

**SPECIAL MEETING HELD ON THURSDAY, JUNE 25, 2020 AT 5:30
ON A CONFERENCE CALL -COUNCIL CHAMBERS AT ZION CITY HALL
ZION, ILLINOIS**

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Chairman Lewis called the meeting at 5:30 pm.

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

APPROVAL OF MINUTES

A motion was made by Commissioner Idleburg, second by Commissioner Long to change the order of the agenda: moving Police Department to item 3 and moving Fire Department to item 4. Motion carried.

The Initial Sergeant Eligibility Register was presented and reviewed. All points have been weighted; including merit and seniority points with a weight of 10%. Motion was made by Commissioner Long and seconded by Commissioner Idleburg to approve the list. Motion carried. The List will be posted on June 26, 2020.

Final eligibility register: Two candidates requested additional preference points (1) Robert R. for the category of Paramedic. The Certificate was submitted with his initial paperwork; unbeknownst it was not printed out and assembled with his other documentation. Robert R. additionally requested preference points for experience. His supporting documentation was not included in the initial paperwork and prior to the deadline. The board discussed pre-established deadlines and reviewed missing documentation. The board did not agree to award additional points. (2) Nicholas F. requested additional preference points under the category of experience. His employment letter was missing the notation of designation (part-time/full-time). Information was eventually received, late. The board discussed past practices, subjective and/or interpretation of the instructions for candidates, thusly concurring that candidates must maintain responsibility of proper documentation. Chief Lewis' submitted a letter (attached), which outlines his concerns A motion was made by Commissioner Idleburg, second by Commissioner Lewis to admen the names on the final eligibility, whereby five preference points be awarded to candidate Robert R. . Motion carried.

It should be known the Attorney Dorando recommended the BOFPC review Rules and Regulations and address clearer direction and language.

Discussion was led by Attorney Dorando concerning CPAT requirements and filling vacancies. The CPAT locations were disseminated via e-mail on June 23, 2020 to 5 candidates. Chief Lewis' submitted a letter (attached). If candidates do not have the CPAT requirement by the first work day, they will be passed over (e.g. does not meet minimum requirements) and the next eligible candidate will be selected.

Rules and Regulation Section 11 – the decision to skip/pass over the highest ranking candidate. Chief Lewis' submitted a letter (attached). Attorney Dorando shared that the most qualified or person with the better experience (i.e. specific finding) must occur for each candidate when determining to skip a candidate. A lengthy discussion was held; the BOFPC reviewed files and will consider making the judgement call top the highest ranking candidate.

A financial burden exists sending 5-6 candidates to the academy (those who do not have the Firefighter II certification). Attorney Dorando shared that financial hardships cannot be a contributing factor against any candidate. BC Stried shared that 80% of the Fire & Rescue calls are for ambulatory; Commissioner Long suggested other training opportunities to help indoctrinate non Firefighter II candidates, this was further supported by Commissioner Idleburg. Commissioner Idleburg expressed concerns with the top candidate being skipped, sentiments echoed by Commissioner Lewis. Furthermore he expressed that the candidate may receive some experience and/or training before the academy begins.

Consideration was given: (1) Image that we present when we begin skipping the top tiered, what is the perception? (2) Will this process tarnish our reputation or impact future recruitment? (3) Consideration must be held for the hard work and efforts of scoring well on the Written/Oral exam for top tiered candidates. (4) Non requirements for candidates to be Fire Firefighter II certified. A motion has made by Commissioner Idleburg, second by Commissioner Long to appoint candidates in descending order, without skipping the top candidate. Motion unanimously carried. The first 6 names on the list will be distributed to Chief Lewis.

There being no further business to come before the Board at this time, it was unanimous moved to adjourn meeting at 6:37 p.m. Motion carried.



Karin L. Graves, Recording Secretary