

MINUTES OF THE REGULAR MEETING OF THE
BLOOMINGTON BOARD OF FIRE AND POLICE COMMISSIONERS
April 1, 2013

Attendees: Charles Halbert, W. Charles Witte, Ellen Schroeder-Concklin and Dean Messinger, Commissioners; R.T. Finney Interim Police Chief, Clay Wheeler Asst. Chief; Mike Kimmerling Fire Chief; Todd Greenburg, Corporation Counsel; Emily Bell, Human Resources (HR) Director, Angie Brown, HR Associate, 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 4:00 p.m. on April 1, 2013 at the Bloomington City Hall, Conference Room.

Minutes of Previous Meeting: Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin to approve the following meetings: Regular meeting minutes of February 18, and March 4, 2013 and Executive Session, and March 14, 2013 Additional Meeting and Executive Session.

Motion carried.

Fire Department: Chief Kimmerling, addressed the Commission. There were two (2) vacant firefighter positions. The hiring of same would be after the Fiscal Year (FY) 2014 Budget approval. The sign up for Asst. Chief testing was posted. It would remain posted for forty-five (45) days. Four (4) firefighters were anticipated to finish probation in May 2013. Dale Prouty, Fire Engineer had retired with twenty-seven (27) years of service.

Chief Kimmerling presented the proposed rule changes. There were changes for the Combined Physical Aptitude Test (CPAT). State statute refers to obtaining a median score to pass the written examination and ability to climb ladders. Candidates completing the CPAT are provided a certification card valid for one (1) year. The City's eligibility list was valid for two (2) years. Candidates would show proof of CPAT at time of employment offer. This would eliminate additional costs for the City. Chief Kimmerling believed the median score would increase the candidate pool.

Commissioner Halbert questioned if the test score was mean score and above. Chief Kimmerling responded affirmatively.

Motion by Commissioner Witte, seconded by Commissioner Messinger to amended the Rules and Regulations of the Board of Fire and Police Commission as presented.

Motion carried.

Police Department: Clay Wheeler, Asst. Chief, addressed the Commission. He introduced R.T. Finney, Interim Police Chief. Asst. Chief Wheeler would be attending FBI Command Academy. John Fermon, Patrick Lott, Caleb Zimmerman and Bryce Janssen, entry level Police Patrol

Officer's (PPO) began today. Pedro Diaz and Tyrel Klien Experienced Officer Hiring Program candidates were scheduled to start on April 15, 2013. Lt. Pete Avery had announced his retirement for May 31, 2013. Shawn Campbell, PPO, was retiring in fall 2013. Ronnie Shriver, PPO, was anticipated to announce same.

Angie Brown, HR Associate addressed the Commission. Two (2) entry level PPO's were in the FY 2014 Budget. The written examination was scheduled for April 11, 12 and 13, 2013. The Commission would be given a listing at the May 8, 2013 meeting for approval. Academy would started on July 14, 2013. She requested the Commissioners provide dates the week of May 20, 2013 for oral interviews. Oral interviews could take two (2) days. The Commissioners stated availability of May 20, 21 or 22, 2013 for same.

Ms. Brown requested moving the June regular meeting from June 3 to June 10, 2013. The date change would allow time for completion of background investigations.

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin to move the regular meeting to June 10, 2013.

Motion carried, viva voce.

Asst. Chief Wheeler stated thirty-three (33) officers had signed up to take the Sgt. examination.

Ms. Brown provided the Commissioners a copy of the PPO oral interview questions. Modifications had been made. She asked same be reviewed prior to the May 6, 2013 meeting.

Asst. Chief Wheeler recommended having one (1) situational question. The concern was the candidate's ability to draw from life experiences.

Commissioner Messinger questioned candidates changing their oral interview answer during the polygraph examination. Todd Greenburg, Corporation Counsel, addressed the Commission. The Commission would need to determine if there was intent to deceive.

Commissioner Messinger questioned stating that discrepancies between the oral interview and polygraph would be viewed as an automatic disqualification. Mr. Greenburg responded affirmatively. He warned against using the polygraph examiners' opinion. Only inconsistencies of same could be used. Emily Bell, HR Director addressed the Commission. She suggested using language contained in the City's general employment applications. She stated that former Police Chief McKinney's belief was candidates' answers were very disclosing. An inconsistency might not be intentional.

Commissioner Schroeder-Concklin requested a short description for question ten (10).

Ms. Brown reminded the Commission that a candidate must obtain a minimum of seventy percent (70%) to continue the hiring process. Candidates were interviewed by background investigators after same.

Motion by Commissioner Schroeder-Concklin, seconded by Commissioner Witte to adjourn.
Time: 4:29 p.m.

The next Board regular meeting is May 6, 2013 at 4:00 p.m. at the City Hall, Conference Room.

Respectfully submitted:

Renee Gooderham, Chief Deputy Clerk