

**MEETING HELD ON TUESDAY, November 12, 2019 at 5:30 P.M.
IN THE COUNCIL CHAMBERS AT ZION CITY HALL
ZION, ILLINOIS**

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Chairman Lewis called the meeting to order at 5:30 pm.

On call of the roll the following answered present: Commissioner Lewis and Commissioner Long. Attorney. Douglas Dorando, Chief Henderson, and Chief Lewis were also in attendance.

APPROVAL OF MINUTES

A motion was made by Commissioner Long, second by Commissioner Lewis to approve the minutes of a Zion Board of Fire & Police Commissioners meeting held on September October 8, 2019 at 5:35 p.m. Motion Carried

The scheduling of psychological/physical assessments continues to occur simultaneously for candidates on the Zion Police Officer final eligibility register. Discussed several candidates, including Bartosz Palaszewski, who left 2-3 days prior to completing the police academy. Dr. Laser of Laser & Associates strongly suggest following up on the exit from the academy. An in-depth background research was conducted which supported internal problems (i.e. conflict with the field training officer). Candidate, Nathan Uriostegui background was closely reviewed; it supported several infractions with law enforcement agencies, including recent activity. Motion was made by Lewis to remove him from the eligibility list, seconded by Long. Motion carried Motion made by Commissioner Long, seconded by Commissioner Lewis to release the names of the next four (4) eligible names on the Final Eligibility Register to the police department.

The vendor for the Sergeant promotional testing, Standard & Associates has submitted the contract to us. The Mayor will review the contents and authorize it with his signature. Chief Henderson will then meet with representative to begin reviewing proposed exam questions and information for the study guide.

The Firefighter/Paramedic final eligibility register list currently exhausted. All eligible candidates have declined once. Discussed Candidate Michael Pfeffer who received an overall composite score of 67.90, however passed the written with 70%, he remains qualified for eligibility. Attorney Dorando advised that the candidates on the Final Eligibility register be contacted again. This will offer the ability to have the second chance to decline the offer for Firefighter/Paramedic. Chief Lewis' shared that several Fire Departments in Lake County are experiencing similar problems, candidates not accepting job offers.

Chief Lewis' shared information to consider regarding lateral transfers. Offering the ability to hiring candidates quicker, Park Ridge and Evanston are two departments that have utilized lateral transfers. Furthermore Chief Lewis offered that written exams be the basis for the eligibility list. Commissioner Long inquired about the process of coordinating the list (i.e. two

lists working simultaneously, which list gets first preference, etc.). Attorney Dorando will review information and share in the near future.

There being no further business to come before the Board at this time, it was moved by Commissioner Long, seconded by Commissioner Lewis the meeting be adjourned at 5:55 p.m. Motion carried.

Karin L. Graves, Recording Secretary