

CITY OF ZION
BOARD OF FIRE AND POLICE COMMISSIONERS
MEETING MINUTES
FROM MEETING HELD ON June 14, 2022

Opening Protocol

- Call to Order:
Chairman Lewis call the meeting to order at 5:35pm.

- Attendance:
Present in-person were: Chairman Lewis, Commissioner Bartlett, Chief Barden, Chief Stried, Recording Secretary, and Darlene Pickett. Via telephone were: Attorney, Jimmy Vasselli.
Absent: Commissioner Idleburg

Citizens Comments

- There were no citizens present for comments.

Approval of minutes from previous meeting

- Meeting minutes held on April, 2022 were approved.

Chairman Lewis motioned to approve the minutes and seconded by Commissioner Bartlett.

Vote: Commissioner Bartlett aye; and Chairman Lewis yes.

Police

- Chief Barden request to eliminate the 2-year final eligibility list and remove names from the list when they have been on the list for 2 years? An ongoing revolving eligibility list.

Chief Barden stated that he conducted research what our list looks like. He stated that historically we have always done a 2-year list and he think this stem from 20 or so years ago when we had 300 or 400 candidates on the list and it was impossible to complete the list. Currently we have 30 to 40 candidates on the list and we are exhausting the list within 6 months. Chief Barden stated he conducted an extensive review of the statute and other ways to hire and recruit Police Officers. He stated that he wants candidates to know that we will hire and they will be tested in a couple of months. Chief Barden stated he spoke with Stanard (our current testing agency) and they agreed to work with us (City of Zion) on a per testing monthly basis and charge us at a reduced rate per test. Stanard will continue to perform all current duties and will charge us \$500 per month.

Chief Barden request that the BOFPC review approve a quarterly testing. An example will be, when the ZPD attends job fairs they can inform candidates that they are testing now instead of waiting a 18 months to 2 years to be tested with us. Chief Barden stated that the statute does not state it's a 2 year

list. The statute actually states within a 2 year period of time, which then after that period of time, the name shall be stricken from the list.

Chief Barden stated he referred to an attorney down state but could not remember the attorney's name. At this point, Attorney James Vasselli stated the attorney name is John Broihier and Mr. Vasselli spoke with Mr. Broihier regarding this process. Chief Barden stated the Mr. Broihier stated this process is call a "merge list". Chief Barden stated that applicant in pool A tested in quarter 1 and applicant pool B tested during quarter 2 and the list will merge by highest test scores. We should include an expiration date by their name so they will know when their time on the list will expire. This process will allow us to never have a list because we are always adding to the list, adding to the top of the list. Chief Barden stated the intent of this process is 2 fold:

1. We will always have applicants.
2. We will always be selecting applicants from the top of the list which will always be the best qualified candidates.

Chief Barden ask for a motion to allow the attorney to prepare a draft a revised set of rules in accordance with the state of Illinois BOFPC statute and revise its rules to have what the Illinois BOFPC permits, which is a "merge list".

Chief Barden also stated that Mr. Broihier strongly recommended that the BOFPC eliminate the oral interview process and we hire a 3rd party to conduct the oral interviews. This will litigate possible law-suits takes away the subjectivity from the BOFPC oral interview process. Chief Barden stated that Mr. Broihier suggested the BOFPC: 1. eliminate the oral interview entirely and rely on the written test or 2. hire a 3rd party such as Stanard to conduct the oral interviews which the BOFPC observes. This was the BOFPC would not be subject to any liability. Chairman Lewis stated the BOFPC can observed and Chief Barden stated yes that what the revised rules can state. Such as the 3rd party conducts the interviews and the BOFPC observes the interview and the BOFPC have a discussion after the interview.

Chairman Lewis asked Commissioner Bartlett is he okay with this process and he stated yes. Chairman Lewis stated to Chief Barden that it sounds like you did your homework and that she believes Commissioner Idleburg would be okay with this process as well but we have a quorum.

Commissioner Bartlett made the motion to move toward to the new list with the inclusion of outsourcing the interview process and Chairman Lewis second this motion.

Vote: Commissioner Bartlett aye; and Chairman Lewis yes.

- Police Lateral

Chief Barden stated they are continuing their efforts with the lateral process. Chief Barden stated that they are allotted to have 45 Police Officers and currently today they have 43 with this list they are short 2 Police Officers. Chief Barden stated he spoke with City Administrator David Knabel about Cops grant to fill 3 additional positions and signed an agreement with District 6 school and they picked up 2 CSO's and District 6 will be paying for most of their salaries and Chief Barden needs to replace those 2 positions. Chief Barden stated that ultimately he needs to add 5 positions. Chief Barden has 1 candidate for hire and would like to interview her this Saturday. The BOFPC is available to conduct the interview at the ZPD due to nostalgia days event will be occupying the City hall's parking lot. Chairman

Lewis asked the Recording Secretary, Darlene Pickett to contact Commissioner Idleburg of his availability to assist to conduct this interview.

Chairman Lewis followed up with a question regarding the quarterly testing cost of \$500 do we have this in our budget. Chief Barden stated that we paid Stanard \$1,500.00 September 2021. Because we exhausted that list so quickly we are paying Stanard \$1,500.00 again. We are paying more now. Chief Barden stated he inquired with other Chiefs in the area and they are doing the same thing, testing multiply times a year. Chairman Lewis stated we should we should make sure money is in our budget.

Commissioner Bartlett made the motion to interview and hire from the police lateral list and Chairman Lewis second this motion.

Vote: Commissioner Bartlett aye; and Chairman Lewis yes.

Adjourn

This meeting was adjourned at 5:43pm, motioned by Commissioner Long and seconded by Commissioner Idleburg.

Vote: Chairman Lewis aye; Commissioner Bartlett aye.

Meeting minutes prepared by: Recording Secretary Darlene Pickett