Present: Commissioners John Hedgemann, John Hedges, Collette Lueck.

Absent: None

Also Present: Assistant Village Manager and HR Director Julia Scott-Valdez, Chief of Fire Thomas Ebsen, Deputy Chief Peter Pilafas, & Diana Farrera.

Call to Order: Acting Chair Hedges called the meeting to order at 5:30 P.M.

Public Comment: Kate Reiling: Ms. Reiling expressed interest in DC Pilafas’ research on diversity and ways to accomplish this within the Fire department.

Review of Fire & Police Commission Rules & Firefighter/Paramedic Recruiting

Chief Ebsen & Deputy Chief Pilafas are recommending changes in the Fire rules & regulations in the physical ability section, the possibility of changing the age in which candidates are able to take the Firefighter/Paramedic test from 21years of age to 20 or 19. John Hedges requested clarification on whether military points are to be considered in the hiring process or only for promotion purposes.

Recruiting for Firefighter/Paramedic will take place at a UIC job fair, local businesses via a pamphlet created for recruiting, hospitals, websites, Village of Oak Park website. Testing will take place on May 12, 2018 at Oak Park River Forest High School.

The Fire Chief & Deputy Fire Chief will be included in the interview & scoring process of candidates.

Recommendation for attracting Diversity: The Fire Chiefs expressed an interest in starting a plan for an Explorer program, developing a business plan, working closer with the high school & community colleges. Deputy Pilafas presented a paper he wrote titled “Diversity: Analysis of Oak Park Fire Department’s Workforce”, in which he presents a background & significance of diversity within the Village of Oak Park, provides information on diversity, creating a diverse workforce, strategies & recommendations that will accomplish a diverse workforce.

John Hedgeman nominated John Hedges as Chair of the Fire & Police Commission. Collette Lueck seconded the motion. Voting was held over until Thursday February 8, 2018.

Probation Time for Entry Level Police Officers: The possibility of extending the probation period for entry level Police officers from 18 months to 24 months.

Duration of Police Eligibility List: Currently the list is good for 2 years with the possibility of a 1 year extension; the Board approved a change to an active list for 1 year with the option of extending it for 1 more year.

Update on Police Sergeant Promotions: 5 more promotions will take place between now and the 4th of July, Chief Ambrose would like to continue with chief points, the Chief will be invited to the next meeting to discuss.

Respectfully submitted,

Diana Ferrara

Recording Secretary