

# VILLAGE OF BUFFALO GROVE



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## VILLAGE OF BUFFALO GROVE Board of Fire and Police Commissioners Minutes of Rescheduled Regular Meeting Village Hall Emergency Operations Center April 3, 2023

### **CALL TO ORDER and ROLL CALL:**

The Special Regular Meeting was called to order at 5:00pm by Chairman Berman. 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, McKee, Fishman, Blumenthal, and Chairman Berman.

### **EXECUTIVE SESSION:**

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to recess into Executive Session at 5:01pm 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, McKee, Blumenthal, Fishman, and Chairman Berman voted in FAVOR of the motion. The motion PASSED & the Regular BFPC Meeting was temporarily adjourned for the Executive Session

### **RETURN TO REGULAR SESSION:**

The Regular Meeting was re-called to order at 6:00pm by Chairman Berman. 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, McKee, Fishman, Blumenthal, and Chairman Berman. 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 Smith.

### **APPROVAL OF MINUTES:**

- A. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal, to approve the minutes of the BFPC Regular Meeting on March 6, 2023. Commissioners Dryman, McKee, Fishman, Blumenthal, and Chairman Berman voted in FAVOR of the motion. The motion PASSED and the meeting minutes are approved for release.

### **CHAIRMAN'S REPORT:**

- A. Chairman Berman wanted to discuss the FF/PM testing that occurred last weekend. Everything went exceptionally well and thanked the Fire Dept for their attendance and assistance.
- B. Chairman Berman reported that some Lateral Police Officer candidates were received, and they will be reviewed by the BFPC members, and we will discuss interview dates at May BFPC Meeting.

### **COMMISSIONER'S REPORTS:**

- A. Commissioner McKee expressed that this was his first session in the interview process for the Police Lieutenant's register and thanked the police dept for their cooperation and the BFPC members for guiding him through the process.

## **CHIEFS REPORTS:**

### **FIRE DEPARTMENT:**

- A. Chief Baker provided copies of the 2022 BGFD Annual Report to the BFPC.
- B. Chief Baker reported that there were 26 applicants that have took the written entrance test for BGFD.
  - a. Of the 26 applicants, 56% of the applicants are FF Certified, 50% are certified Paramedics and 22% are enrolled in PM class and will be graduating in June 2023.
  - b. 18 applicants passed the written test and will be moving on to the oral interviews on April 15<sup>th</sup>.
- C. Chief Baker reported that there are still 2 vacancies within the BGFD.
- D. 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.
- E. Chief Baker reported FF Dan Downey will be the Background Team observer that will be in attendance during the oral interviews on April 15<sup>th</sup>.
- F. Chief Baker reported that the 2 FF/PM that were on long-term injury should be returning to fulltime shift by April 4<sup>th</sup>.

### **POLICE DEPARTMENT:**

- A. Chief Budds provided copies of the 2022 BGPD Annual Report to the BFPC.
- B. Chief Budds reported that 2 officers completed their 18-month probationary period successfully and there will be additional officers that will be completing their probationary period in the coming months.
- C. Chief Budds reported that on April 17<sup>th</sup>, they will be swearing-in 2 new officers at 11am @ police headquarters (Candidates 9 & 27)
- D. Deputy Chief Spolar reported that there are still 4 vacancies within the BGPD, and the next Police Academy start date is May 1<sup>st</sup>.
- E. Deputy Chief Spolar reported that as of 4/3/23: (NEW HIRE CANDIDATE REGISTER MOVEMENT)
  - i. 3 Candidates appointed to BGPD (Candidates #6, #9 & 27)
    - 1. Candidate #9 will be sworn in April 17<sup>th</sup> and will complete his POWER test on April 18<sup>th</sup> and will begin the Academy on May 1<sup>st</sup>.
  - ii. 19 Candidates declined offers – Hired by other Agencies (Candidate #'s 1, 8, 11-25, 28 & 31)
  - iii. 6 Candidates were interviewed and "Not Recommended" (Candidates 2, 3, 4, 5, 7 & 10)
  - iv. 1 Candidates are in process with BFPC for vote on 4/3/23 (Candidate #26)
  - v. 2 candidates remain on the active New Hire Police Officer Register (Candidates 29 & 30)
  - vi. Preliminary dates for the 2023 New Hire Candidate schedule will be provided to the BFPC by Deputy Chief Spolar & Lt Broussard.
- F. Deputy Chief Spolar reported that as of 4/3/23:
  - i. The Lateral Candidate list has been EXHAUSTED and applications are being accepted and reviewed by the background team.
- G. Deputy Chief Spolar reported that as of 4/3/23: (SERGEANTS LIST MOVEMENT)
  - i. 4 Sergeant Candidates have been promoted (Candidates 1, 2, 3 & 4)
  - ii. 4 Candidates remain on the Sergeants Eligibility Register
- H. Deputy Chief Spolar reported that as of 4/3/23: (LIEUTENANTS LIST MOVEMENT)
  - b. The Lieutenant promotional process is still underway.
    - i. CPR ratings, seniority and preference points were presented to the BFPC Chairman & Secretary via email by Deputy Chief Spolar on March 21<sup>st</sup>.
    - ii. Oral interviews were completed on April 3<sup>rd</sup> @ 5pm & 5:30pm
    - iii. Written exams are scheduled for April 15<sup>th</sup>.
    - iv. Assessment Center is scheduled for April 28<sup>th</sup>.

## **QUESTIONS FROM THE AUDIENCE: NONE**

### **OLD BUSINESS:**

- A. Chairman Berman discussed action related to the 2023 Calendar.

- B. Commissioner McKee introduced a motion, seconded by Commissioner Dryman to allow FF/PM candidate to change their interview date to Sunday, April 16<sup>th</sup>.
  - a. Commissioners Dryman, Fishman, Blumenthal, McKee & Chairman Berman voted in FAVOR of the motion. HR Manager Golbach will inform the candidate that their new interview date is April 16<sup>th</sup> @ 8:30am

**EXECUTIVE SESSION: NONE**

**NEW BUSINESS:**

- A. Commissioner Fishman introduced a motion, seconded by Commissioner Dryman to extend a conditional offer of employment to Police Officer New Hire Candidate #26.
  - a. Commissioners Dryman, McKee, Fishman, Blumenthal, and Chairman Berman voted in OPPOSITION of the motion. The motion FAILED & Candidate #26 will be notified by HR Director Malinowski that they have been removed from the candidate process.
- B. Chairman Berman discussed action related to the New Hire Police Officer oral interview questions.
  - a. Commissioner McKee introduced a motion, seconded by Commissioner Blumenthal to remove questions 4, 5 & 7 from the New Hire Questionnaire, and to time each question to 3 minutes answering time per question.
    - i. Commissioners Dryman, Fishman, Blumenthal, McKee and Chairman Berman voted in FAVOR of the motion and the New Hire Questions were modified and timed answers are now a part of the oral interview process for New Hire Candidates.
- C. Chairman Berman discussed action related to the Lateral Hire Police Officer oral interview questions.
  - a. Commissioner Dryman introduced a motion, seconded by Commissioner Blumenthal to remove questions 4 & 7 from the Lateral Hire Questionnaire, and to time each question to 4 minutes answering time per question. No more than 30 min interview time.
  - b. Commissioners Dryman, Fishman, Blumenthal, McKee and Chairman Berman voted in FAVOR of the motion and the New Hire Questions were modified and timed answers are now a part of the oral interview process for New Hire Candidates
- D. Chairman Berman discussed action related to the Police Sergeant promotional oral interview questions. (Tabled until the May BFPC Meeting to allow Chief Budds and Deputy Chief Spolar to review them in deeper detail)

**ADJOURNMENT:**

Commissioner Dryman introduced a motion, seconded by Commissioner Fishman to adjourn the meeting at 7:15pm, Commissioners Fishman, Dryman, McKee, Blumenthal and Chairman Berman 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.