

MINUTES OF THE REGULAR MEETING OF THE
BLOOMINGTON BOARD OF FIRE AND POLICE COMMISSIONERS
June 11, 2013

Attendees: Charles Halbert, W. Charles Witte, and Keith Rich Commissioners; Robert Wall Asst. Police Chief, Mike Kimmerling Fire Chief; Todd Greenburg, Corporation Counsel, Angie Brown, HR Associate, and Renee Gooderham, Chief Deputy Clerk.

Absent: Ellen Schroeder-Concklin and Dean Messinger, Commissioners and Tracey Covert, City Clerk.

The regular meeting of the Bloomington Fire and Police Commission was called to order at 4:00 p.m. on June 11, 2013 at the Bloomington City Hall, Conference Room.

Minutes of Previous Meeting: Motion by Commissioner Witte, seconded by Commissioner Rich to approve the Regular Meeting and Executive Session minutes of May 6, 2013.

Motion carried.

Fire Department: Chief Kimmerling, addressed the Commission. The Asst. Chief promotional examination was complete. Four (4) candidates took the examination. He provided the preliminary results. Candidates had thirty (30) days, from June 11, 2013, to challenge questions. Eric West scored the minimum of seventy (70). The final list would be approved at the Board's August 5, 2013 meeting.

Commissioner Halbert questioned Chief points. Chief Kimmerling stated the maximum was fifteen (15). Emails had been sent to candidates explaining that zero (0) was the starting score. Peer evaluations from Captains and Asst. Chiefs were used to obtain Chief points. He encouraged candidates with low scores to use the opportunity to improve peer relations and apply again.

Angie Brown, HR Associate, addressed the Commission. At the May 6, 2013 meeting, she believed, she had the authority to make conditional offers of employment for entry level Firefighters to fill the two (2) vacancies. Jason Hale had contacted her requesting removal from the list. She then made a conditional offer of employment to Tyler Zimmerman, entry level Firefighter candidate.

Motion by Commissioner Witte, seconded by Commissioner Rich to ratify the actions taken by Human Resources to make a contingent offer of employment to Tyler Zimmerman, entry level Firefighter candidate.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to remove Jason Hale, at his request, from consideration for the position of entry level Firefighter.

Motion carried.

Ms. Brown reminded the Commission that July 2013 was a busy month. Final entry level Firefighter testing would be Saturday, June 22, 2013. The results would be brought to the July 1, 2013 meeting. The top twenty five (25) would be interviewed. Academy would be held in October 2013.

Commissioner Witte stated he was unavailable July 18 - 29 and August 8 - 18, 2013.

Police Department: Asst. Chief Robert Wall addressed the Commission. Stanard and Associates were contracted to conduct Sgt.'s and Lt.'s examinations. Twelve (12) Sgt. had expressed interest to test for Lt. Thirty one (31) Police Patrol Officers (PPO) expressed interest to test for Sgt. All perspective candidates have been provided a compact disk with information relative to their examination. Stanard and Associates sent job analyses to current Sgt. and Lt. The information provided, by same, assists with validation and ensures questions are job related. The current eligibility list expires eleven (11) days after the examination. Interviews would be scheduled prior to testing to ensure contractual obligations were met. He provided a schedule for testing.

Angie Brown, HR Associate, addressed the Commission. Tracey Covert, City Clerk, had located the Sgt. interview questions developed in 2003. Those questions were used for interviews conducted in 2006 and 2010. It was believed that the questions required updating. Ms. Brown suggested using Stanard and Associates to develop same.

Asst. Wall stated there were concerns with using prior questions due to possible litigation. Stanard and Associates had a subject matter expert to assist with refreshing the questions. They provide Commissioners with an oral interview rating guideline, a two – three (2 – 3) hour training on scoring and scoring forms. He would contact Stanard and Associates on the availability of finished questions by the July 1, 2013 meeting.

Ms. Brown added that training would be scheduled. Commissioners who received training would conduct the interviews.

Motion by Commissioner Witte, seconded by Commissioner Rich to contract with Stanard and Associates to develop oral interview questions for the Sgt. promotional process.

Motion carried.

Commissioner Rich questioned oral interview questions for Lt. Asst. Wall explained that the Lt. promotional process was the same as Sgt except oral interviews were not conducted. Points were given for the written examination, seniority, education and Chief. Military points had been bargained out of the contract.

Todd Greenburg, Corporation Counsel, addressed the Commission. He explained that when officers go from one bargaining unit to another the unit being left could not bargain the other's contract.

Asst. Wall anticipated twenty eight (28) candidates for oral interviews. Interviews would be conducted at the end of July.

Ms. Brown requested removal of Darrien Vance, Ryan Kuntzi, and Dean Munter, entry level PPO candidates, for failure to pass the physical agility examination.

Motion by Commissioner Witte, seconded by Commissioner Rich to remove Darrien Vance, Ryan Kuntzi, and Dean Munter, entry level PPO candidates, for failure to pass the physical agility examination.

Motion carried.

Ms. Brown requested removal of Jonathan Kristensen , entry level PPO candidate, for failure to obtain an average score of seventy (70) on the oral interview.

Motion by Commissioner Witte, seconded by Commissioner Rich to remove Jonathan Kristensen , entry level PPO candidate, for failure to obtain an average score of seventy (70) on the oral interview.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to recess to Executive Session, Personnel, Section 2(c)(1). Time 4:25 p.m.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to return to Regular Session. Time: 5:21 p.m.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to withdraw the conditional offer of employment to Robert Miller, entry level Firefighter candidate.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to make a conditional offer of employment to Matthew Musson, entry level Firefighter candidate.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to make a final offer of employment to Tyler Zimmerman, entry level Firefighter candidate.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to remove the following individuals from consideration for the position of entry level PPO due to character issues, Alan Burton, William Chambers and Bryon Ebbert.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to make a conditional offer of employment to the following individuals for the position of entry level PPO: Andrew Linden, Jonathan Chrabot, Aaron Wilson and Steven Patrick.

Motion by Commissioner Witte, seconded by Commissioner Rich to adjourn. Time: 5:28 p.m.

Motion carried.

The next Board regular meeting is July 1, 2013 at 4:00 p.m. at the City Hall, Conference Room.

Respectfully submitted:

Renee Gooderham
Chief Deputy Clerk