

VILLAGE OF ROSELLE
BOARD OF FIRE AND POLICE COMMISSIONERS
Minutes of the Meeting of August 11, 2015 – 7:00 P.M.
Roselle Village Hall

1. Call to Order

Chairman Dominick Lanzito called the meeting to order at 7:00 p.m.

2. Roll Call

Present: Secretary Paul Toronyi, Commissioner Bill Coyle, and Chairman Dominick Lanzito.

Others Present: Police Chief Steve Herron, Deputy Police Chief Roman Tarchala, Interim Fire Chief Gregory Berk, and Recording Secretary Jeanne Calvert

3. Public Forum

No other people were present at the meeting.

4. Police Department – Chief Steve Herron

A. Update on Police Testing: Chief Herron stated the entry level police testing was completed and preference points have been added to the scores. Chief said that 350 candidates tested and 174 made Roselle's list. This number is actually slightly higher as there were several tied scores for the same rank. Chief Herron indicated that he wanted to wait until the current list expires on September 29, 2015, and hire from the new list posted on September 30, 2015, as he was concerned about the quality of candidates on the current list. Jeanne presented the new Eligibility List to the Board for signature.

Motion by Commissioner Coyle, second by Secretary Toronyi to accept and sign the Police Officer Candidate Eligibility Register dated September 30, 2015.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

B. Proposed Pre-Screening of Entry Level Candidates

Chief Herron followed up on previous discussion from April about revising the current Rules and Regulations to allow pre-screening of police candidates before the Board conducts their oral interviews. Chief Herron presented a revised draft *Applicant Pre-Screening* instrument and score sheet, which would be scored independently by police department evaluators and then given to the Board. Chief Herron indicated he would screen 30-40 candidates per day and use the Volunteers in Police (VIPs) during the process. Candidate appearance at the pre-screening would be mandatory in order to continue to the oral interview phase. Chief Herron and Jeanne were directed to work on new language for the Rules and Regulations with the goal of having them published before the new Eligibility List is posted on September 30, 2015.

Motion by Chairman Lanzito, second by Commissioner Coyle to amend the Rules and Regulations to implement a process to pre-screen candidates by a panel of police department employees prior to the Board's oral interviews.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

C. Entry Level Police Officer Education Requirements

Chief Herron revisited the issue of education requirements for entry level police candidates which was discussed at the April 21, 2015 meeting. At that time the Board agreed to adhere to their Rules and Regulations which state that "An applicant is disqualified: k) Who is an applicant for a position as a police officer and has not obtained a minimum of an Associate's Degree in any field from an accredited college or university at the time of application." The Board's interpretation is that the applicant must have been awarded an Associate's Degree at the time of application, and not the equivalent of 60 credit hours. Chief Herron indicated that many schools' business model is to not award Associate's Degrees and that it could impact the number of candidates eligible in Roselle. Chief said that of the five communities in the consortium, 3 required a high school education, one required 60 credit hours, and Roselle required an Associate's Degree. The other four communities had more candidates on their Final Eligibility list than the 174+ candidates on Roselle's list. Chief asked the Board to reconsider revising their Rules to allow 60 credit hours.

Bill Coyle stated he felt education was very important and he was reluctant to change the Rules as a candidate could then qualify if he had earned 60 credit hours in any number of random classes.

Dominick Lanzito and Paul Toronyi both stated that they were also concerned about what courses might be included in an applicant's 60 credit hours and would want to see a majority of courses in law enforcement.

Chief Herron and Deputy Chief Tarchala stated that their recommendation to candidates is to get a degree in something other than law enforcement as they can be taught how to be police officers, but need other skills and something to fall back on.

The Commissioners were reluctant to make a decision to change the Rules and Regulations at this time, but said they would revisit the issue before the next entry level police testing in 2017.

D. Sergeants Promotional Exam Education Requirements

Chief Herron stated that a Sergeants Promotional Exam is due in 2016, as the current list expires on June 30, 2016. The current Rules and Regulations state that "*individuals must have completed a minimum of sixty (60) semester hours of academic credit, leading to a degree, as awarded from an institution of higher education accredited through a regional accreditation association recognized by the US Department of Education.*" Chief Herron is proposing that the Rules

remain the same (60 hours) for the 2016 Sergeants exam, as it doesn't appear the officers had been notified about the proposed Bachelor's Degree requirement in the proposed Rule changes. Discussion ensued and it was agreed that if the Bachelor's Degree was mandated for this test, there are some excellent candidates who will not be able to obtain a Bachelor's Degree before that time and none of the officers are expecting any other requirements than what is currently in the Rules. Consensus was to change the Rules to require a Bachelor's Degree for Sergeants Promotional testing after the 2016 exam.

Motion by Chairman Lanzito, second by Secretary Toronyi to amend the Rules and Regulations to require a Bachelor's Degree for participation in the Sergeants Promotional Testing after January 1, 2017.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

5. **Fire Department – Interim Fire Chief Gregory Berk**

A. Update on Fire Testing

Chief Berk stated that the College of DuPage Fire Science Consortium will conduct the written exam for entry level applicants on September 21, 2015, with results available at the end of October. The Fire Department has provided COD with the necessary PowerPoint presentation for orientation and participation contracts have been signed and returned.

6. **Review and Approval of Minutes of April 21, 2015**

Motion by Chairman Lanzito, second by Commissioner Coyle, to approve the minutes of April 21, 2015.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

7. **Correspondence**

Commissioners reviewed monthly performance updates on probationary officers and miscellaneous other correspondence.

Motion by Secretary Toronyi, second by Chairman Lanzito, to accept and place on file all correspondence reviewed.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

8. **Old Business**

None

9. **New Business**

Approval of Invoices

The following invoices were presented for approval and payment:

- Personnel Strategies (Case) \$500.00
- Gold Shield Detective Agency (Meskill) \$464.80

Motion by Chairman Lanzito, second by Commissioner Coyle, to approve and confirm all invoices for payment.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

10. **Executive Session**

Motion by Chairman Lanzito, second by Secretary Toronyi, to go into an Executive Session at 8:04 p.m. pursuant to the requirements of the Illinois Open Meetings Act under Exemptions 5 ILCS 120/2 (c) to discuss Executive Session Minutes, and Personnel.
Roll Call:

AYES: Lanzito, Toronyi, Coyle

NAYS: None

MOTION CARRIED.

Adjourn Executive Session

Motion by Chairman Lanzito, second by Commissioner Coyle, to adjourn the Executive Session at 8:23 p.m.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

11. **Firefighter Candidate**

Motion by Chairman Lanzito, second by Commissioner Coyle, to proceed with a conditional offer of employment and initiate the next phase in the hiring process for firefighter candidate Brendan Meskill.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

12. **Executive Session Minutes**

Motion by Chairman Lanzito, second by Commissioner Coyle, to approve and hold the Executive Session Minutes of April 21, 2015.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

13. **Adjournment**

Motion by Chairman Lanzito, second by Commissioner Coyle to adjourn the meeting at 8:25 p.m.

VOICE VOTE: ALL AYES, NAYS NONE. MOTION CARRIED.

Respectfully submitted,



Paul Toronyi, Secretary