

Record of Meeting
Fire and Police Commission
Wednesday, October 10, 2018 – 5:30pm
Room: 123

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

Absent: None

Also Present: Assistant Village Manager and HR Director Julia Scott-Valdez, & Diana Farrera.

Call to Order: Acting Chair Hedges called the meeting to order at 5:34 P.M.

Public Comment: There was no public comment.

2019 Work plan Initiatives:

Director Julia Scott-Valdez presented and explained the process of the 2019 Fire & Police work plan, to the Commissioners. The commissioners approved the 2019 work plan.

Disciplinary Hearings: Commissioner Hedges inquired if there had been any disciplinary hearing requests, which there hasn't been. Director Julia Scott-Valdez indicated Police officers may request a disciplinary hearing with the Commissioners or they may go to arbitration. However from time to time the Commissioners are informed of any disciplinary issues.

New Police Eligibility List: A new list will be established in January 2019, police candidate testing will on December 1, 2018. The number of applicants has decreased, typically when the economy is better the number of applicant's declines as candidates feel they have other options. Also for firefighters the qualifications required are higher.

IOSolutions handles the initial process after candidate's test the process is handed over to the Village of Oak Park Human Resources department.

Police Recruitment Process: Commissioner Hedges inquired if we the recruitment should be done differently. Director Scott-Valdez advised that Police & Human Resources personnel attended a Diversity job Fair at the University of Illinois at Chicago and has six more fairs to attend as well as visiting schools that major in public safety degrees.

Police Interview: Director Scott-Valdez suggested interviewing the top 50 candidates in January 2019 to establish a list as well as testing again in 2020. Commissioners approved to establish a list that expires in 1 year vs. 2 years.

Police Field Training: Director Scott-Valdez explained Probationary Police officers go through five stages of Field Training, stage three seems to be the one that causes most difficulty for probationary officers.

Review of the 2018 Report: Director Scott-Valdez requested that the 2018 report be reviewed on the next meeting as she needed to make some updates on how many candidates were interviewed and hired.

Review of Suggested Changes to Police & Fire Hiring Rules: Director Scot-Valdez provided a refresher on the suggested changes for Police & Fire. She indicated that the Fire department has some extensive suggestions. Retired Police Chief Anthony Ambrose had suggested increasing the probationary period from 18-24 months as he felt 18 months was not quite enough time for candidates to gain the experience required, as field training is part of the probationary period.

Commissioners decided that they would not make a decision at this time on suggested changes to the Police probationary period extension until a new Police Chief is hired. Acting Police Chief will be invited to the next meeting.

Fire Department Entry Level Requirements Suggestions: Deputy Chief Peter Pilafas recommended adding ladder climb certification as a requirement prior to applying. Other suggestions are entry level military points (which are

not approved per the Village code); lower applicant age from 21 to 19 for testing only not for appointment, also recommending a hardship program, include Fire Chief or designee to the interview process, updating certification language, residency points which must be approved by the Board, banding top 50 candidates only, lateral transfers, Director Scott-Valdez indicated that Deputy Chief Pilafas will be invited to the next meeting to further discuss these suggestions.

Entry Level Fire Candidate Preference Points: Commissioners inquired how preference points are awarded based on education, EMT license, experience. Director Scott-Valdez explained the process.

Status of Police Chief Recruitment: Commissioner Hedges inquired about the status of the Police Chief hiring. Director Scott-Valdez indicated that the position had been posted and quite a few applications/resumes have been received. The position was posted on October 5, 2018 and closes on November 5, 2018, interviews will be held between November and December 2018 and have an appointment made by January 2019.

Sergeant Test Scoring: Director Scott-Valdez expressed the possibility of the Chief of Police being able to award up to 5 extra merit points based on the candidate's ability to be a sergeant, which would also include a summary explaining the points given. Merit points will only be awarded to those candidates that make it to the interview stage. The commissioners agreed that this process is acceptable.

Respectfully submitted,

Diana Farrera

Recording Secretary