



VILLAGE OF BUFFALO GROVE
Board of Fire and Police Commissioners
Minutes of the Regular Meeting
Village Hall Emergency Operations Center and Virtually
November 2, 2020
6:00 p.m.

CALL TO ORDER and ROLL CALL:

The meeting was called to order at 6:02 p.m. by Chairman Dibbern. Commissioner Fishman called the roll and noted for the record that a quorum was present at the meeting. Present were Commissioners, Fishman, Berman, Hartman and Dibbern. Also present were Police Chief Casstevens, Fire Chief Baker, HR Director Malinowski, Management Analyst Golbach, and Trustee Liaison Dr. Smith.

APPROVAL OF MINUTES:

- A. Commissioner Berman made a motion to approve the minutes of the BFPC Regular Meeting of October 5, 2020, seconded by Commissioner Hartman. Commissioners Fishman, Berman, Hartman, and Dibbern voted in favor of the motion. The motion passed.

CHAIRMAN'S REPORT:

- A. Chairman Dibbern requested a Commission member be present to swear in Officer Kroski on November 16, 2020. Commissioner Berman volunteered to be present.
- B. FF/PM Baniqued has passed his probationary period.

COMMISSIONER'S REPORTS: None.

TRUSTEE REPORTS: None.

CHIEF REPORTS:

FIRE DEPARTMENT:

- A. Chief Baker announced that that as of today, the Fire Department has three employees off on long term recovery.
- B. Chief Baker noted that he Battalion Chief eligibility list will be posted on December 7, 2020.
- C. Chief Baker reported that as of today, the Fire Department are at Candidate #22 out of #31 in just ten months. He suggested that start the process for a successor list soon. There are three current openings and three candidates are in the process of their background checks.

POLICE DEPARTMENT:

- A. Police Chief Casstevens reported that he has completed his one-year term as President for the International Association of Chiefs of Police and will continue with the organization as immediate past president for one year.
- B. Staff and Command Class Sgt De La Paz will be graduating from Staff and Command class this week.
- C. CALEA has been extended for one week and Ofc. Meghan Hanson is serving as course supervisor at the academy
- D. Police Chief Casstevens was also honored by the Illinois Security Professionals Association by being chosen as law enforcement officer of the year. and surprised by this special recognition.

QUESTIONS FROM THE AUDIENCE: None

SPECIAL BUSINESS: None

OLD BUSINESS: None

NEW BUSINESS:

- A. Chairman Dibbern reported that there were changes to the 2020 Calendar- Monday Sept. 14th, 2021 will be the regular meeting. Draft sent out.
- B. Chief Baker is exploring Lt. candidate vetting of questions from an outside agency to include in the promotional oral interview process. Chief Baker asked if Board would be amenable to questions regarding Officer development of Lt, oral interviews. Commissioner Dibbern stated Board would be interested in reviewing the questions. The fire contract was in the process of being formalized.
- C. Chief Baker said FF Candidate #18 has been unable to be contacted multiple times over ten days and no responses were forthcoming. HR Director Malinowski will send a formal letter advising #18 of their status. Chief Baker will forward to the Board a list of attempted contacts.
- D. Chairman Dibbern asked about the viability of online written firefighter/paramedic testing in the future. Chief Baker said may start process online due to Covid-19 issues but it's only in the informational stages.
- E. Approve 2020 Sgt written test scores: A motion was made by to approve the 2020 Police Sgt. Test scores by Commissioner Hartman, seconded by Commissioner Berman. Commissioners Hartman, Berman, Fishman and Dibbern voted in favor of the motion. The motion passed
- F. Commissioner Hartman made a motion to approve the 2020 Police Sgt. CPR scores, seconded by Commissioner Berman. Commissioners Hartman, Berman, Fishman and Dibbern voted in favor of the motion. The motion passed.
- G. Commissioner Hartman made a motion to approve the 2020 Police Sgt assessment center scores, seconded by Commissioner Berman. Commissioners Hartman, Berman, Fishman and Dibbern voted in favor of the motion. The motion passed.
- H. 2020 Police Sgt. Eligibility list: A motion was made by Commissioner Hartman, seconded by Commissioner Berman, to approve the 2020 Police Sgt. Eligibility Register. Commissioners Hartman, Berman, Fishman and Dibbern voted in favor of the motion. The motion passed.
- I. Chief Casstevens said the feedback by the candidates was very positive about the process. The candidates will be asked about their using military points within ten days.

EXECUTIVE SESSION:

- A. A motion was made at 6:25 p.m. by Commissioner Berman, seconded by Commissioner Hartman to move to Executive Session to discuss Section 2(C)(1) of the Illinois Open Meetings Act: the Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body, Including Hearing Testimony on a Complaint Lodged Against an Employee of the Public Body or Against Legal Counsel for the Public Body to Determine its Validity. Commissioners Hartman, Fishman, Berman, and Dibbern voted in favor of the motion. The motion passed.
- B. The Commission moved to Executive Session from 6:25 p.m. to 6:28 p.m.
- C. Commissioner Hartman made a motion to adjourn Executive Session at 6:31 p.m., seconded by Commissioner Berman. Chairman Dibbern and Commissioners Hartman, Fishman and Berman voted in favor of the motion. The motion passed.

RETURN TO OPEN SESSION:

- A. The open session resumed at 6:34 p.m.
- B. Police Officer Candidate #9: Maegan Diaz. A motion was made by Commissioner Berman seconded by Commissioner Hartman, to make a conditional offer of employment to Police Candidate Diaz. Commissioners Hartman, Fishman, Berman, and Dibbern voted in favor the motion. The motion passed. Chairman Dibbern will contact Candidate Diaz.

ADJOURNMENT:

A motion was made by Commissioner Hartman, seconded by Commissioner Berman to adjourn the meeting at 6:38 p.m. Commissioners Hartman, Berman, Fishman and Dibbern voted in favor of the motion. The motion passed.

Respectfully submitted,
Scott Fishman, Acting Secretary
Board of Fire and Police Commissioners