

**MEETING HELD ON TUESDAY, August 4, 2020
IN THE COUNCIL CHAMBERS AT ZION CITY HALL
ZION, ILLINOIS**

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Chairman Lewis called the meeting to order at 5:34 pm.

On call of the roll the following answered present: Commissioner Idleburg, Commissioner Lewis, and Commissioner Long, Also present were: Mayor McKinney, Attorney Robert Long, Lieutenant Barden, Commissioner Frierson, and City Administrator Knabel.

APPROVAL OF MINUTES

A motion was made by Commissioner Long, second by Commissioner Idleburg to approve the minutes of Zion Board of Fire & Police Commissioners meetings that were held on Tuesday, May 12, 2020 at 5:30, Special Board Meeting held on June 11, 2020 at 3:00, Special Board Meeting held on June 25, 2020 at 5:30, Special Board Meeting held on Wednesday, July 8, 2020 at 5:30, and Special board Meeting held on Wednesday, July 28, 2020 at 5:30. Motion carried.

The BOFPC reviewed the background information from the Police Department. Final Eligibility Candidate list, candidate #3 received a “not recommend” from the Police Department. Chief Lewis shared his agreement, further stating that the #1 candidate on the list is not able to provide/give immediately to the department due to the requirement of attending the fire academy. Chief Lewis, made a recommendation to the BOFPC to skip candidate # 7, replacing with candidate #8. He further shared the urgency to gain qualified candidates after losing 9 senior people from his department. Candidate #8 is currently a paid on premises officer and will require little to no additional training. Candidate #7 will require training for 6 months, up until a year. Chief Lewis further expressed that candidate #7, will not lose his place in the eligibility list. Discussion occurred when Commissioner Idleburg shared not being comfortable with skipping over candidates on the list, “persons on the list should be given the opportunity to become firefighters”. Commissioner Long echoed the sentiments further sharing that “if we keep skipping people on the list, it may be difficult to get test takers for future exam”. The word will travel quickly about our process of using the eligibility list. A motion was made by Commissioner Long, second by Commissioner Lewis to follow the list, do not skip candidates on the list, and move forward with #7 candidate on the Final Eligibility List. Motion carried.

A list of background application questions was distributed to the BOFPC; Lieutenant Barden gave a synopsis of the background process: detective’s basically review the application, verify education, employment, and references. Additionally added that Social Media is also reviewed. Detectives latitude very, checking every item listed (references, employment, etc.), however all detectives should be asking the same questions for all candidates. Lt. Barden further shared that although the majority of detectives will make a recommendation, others do not feel comfortable making the recommendation. Commissioner Lewis offered that the background check should become standardize and the same for all candidates.

Lt. Barden suggested that additional vetting is needed during the selection stage, and should include interviewing with the Chief of the Fire Department. Possibility following the same process as the Police Department (i.e. integrity interviews). This will give the opportunity to review and discuss each candidate prior to the interview with the BOFPC. Chief Lewis recommends that the process of interviews should be with the police department, adding that the candidate will be more open and/or honest with a Law Enforcement Officer.

The BOFPC agrees that a standard background process should occur. Further review of recommendations will be discussed in the future, however, all were in agreement that the process (Background, interviews, etc.) must be improved to incorporate consistency

There being no further business to come before the Board at this time,
A motion was made by Commissioner Idleburg and seconded by Commissioner Long to adjourn the meeting at 5:58. Motion carried.

Karin L. Graves, Recording Secretary