

MINUTES OF THE WORK SESSION OF THE
BLOOMINGTON BOARD OF FIRE AND POLICE COMMISSIONERS
October 29, 2014

Attendees: Charles Witte, Dean Messinger, Dianne Hollister, and Keith Rich, Commissioners; Mike Kimmerling, Fire Chief; Eric Vaughn, Deputy Fire Chief Administration; Gary Sutherland, Asst. Police Chief; Angela Fyans – Jimenez, Deputy Corporation Counsel; Angie Brown, Human Resources (HR) Specialist, Salina Grismore, Employment Specialist and Renee Gooderham, Chief Deputy Clerk.

The work session of the Bloomington Fire and Police Commission was called to order at 4:00 p.m. on October 29, 2014 at the Bloomington City Hall, Conference Room.

Commissioner Witte requested a moment of silence to remember Commissioner Penn who had recently passed.

Fire Department: Mike Kimmerling, Fire Chief, addressed the Commission. He noted that the Board Rule changes were a collaboration between Human Resources, Corporation Counsel and the Fire Department. Fire rules were different then Police, state statute regulated same. The changes made the rules consistent.

Angela Fyans – Jimenez, Deputy Corporation Counsel, addressed the Commission. She noted that all the fire rules would be placed in one location.

Commissioner Witte noted various typographical errors.

Commissioner Messinger questioned Section 13. Oral Interview Panel. Angie Brown, HR Specialist responded that it was an addition.

Commissioner Witte believed the reason the Commission was established was to provide public input, keep the processes open and to protect the departments. He questioned if Section 13 would reduce same.

Ms. Brown noted Commissioner scheduling difficulties. Past practice was three (3) Commissioners, one (1) HR representative and one (1) Fire Department personnel conducted oral interviews.

Chief Kimmerling suggested reducing the Fire Department staff to three (3) and including a Commissioner as a voting member. He requested panel consistency.

Commissioner Hollister noted in Peoria three (3) Commissioners committed to oral interviews. These Commissioners remained the same throughout the oral interview process. Scores were averaged from same and the Fire Department (training chief, Union representative and another staff person) to obtain an aggregate score.

Commissioner Witte suggested two (2) committed staff members from the Fire Department and two (2) Commissioners for the oral interview panel. Chief Kimmerling stated the interview group should remain as a unit for the candidate pool.

Ms. Fyans – Jimenez stated that Springfield’s Commission did not participate in the oral interview process. Their Commission was a separate Board. She believed not having Commissioners committed opened the process up to complications.

Commissioner Messinger questioned HR’s role. Ms. Brown stated HR was involved in the interview process for City positions it was part of their role. The testing service provider would assist HR with development of oral interview questions. Scorers would be required to attend an sixty to ninety (60 – 90) minute training.

Commissioner Witte recommended a five (5) member panel. Ms. Brown reminded the Commission that it would take a time commit. She would work to send out a schedule in advance.

Chief Kimmerling suggested the panel consist of: up to one or two (1 - 2) Commissioners, up to three (3) Fire Department staff and one (1) HR staff. The panel would not consist of more than five (5) members.

Commissioner Hollister questioned interview length. Chief Kimmerling stated thirty (30) minutes and noted the new service provided could change same. Commissioner Hollister questioned number of questions. Ms. Brown responded ten (10).

Commissioner Witte noted that the Police interview training was approximately one to two (1 – 2) hours.

Commissioner Rich questioned other changes. Chief Kimmerling noted the following: credit for education and allowing a candidate to test when they are still attending paramedic classes. The belief was that the changes would attract local candidates.

Eric Vaughn, Deputy Fire Chief Administration, addressed the Commission. He noted that Firefighter II, listed in Section 23. Certification was replaced with basic firefighter operations.

Commissioner Witte questioned the Police Board Rules. Ms. Brown stated the Police changes would be brought to the Commission in November. She noted that the recommended changes would be place on the November 4, 2014 regular meeting agenda.

Motion by Commissioner Rich, seconded by Commissioner Hollister to adjourn. Time: 4:35 p.m.

Motion carried, (viva voce).

The next Board regular meeting is November 3, 2014 at 4:00 p.m. at the City Hall, Conference Room.

Respectfully submitted:

Renee Gooderham
Chief Deputy Clerk