



VILLAGE OF BUFFALO GROVE  
Board of Fire and Police Commissioners  
Minutes of the Regular BFPC Meeting  
Village Hall Emergency Operations Center  
October 6, 2025

**CALL TO ORDER and ROLL CALL:**

The BFPC Regular Meeting was called to order at 6:00pm 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, Fire Chief Kane, Police Deputy Chief Spolar, HR Director Golbach and Village Trustee Liaison Bocek.

**EXECUTIVE SESSION**

- A. Motion to move to executive session to interview a lateral police officer candidate.
  - 1. Moved by Commissioner Berman; seconded by Commissioner Fishman
  - 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**. Executive session commenced at 6:05pm
- B. Motion to adjourn from executive session
  - 1. Moved by Commissioner Berman; seconded by Commissioner Jorbin
  - 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**. Executive session concluded at 6:23pm

**APPROVAL OF MINUTES:**

- A. Motion to approve the BFPC Meeting Minutes for the September 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 stated for the record that he lives on the same street as the lateral police officer candidate interviewed during Executive Session; however, he reported not knowing the candidate well enough to present a conflict of interest to interview the candidate.

**COMMISSIONER'S REPORTS: NONE**

**CHIEFS REPORTS:**

**FIRE DEPARTMENT:**

- A. Chief Kane reported that as of 10/06/25, there is 1 vacancy within the BGF.D.
- B. Chief Kane reported that as of 10/06/25: (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 1<sup>st</sup> Pass

8. Candidate # 8: Background investigation underway
9. Candidate # 9: Background investigation underway
10. Candidate # 10: Background investigation underway

C. Chief Kane reported that as of 10/06/25: (LIEUTENANT CANDIDATE REGISTER)

1. There has been no movement on the candidate list; 12 candidates remain on the list.

**POLICE DEPARTMENT:**

A. Deputy Chief Spolar advised that the New Hire Candidate List has been exhausted.

B. Deputy Chief Spolar reported as of 9/15/25, there are 58 sworn officers & 3 vacancies within the BCPD.

C. Deputy Chief Spolar reported that as of 9/15/25: (NEW HIRE CANDIDATE REGISTER)

1. Candidate #1: Withdrew from process – REMOVED FROM LIST
2. Candidate #2: BCPD Non-recommend – REMOVED FROM LIST
3. Candidate # 3: BCPD 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: BCPD Non-recommend – REMOVED FROM LIST
7. Candidate #7: Withdrew from process – REMOVED FROM LIST
8. Candidate # 8: Resigned from BCPD 1/8/2025
9. Candidate # 9: BCPD 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: BCPD Non-recommend – REMOVED FROM LIST
13. Candidate # 13: BFPC Non-recommended – REMOVED FROM LIST
14. Candidate # 14: SWORN-IN: 4/21/25 – Currently in Phase 2 of Field Training
15. Candidate # 15: BCPD Non-recommend – REMOVED FROM LIST
16. Candidate # 16: Withdrew from process – Hired by another agency (requested 1<sup>st</sup> pass)
17. Candidate # 17: BCPD Non-recommend – REMOVED FROM LIST
18. Candidate # 18: BCPD 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: Given final offer of employment – Took a pass at this time due to SALEA occurring amid family obligations; candidate remains on the list and a spot is secured for SALEA in January 2026. Candidate will be considered for a future swearing in.

D. Deputy Chief Spolar reported that as of 10/06/25: (LATERAL HIRE CANDIDATE REGISTER)

1. Lateral Candidate #1: Withdrew from process
2. Lateral Candidate #2: To be reviewed during New Business

E. Deputy Chief Spolar reported that as of 10/06/25: (SERGEANTS CANDIDATES LIST)

1. There has been no movement on the candidate list; 14 candidates remain on the list.

**QUESTIONS FROM THE AUDIENCE: NONE**

**SPECIAL BUSINESS: NONE**

**OLD BUSINESS: NONE**

**NEW BUSINESS:**

A. Discussion and possible action on the BFPC Rules and Regulations

1. Related to establishment of Police Testing Cycle to allow use of online testing with National Testing Network
2. General Direction for Approval of revised draft of BFPC Rules and Regulations, pending feedback from Unions
  - a. Union contracts have clauses allowing 10 days (MAPP) and 30 days (IAFF) to respond to proposed changes to BFPC Rules and Regulations; Chairman McKee proposed moving next meeting date back, if necessary, to accommodate these review periods.

3. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the General Direction was **APPROVED**.
- B. Discussion and possible action on a specific Police Officer and/or Firefighter/Paramedic Candidate(s), if necessary: None.
- C. Approval of an updated Lateral Police Officer Eligibility List to include Candidate #2 and remove Candidate #1
  1. Moved by Commissioner Berman; seconded by Commissioner Fishman
  2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**.
- D. Discussion regarding testing process revisions
  1. HR Director Golbach was tasked with looking at other organizations and communities to see how the testing process is conducted. Updated Village Ordinances may be required to enact various changes, which would require appropriate communication with the Village Board and the Office of the Village Manager. As such, this will continue to be an ongoing discussion.
  2. Chairman McKee clarified that while the structure of the testing process is looking to be changed to online testing, the process of interviewing the top 40 candidates would remain the same. Chairman McKee indicated there could be the potential for increasing the interview pool to the top 50 candidates, as the overall pool of candidates from testing would likely increase due to the use of online testing through the National Testing Network. Chairman McKee also indicated there could be potential for trimming down the number of questions in the Police interview process to five questions, as was done during the last cycle of Firefighter/Paramedic testing.
- E. Discussion regarding the role of recording secretary and future election date
  1. Commissioner Berman brought up potential use of Otter AI to transcribe meeting dialogue and use of Chat GPT for drafting meeting minutes based off of transcription; HR Director Golbach to research AI platforms and legal implications of their use for this purpose.
  2. Role of recording minutes to remain allocated to professional staff at Village Hall at this time.
  3. Election for new Secretary to take place at November 2025 meeting

**ADJOURNMENT:**

- A. Motion to adjourn the BFPC Meeting at 6:40pm
  1. Moved by Commissioner Berman; 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.