateral Police Officer candidates by having them go for a ride-along, conduct pre-screening interviews, etc.
- C. Chairman McKee discussed action related to the polygraph vendors that we use.

- a. HR Director Golbach recommended that if we choose a vendor, we should use that vendor for all candidate polygraphs for that respective list. And that the BFPC should have a primary and backup polygraph vendor selected.

COMMISSIONER'S REPORTS:

- A. Commissioner Dryman thanked BGPD; specifically, Officer Sarat for responding to a call at his house to a neighbor that refused to pick up after their dog. Commissioner Dryman acknowledged the fact that PD has more important things to respond to; however in lieu of the CSO being off for the day, Officer Sarat responded.

CHIEFS REPORTS:

FIRE DEPARTMENT:

- A. Deputy Chief Collins reported that the Fire Department has three vacancies that will need to be filled
 - a. RED SHIFT: Due to Chief Baker's retirement.
 - b. BLACK SHIFT: Due to FF/PM resignation.
 - c. GOLD SHIFT: Due to Lt Huh's promotion
- B. Deputy Chief Collins reported that as of 3/17/25: (NEW FF/PM CANDIDATE REGISTER)
 - a. Candidate # 1: Polygraph results received by BFPC
 - b. Candidate # 2: Polygraph results received by BFPC
 - c. Candidate # 3: Polygraph results received by BFPC
 - d. Candidate # 4: Polygraph results received by BFPC
 - e. Candidate # 5: Polygraph results received by BFPC
- C. Deputy Chief Collins reported that as of 3/17/25: (LIEUTENANT CANDIDATE REGISTER), there was one promotion from the Lieutenant's register.
 - a. Deputy Chief Collins reported that Lieutenant Huh was promoted to his new rank and position on March 5, 2025. He will be sworn in during tonight's Village Hall Meeting and will be presented his Lieutenant badge in front of the Village Board.

POLICE DEPARTMENT:

- A. Chief Budds reported that the 2024 BGPD Annual Report has been released
- B. Chief Budds, Lieutenant Broussard, & Sergeant DeLaPaz will be traveling to California for the CALEA reaccreditation for BGPD. It will be the 11th award for the department.
- C. Sergeant Hansen reported as of 3/17/25, there are 58 sworn officers & 3 vacancies within the BGPD.
- D. Sergeant Hansen reported that as of 3/17/25: (NEW HIRE CANDIDATE REGISTER)
 - a. Candidate #1: Withdrew from process – REMOVED FROM LIST
 - b. Candidate #2: BGPD Non-recommend – REMOVED FROM LIST
 - c. Candidate # 3: BGPD Non-recommend – REMOVED FROM LIST
 - d. Candidate # 4: Withdrew from process – REMOVED FROM LIST
 - e. Candidate # 5: SWORN-IN: 8/19/2024 – Has been assigned to the day shift and doing very well.
 - f. Candidate # 6: BGPD Non-recommend – 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-recommend – REMOVED FROM LIST
 - m. Candidate # 13: BGPD Recommended – BFPC NEW BUSINESS

- n. Candidate # 14: BGPD Recommended – BFPC NEW BUSINESS
- E. Sergeant Hansen reported that as of 3/17/25: (LATERAL HIRE CANDIDATE REGISTER)
 - a. Lateral Officer Reyes: Entered his 2nd phase of Field Training. PD says he is an outstanding addition to the department.
 - b. Lateral Officer Wolf has been released from Field Training and has been on patrol on his own. PD says he is an outstanding addition to the department.
 - c. Lateral Candidate #1: BGPD Non-recommend – BFPC NEW BUSINESS
 - d. Lateral Candidate #2: Non-responsive – TO BE REMOVED FROM THE LIST
 - e. Lateral Candidate #3: BFPC Interviewed 3/17/25
- F. Sergeant Hansen reported that as of 3/17/25: (SERGEANTS CANDIDATES LIST)
 - a. There has been no new/recent movement on the current list.
 - The current list has 14 candidates
- G. Sergeant Hansen reported that as of 3/17/25: (LIEUTENANTS LIST MOVEMENT)
 - a. There has been no new/recent movement on the current list.
 - The current list has one candidate.

OLD BUSINESS: NONE

NEW BUSINESS:

- A. Chairman McKee introduced discussion related to the BFPC Rules and Regulations
 - Chairman McKee sent out a revision of the BFPC Rules & Regulations on 1/29/25 to the Commissioners to review and provide feedback.
 - i. Commissioner Dryman stated the FF/PM applicants should receive an additional 2.5 preference points if they have earned a master's degree
 - ii. HR Director Golbach advised that the rules be reviewed and then the Commissioners will discuss if and how the FF/PM preference points will be awarded based on "home rule"
 - Chairman McKee and HR Director Golbach have presented a copy of the revised Rules & Regs to the Village attorney.
- B. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to approve the updated Lateral Police Officer Candidate Roster.
 - Commissioners Dryman, Fishman, Berman & Chairman McKee voted in **FAVOR** and the motion **PASSED**. The register will be valid 3/18/25 and will be posted at Village Hall, BGPD Station on the VBG website.
- C. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to extend a conditional offer of employment to New Police Officer Candidate #13
 - Commissioners Dryman, Fishman, Berman & Chairman McKee voted in **FAVOR** and the motion **PASSED**. Chairman McKee will contact the candidate and inform them of the next steps.
- D. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to extend a conditional offer of employment to New Police Officer Candidate #14
 - Commissioners Dryman, Fishman, Berman & Chairman McKee voted in **FAVOR** and the motion **PASSED**. Chairman McKee will contact the candidate and inform them of the next steps.
- E. Chairman McKee introduced a motion, seconded by Commissioner Dryman to extend a conditional offer of employment to Police Officer Lateral Candidate #2
 - Commissioners Dryman, Fishman, & Chairman McKee voted in **OPPOSITION** and Commissioner Berman **ABSTAINED**, and the motion **FAILED**. HR Director Golbach will inform the candidate that they have been removed from the process.

- F. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to remove Police Officer Lateral Candidate #3 from the roster
- Commissioners Dryman, Fishman, Berman & Chairman McKee voted in **FAVOR** and the motion **PASSED**. HR Director Golbach will inform the candidate that they have been removed from the process.
- G. Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to approve the update FF/PM Register due to a points change that was made after the register was approved.
- Commissioners Dryman, Fishman, Berman & Chairman McKee voted in **FAVOR** and the motion **PASSED**. The current register is still valid.

ADJOURNMENT:

- A. Chairman McKee introduced a motion, seconded by Commissioner Dryman to adjourn the meeting at 6:40pm Commissioners Dryman, Fishman, Berman & 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.