



VILLAGE OF BUFFALO GROVE
Board of Fire and Police Commissioners
Minutes of the Regular BFPC Meeting
Village Hall Emergency Operations Center
December 1, 2025

CALL TO ORDER and ROLL CALL:

The BFPC Regular Meeting was called to order at 6:02pm by Commissioner Berman. 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 & Chairman McKee. Also present were Police Chief Budds, Fire Chief Kane, HR Director Golbach and Village Trustee Liaison Bocek. Commissioner Jorbin joined the meeting at 6:03pm.

APPROVAL OF MINUTES:

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

CHAIRMAN'S REPORT:

- A. Chairman McKee met with Village President Smith, Village Manager Bragg, Police Chief Budds and HR Director Golbach one week ago regarding new state legislation that impacts the police promotional process by redefining who is a supervisor, creating a Per Se Non-Supervisory category. This affects the Lieutenants and Sergeants, which are currently under the BFPC's responsibility for promotion and testing. On tonight's Village Board agenda, there will be proposed revisions to the BFPC Rules and Regulations (to be formalized later), as well as changes within the Police Department, to reflect this new legislation. The BFPC will no longer be responsible for promoting officers to Lieutenant or Sergeant. An explanation is included in the Village Board packet. The BFPC understands this change is due to State legislation and not the Commission's performance.

COMMISSIONER'S REPORTS: NONE

CHIEFS REPORTS:

FIRE DEPARTMENT:

- A. Chief Kane reported that as of 12/01/25, there is 1 vacancy within the BGF.D.
- B. Chief Kane reported that as of 12/01/25: (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 1st Pass
 - 8. Candidate # 8: Requested 1st Pass
 - 9. Candidate # 9: Removed from list
 - 10. Candidate # 10: Removed from list

11. Candidate #11: Background investigation report sent via email one week ago for review for potential action at this meeting.
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.

POLICE DEPARTMENT:

- A. Chief Budds advised that the New Hire Candidate List has been exhausted; Entry Level Testing Process Launches on 12/02/25 with National Testing Network.
- B. Chief Budds reported as of 12/01/25, there are 58 sworn officers & 3 vacancies within the BGPD.
- C. Chief Budds reported that as of 12/01/25: (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 – Currently in Phase 2 of Field Training
 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 – Will attend SALEA in January 2026; observations and administrative tasks in the meantime.
- D. Chief Budds reported that as of 12/01/25: (LATERAL HIRE CANDIDATE REGISTER)
 1. Lateral Candidate #1: Background investigation underway
- E. Chief Budds reported that as of 12/01/25: (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:

- A. Discussion and possible action on a specific Firefighter/Paramedic Candidate: Extend an offer of employment to Candidate #11
 1. Moved by Chairman McKee; seconded by Commissioner Fishman
 2. Commissioners Berman, Fishman, Jorbin and Chairman McKee voted in **FAVOR** of the motion, and the motion **PASSED**.

NEW BUSINESS: NONE

ADJOURNMENT:

- A. Motion to adjourn the BFPC Meeting at 6:10pm
 - 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.