

VILLAGE OF BUFFALO GROVE



Fifty Raupp Blvd.
Buffalo Grove, IL 60089-2196
Phone 847-459-2500
Fax 847-459-7906

VILLAGE OF BUFFALO GROVE Board of Fire and Police Commissioners Minutes of Regular Meeting June 7, 2021

CALL TO ORDER and ROLL CALL:

The meeting was called to order at 6:00pm by Chairwoman Dibbern. Commissioner Dryman, Secretary, called the roll and noted for the record that a quorum was present for the meeting. Present at Village Hall were Commissioners Fishman, Dryman, Berman, and Chairwoman Dibbern. Also, in attendance were Chief of Police Casstevens, Deputy Police Chief's Eisenmenger and Szos, Fire Chief Baker, HR Director Malinowski and HR Management Analyst Goldbach, Trustee Liaison Smith.

APPROVAL OF MINUTES:

- A. Chairwoman Dibbern made a motion to approve the minutes of the BFPC Special Regular Meeting of May 3, 2021, seconded by Commissioner Fishman. Commissioners Fishman, Berman, Dryman and Chairwoman Dibbern voted in favor of the motion. The motion passed

CHAIRWOMAN'S REPORT:

- A. Chairwoman Dibbern reported that Commissioner Hartman resigned from the BGFPC effective Friday, June 4th
 - a. New candidate to be interviewed in the next week
- B. Chairwoman Dibbern reported HR Analyst Goldbach recently married and offered congratulations from the Commission

COMMISSIONER'S REPORTS: None

TRUSTEE REPORTS: None

CHIEF REPORTS:

POLICE DEPARTMENT:

- A. Chief Casstevens reported Officer Fallon-Adams left to join Wheaton PD
- B. Officer Mike Martin left after 24 years to join the IL States Attorney's Office
- C. Chief Casstevens indicated his concerns that there are now 7 open sworn officer positions within the Dept and stated he wants to get the openings filled ASAP with a good mix of Lateral and New Hires. The Chief also pointed out that the last 10 officers hired by BGPD were mostly lateral officers.

FIRE DEPARTMENT:

- A. Chief Baker reported Mike Spiros is being promoted to Battalion Chief on June 4, 2021
- B. FF/PM Nick Otto to be sworn in as a new Lieutenant by Chairwoman Dibbern at BGFD HQ on June 8th
- C. Former Battalion Chief Joe Alexander retired after 24 years with BGFD

QUESTIONS FROM THE AUDIENCE: None

SPECIAL BUSINESS: None

OLD BUSINESS: NONE

NEW BUSINESS:

- A. Chairwoman Dibbern initiated a discussion about the 2021 FF/PM Testing process
 - a. Two FF/PM candidate orientation & written sessions will be held test depending on the number of applications received was discussed and agreed upon
 - i. 8am start for session 1
 - ii. 12pm start for session 2
- B. Chairwoman Dibbern initiated a discussion about the 2021 Police Officer testing activities
 - a. There were 61 applicants of 139 that showed up for Orientation and testing
 - b. Of the 60 applicants that took the exam, only 11 passed (19% pass ratio). One dropped before testing due to a conflict in his schedule for the oral interviews
 - c. Chief Casstevens inquired as to why the passing score is 75%, Chairwoman Dibbern advised that BGPD needs the “best of the best” to ensure our community gets the best quality officers.
 - d. Chief Casstevens addressed concern about the lack of recruitment and the complexity of the tests and possibly looking at another vendor for the exam.
 - i. He pointed out the extreme complexity of the test compared to tests he has seen in the past
 - ii. Dep. Chief Szos questioned some of the personal choice logic in the questions
 - iii. Commissioner Berman inquired about a possibly of a written portion of the exam
 - iv. Chairwoman Dibbern asked Chief Casstevens if BGPD will assist with seeking a new test company as an alternative.
- C. Chairwoman Dibbern initiated discussion regarding the current Fire Lieutenant promotional process
 - a. The process is complete, and the final eligibility register has been exhausted
 - b. Chairwoman Dibbern introduced a motion to approve the FF Lt Final Eligibility Register (effective 6/7/21, expires 6/6/24), seconded by Commissioner Berman; Chairwoman Dibbern and Commissioners Berman, Fishman and Dryman voted in favor of the motion. The motion passed.
- D. Chairwoman Dibbern initiated discussion regarding the upcoming Police Lieutenant promotional procedure.

EXECUTIVE SESSION:

- A. A motion was made at 6:32 p.m. by Chairwomen Dibbern, seconded by Commissioner Fishman, 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 Fishman, Berman, Dibbern and Dryman voted in favor of the motion. The motion passed.
- B. The Commission moved to Executive Session from 6:33 p.m. to 6:55 p.m.
- C. Chairwomen Dibbern made a motion to adjourn Executive Session at 6:55 p.m., seconded by Commissioner Dryman. Chairwomen Dibbern and Commissioners Berman, Fishman and Dryman voted in favor of the motion. The motion passed.

RETURN TO OPEN SESSION:

- A. The open session resumed at 6:55pm.
- B. A motion was made at 6:57 by Commissioner Berman, seconded by Commissioner Fishman to make a CONDITIONAL offer of employment to Lateral Candidate # 4 Gary Padalik. Chairwoman Dibbern and Commissioners Berman, Fishman and Dryman voted against the motion. The motion failed.

ADJOURNMENT:

A motion was made by Chairwoman Dibbern, seconded by Commissioner Fishman to adjourn the meeting at 6:57pm. Chairwoman Dibbern and Commissioners Fishman, Berman, Dryman voted in favor of the motion. The motion passed.

Respectfully submitted,

Kevin B. Dryman

Kevin B. Dryman, Secretary
Board of Fire and Police Commissioners