

VILLAGE OF BUFFALO GROVE



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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 October 2, 2023

CALL TO ORDER and ROLL CALL:

The Rescheduled Regular Meeting was called to order at 5:38pm by Chairman McKee. Commissioner Dryman, Secretary, called the roll & noted for the record that a quorum was present for the meeting. Present at Village Hall were Commissioners Dryman, Blumenthal, and Chairman McKee. Deputy Police Chief Spolar was also present for the meeting. Commissioners Berman and Fishman were not present for the meeting.

EXECUTIVE SESSION:

- A. A motion was made by Commissioner Dryman, seconded by Commissioner Blumenthal to recess into Executive Session for the purposes of INTERVIEWING at 5:39 pm pursuant to 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.
 - a. Commissioners Dryman, Blumenthal, & Chairman McKee voted in FAVOR of the motion. The motion PASSED & the Regular BGFC Meeting was temporarily adjourned for the Executive Session.

RETURN TO OPEN SESSION:

The meeting was called back to order at 6:05pm pm 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 Blumenthal, Dryman, & Chairman McKee. Also, in attendance were Police Chief Budds, Deputy Police Chief Spolar, Fire Chief Baker, Deputy Fire Chief Kane, HR Director Malinowski, HR Manager Golbach, and Village Trustee Liaison Ottenheimer. Commissioners Berman and Fishman were not present for the meeting. Officer Masood Kahn was present in the audience.

APPROVAL OF MINUTES:

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to approve the Meeting Minutes of the BFPC Rescheduled Regular Meeting of September 18, 2023
 - a. Commissioners Blumenthal, Dryman, & Chairman McKee voted in FAVOR of the motion and the motion PASSED. The meeting minutes were approved.
- B. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to approve the Meeting Minutes of the BFPC Special Meeting of September 23, 2023
 - a. Commissioners Blumenthal, Dryman, & Chairman McKee voted in FAVOR of the motion and the motion PASSED. The meeting minutes were approved
- C. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to approve the Meeting Minutes of the BFPC Special Meeting of September 24, 2023
 - a. Commissioners Blumenthal, Dryman, & Chairman McKee voted in FAVOR of the motion and the motion PASSED. The meeting minutes were approved

QUESTIONS FROM THE AUDIENCE:

- A. Chairman McKee introduced Officer Masood Kahn so he could discuss his educational preference points
 - a. Chairman McKee pointed out that since Officer Kahn was allowed the 5 educational preference points awarded for a Bachelor's Degree for his hiring as a Lateral Candidate in 2018, he should be allowed to use them for the Sergeant's promotional process.
 - b. Commissioner Dryman pointed out that since Officer Kahn will be using his educational preference points for his Sergeant's promotional process, he will not be able to use them if he decides to pursue testing for future Lieutenant promotional processes.
 - c. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to allow Officer Kahn's educational preference point submission to be allowed for the Sergeant's promotional process
 - 1. Commissioners Dryman, Blumenthal, and Chairman McKee voted in FAVOR of the motion, and the motion PASSED. Officer Kahn will be allowed the educational preference points requested.

CHAIRMAN'S REPORT: NONE

COMMISSIONER'S REPORTS:

- A. Commissioner Dryman thanked the BGPD for its hospitality over the weekend for the Sergeant's interviews and praised the officers for their professionalism
- B. Commissioner Dryman thanked HR Director Malinowski for his dedication to the Village and the BFPC.
- C. Commissioner Blumenthal thanked the BGPD for its hospitality over the weekend for the Sergeant's interviews and praised the officers for their professionalism and thanked the BGFD for assisting with an issue at his house.

CHIEFS REPORTS:

FIRE DEPARTMENT:

- A. Chief Baker presented HR Director Malinowski with a Fire Chief's Citation on behalf of the BGFD and the BFPC for his efforts in saving the life of a Monarch butterfly during the August BFPC Meeting.
- B. Chief Baker reported that they are now beginning to work on the new FF/PM Register
 - a. Candidate # 1: 2nd Pass – REMOVED FROM LIST (Enrolled in PM school)
 - b. Candidate # 2: START DATE – 9/25/2023
 - c. Candidate # 3: DECLINED OFFER OF EMPLOYMENT on 9/15/2023
 - d. Candidate # 4: 2nd Pass – REMOVED FROM LIST (Enrolled in PM school)
 - e. Candidate # 5: In Progress – Awaiting medical & psychological exam results.
 - f. Candidate # 6: – REMOVED FROM ROSTER AFTER AUGUST BFPC MEETING.
 - g. Candidate # 7: In-Progress – Background process started 9/12/23 - Paramedic
 - h. Candidate # 8: In-Progress – Background process started 9/12/23 – Paramedic & FF
- C. Chief Baker reported that there are still 2 vacancies within the BGFD. Gold & Black shifts
- D. Chief Baker reported that there will be a retirement November 8, 2023, that will create a vacancy on the Gold Shift.
- E. Chief Baker reported that the FF/PM Lieutenant's list will be expiring in June 2024 and that only 2 have been promoted from the current list and 9 Lieutenant candidates remain on the current list.
 - a. Chief Baker submitted of draft dates for the 2024 Fire Lieutenant promotion process for the BFPC to consider.
- F. Chief Baker presented the BFPC with its recruitment video to view.

POLICE DEPARTMENT:

- A. Deputy Chief Spolar reported that there are 5 vacancies within the BGPD.
- B. Deputy Chief Spolar reported that as of 9/18/23: (NEW HIRE CANDIDATE REGISTER)
 - a. BGPD investigators have presented the background results on Candidates #'s 1 & 2.
 - b. Candidate # 3 is scheduled for their integrity interview on October 4th

- c. The next Police Academy date is January 2024
 - d. 2 offices are anticipated to complete field training at the end of November.
- B. There are 3 officers currently in field training and 1 in the Police Academy.
- C. Deputy Chief Spolar reported that as of 9/18/23: (LATERAL HIRE CANDIDATE REGISTER)
 - a. The Lateral Candidate list has been populated with 2 potential candidates.
 - b. Lateral Candidate #2 will remain on the Lateral List until his military deployment has concluded.
 - c. Lateral Candidate #3 will begin the integrity process in one week.
- D. Deputy Chief Spolar reported that as of 9/18/23: (SERGEANTS CANDIDATES LIST)
 - a. 18 Sergeant Candidates have applied for the new 2023 Sergeant's Register
 - b. Police Officer Candidate 0812 has removed themselves from the Sgts process.
 - c. Police Sergeants testing will commence at BGPD on 10/7/23 to be proctored by the BFPC
- E. Deputy Chief Spolar reported that as of 9/18/23: (LIEUTENANTS LIST MOVEMENT)
 - a. The Lieutenant promotional process:
 - i. Lieutenant's Final register has one candidate populated on it.
- C. Chief Budds praised and thanked Deputy Chief Spolar for all of his efforts and hard work during the ongoing testing, interviewing and hiring of the candidates as well as working side by side with the BFPC during these processes.
- D. Chief Budds informed the members that trivia night for Special Olympics is coming up on Friday

OLD BUSINESS:

- A. Chairman McKee discussed action related to updated action on the BFPC Rules & Regulations
 - a. To be addressed at the November BFPC Meeting when all Commissioners are present
- B. Chairman McKee discussed action related to the BFPC communications & records policy

NEW BUSINESS:

- A. Chairman McKee discussed action related to the BFPC 2024 Calendar of events
 - a. Commissioner Dryman advised that he is waiting for the Village Board to release their meeting dates but has begun putting together tentative dates that should align with the Village Board and added in the Fire Lieutenant dates in for 2024
- B. Chairman McKee asked which Commissioners would be available to attend the Fire Lieutenant interviews on February 17-18
 - a. Commissioner's Dryman and Blumenthal advised that they will be in attendance. Chairman McKee will follow-up with Commissioner's Berman and Fishman to inquire as to their attendance.
- C. Commissioner Blumenthal introduced a motion, seconded by Chairman McKee to approve the updated Lateral Police Office Register.
 - a. Commissioners Dryman, Blumenthal, & Chairman McKee all voted in FAVOR of the motion and the motion PASSED. The Lateral Police Officer Register will be updated with the newest scores and placements.
- D. Commissioner Blumenthal introduced a motion, seconded by Commissioner Dryman to extend a CONDITIONAL offer of employment to Police Officer NEW HIRE Candidate #1.
 - a. Commissioners Dryman, Blumenthal, & Chairman McKee all voted in OPPOSITION of the motion and the motion FAILED. Candidate #1 will be notified by HR Manager Golbach of the decision and advise them they have been removed from the process.
- E. Commissioner Blumenthal introduced a motion, seconded by Commissioner Dryman to extend a CONDITIONAL offer of employment to Police Officer NEW HIRE Candidate #2.
 - a. Commissioners Dryman, Blumenthal, & Chairman McKee all voted in OPPOSITION of the motion and the motion FAILED. Candidate #2 will be notified by HR Manager Golbach of the decision and advise them they have been removed from the process.

ADJOURNMENT:

Commissioner Blumenthal introduced a motion, seconded by Commissioner Dryman to adjourn the meeting at 6:41 pm, Commissioners Blumenthal, Dryman, & 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 and 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.