

MINUTES OF THE REGULAR MEETING OF THE
BLOOMINGTON BOARD OF FIRE AND POLICE COMMISSIONERS
August 5, 2013

Attendees: Charles Halbert, Ellen Schroeder-Concklin , W. Charles Witte, and Dean Messinger Commissioners; Clay Wheeler Asst. Police Chief; Mike Kimmerling Fire Chief; Todd Greenburg, Corporation Counsel; Angie Brown, Human Resources (HR) Specialist, and Renee Gooderham, Chief Deputy Clerk.

Absent: Keith Rich Commissioner and Tracey Covert, City Clerk.

The regular meeting of the Bloomington Fire and Police Commission was called to order at 4:01 p.m. on August 5, 2013 at the Bloomington City Hall, Conference Room.

Minutes of Previous Meeting: Motion by Commissioner Witte, seconded by Commissioner Messinger to rescind the July 1, 2013 motion approving the Regular Meeting minutes of June 11, 2013.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Messinger to approve the Regular Meeting minutes of June 11, 2013 as amended, Special Meeting and Executive Session minutes of June 25, 2013 and Regular Meeting minutes of July 1, 2013.

Motion carried.

Fire Department: Mike Kimmerling, Fire Chief, addressed the Commission. Steve Kiesling and Ryan Gleason, Firefighters, completed their one (1) year probation period on July 2, 2013. He requested regular appointments of same.

Motion by Commissioner Messinger, seconded by Commissioner Witte to approve the regular appointment Steve Kiesling and Ryan Gleason, Firefighters, effective July 2, 2013.

Motion carried.

Chief Kimmerling provided the Commission with the results of the Asst. Chief Promotional Process. All appeals were required to be presented to the Board by July 1, 2013 last month's regular Board meeting. He explained that the Firefighter contract states that candidates must obtain a total score of seventy (70) or greater. Eric West was the only candidate to obtain same.

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin to approve the final Asst. Chief Promotional Eligibility list which contains Eric West, Fire Cpt., name as the result of a passing score.

Motion carried.

Angie Brown, HR Specialist, addressed the Commission. Entry Level Firefighter testing scores had been returned. A candidate had had their scantron sheet returned. The scanner was unable read two (2) answers. She had contacted Cpt. Eric Vaughn, Training Officer, who was the proctor. He had stated candidates received instructions on how to correctly complete the scantron sheet. She requested direction.

Commissioner Halbert believed the sheet should be hand scored. Commissioner Messinger, Witte and Schroeder-Concklin echoed same.

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin that the Entry Level Firefighter candidates' returned scantron sheet be hand scored.

Motion carried.

Ms. Brown stated that the candidates score would change by one (1) point. The median test score was seventy-four (74). Thirty-one (31) candidates obtained same or above. Fifty-seven (57) had tested. Statue requires notification to all candidates who did not obtained same.

On April 1, 2013, the Board approved accepting the Combined Physical Agility Test (CPAT) at time of employment offer. She believed CPAT should be presented prior to establishing the Preliminary Entry Level Eligibility list. She was in the process of drafting a letter to all candidates. Seventeen (17) candidates had a valid card. Four (4) were close to expiration. She questioned if candidates had to have an unexpired CPAT.

Chief Kimmerling stated candidates must have a valid CPAT. Ms. Brown stated that thirteen (13) candidates would have same. She questioned time limit to present card and consequences. The letter would explain that candidates must maintain current CPAT cards. Chief Kimmerling stated the card is valid for one (1) year.

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin that all Entry Level Firefighter candidates be allowed ninety (90) days to provide current CPAT cards.

Motion carried.

Ms. Brown clarified that if the candidate fails to return same within the timeframe they would not be place on the preliminary Entry Level Firefighter Eligibility List. Commissioner Witte responded affirmatively. The letter would include a copy of 65ILCS 5/10-2.1-6.3 reference experience hire points and a form to complete if applicable.

Chief Kimmerling stated that they next Academy would be spring 2014. He anticipated three (3) openings.

Police Department: Asst. Chief Wheeler addressed the Commission. He informed the Board that Andrew Linden, probationary Police Patrol Officer, had resigned while attending Academy.

Commissioner Schroeder-Concklin questioned costs of sending officers to same. Ms. Brown stated requiring officers to payback cost was being reviewed. Commissioner Schroeder-Concklin suggested establishing a contract.

Chief Kimmerling stated echoed Commissioner Schroeder-Concklin's suggestion.

Asst. Chief Wheeler reminded the Commission that Mr. Linden's position was at no cost for sending Officer Sikora as an instructor. Mr. Linden's equipment could be reissued.

Commissioner Schroeder-Concklin believed the Town of Normal has a contract that states if officers leave within the first (1st) two (2) years costs incurred would be recouped.

Ms. Brown stated that candidates are not provided cost information until the first (1st) day of employment.

Commissioner Messinger believed discussion of recovering cost should be discussed at the time of job offer.

Todd Greenburg, Corporation Counsel, believed this change would require Council approval.

Asst. Chief Wheeler stated he was notified by Stanard and Associates that oral interview score totals should arrive soon. The Sgt. written examination was August 6 and 7, 2013. The week of August 19, 2013 was scheduled for question challenges.

Ms. Brown questioned satisfaction with the oral interview training. Commissioner Witte stated there was one (1) adjustment made. They were instructed to have candidates read question card at the same time it was being read to them. The Commissioner informed the candidate that the question was available in writing should they need to refer. The belief was reading and listening at the same time could be limiting.

Commissioner Witte stated there was the desire to ask limited follow up questions. In training they were told not to ask follow up questions. Commissioner Halbert believed follow up questions were appropriate if they made sure the candidate understood the question or to ensure the Commission understood the response. Commissioner Witte echoed same.

The Board stated satisfaction with the questions.

Ms. Brown questioned considering Stanard and Associates for entry level candidates.

The Board agreed to same.

Commissioner Schroeder-Concklin believed conducting uniform interviews leads to consistency.

Asst. Chief Wheeler noted that scheduling of the physical agility test for Experience Officer Hiring Program (EOHP) candidates had begun. EOHP candidates would be given at least thirty (30) days' notice. The testing would be held at Illinois Wesleyan University Shirk Center.

Commissioner Halbert questioned EOHP qualifications. Ms. Brown stated officers must serve three (3) out of the last four (4) as a full time police patrol officer. Asst. Chief Wheeler reminded the Commission that the officer's Academy must also transfer if from out of state.

Commissioner Halbert stated he was approached by an officer from New Orleans. Mr. Greenburg reminded the Board that the Chief would tender the name to the Board for approval.

Asst. Chief Wheeler noted the need for two to three (2 -3) EOHP candidates.

Asst. Chief Wheeler informed the Board that Lt. Kenny Bays was Interim Asst. Chief. He would oversee budgets; Command Information Division (CID) and the civilian employees.

New Business: None.

Public Comment: No one came forward to address the Commission.

Motion by Commissioner Schroeder-Concklin, seconded by Commissioner Messinger to adjourn. Time: 4:31 p.m.

Motion carried.

The next Board regular meeting is September 9, 2013 at 4:00 p.m. at the City Hall, Conference Room.

Respectfully submitted:

Renee Gooderham
Chief Deputy Clerk