

MINUTES OF THE REGULAR MEETING OF THE
BLOOMINGTON BOARD OF FIRE AND POLICE COMMISSIONERS
March 4, 2013

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

Absent: Tracey Covert, City Clerk.

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

Fire Department: Chief Kimmerling, addressed the Commission. The Asst. Chief list expired. David Hales, City Manager, approved CPS Human Resources Services for the Asst. Chief promotional testing. An eligibility list would be established. The Commission would be provided testing dates in the near future.

Three (3) entry level Firefighters and the Deputy Chief of Administration position were contained in the Fiscal Year 2014 Budget. There were five (5) individuals remaining on the entry level Firefighter Eligibility List. He believed one (1) candidate had requested removal from same. Testing for entry level Firefighters would begin soon.

Commissioner Schroeder-Concklin questioned the Deputy Chief of Administration position. Chief Kimmerling informed the Board that he had held the position until 2009.

Angie Brown, HR Associate, addressed the Commission. Cameron Steigle, entry level Firefighter candidate, had been contacted. He was employed by another fire department and requested removal from further consideration.

Motion by Commission Witte, seconded by Commissioner Messinger to remove Cameron Steigle, entry level Firefighter candidate, from the entry level Firefighter Eligibility list at his request.

Motion carried.

Police Department: Clay Wheeler, Interim Police Chief, addressed the Commission. There were two (2) Experienced Officer Hiring Program (EOHP) candidates whose background investigations were incomplete. Ms. Brown anticipated having an additional meeting to review same. Chief Wheeler explained that the EOHP's would be finishing Field Training Officer (FTO) as the new entry level hires began.

He informed the Commission that Manuel Hernandez completed probation on February 26, 2013; Trenton Hovland and Ryne Dovovan were anticipated to complete probation on March 15, 2013 and Paul Jones on March 20, 2013.

The Sgt. and Lt. promotional process had begun. Notification of eligibility was required to be posted. There would be changes to the Lt. test based upon the union contract. He anticipated testing in August 2013.

Commissioner Schroeder-Concklin questioned only Lt. examination changes which would effect the Commission. Ms. Brown responded negatively. Chief Wheeler explained the changes were more about eligibility and the point process. The changes expanded the eligibility pool, providing additional competition.

Commissioner Messinger questioned Sgt. and Lt. union. Chief Wheeler explained individuals testing for Sgt. were not covered by contract. Todd Greenburg, Corporation Counsel, addressed the Commission. He stated individuals testing for Sgt. were going from one bargaining unit to another. They fell through the cracks. Sgt. testing for Lt. remained in the Sgt./Lt. union.

Ms. Brown informed the Commission that Joshua Carrigan contacted the HR Department. He was inquiring on his entry level position. She informed him that attempts to contact him were made. He provided updated mailing information. She informed him he would be eligible to test the next time.

Ms. Brown also was contacted by Terry McCann, polygraph examiner. The incorrect polygraph report from 2008 was sent on Ryan Krewer. Mr. McCann sent the correct report. She contacted Commissioner Halbert who reviewed same. Commissioner Halbert stated that there were no changes.

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin to recess to Executive Session. Time 4:14 p.m.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Messinger to return to Regular Session. Time: 5:02 p.m.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin to withdraw the conditional offer of employment to Ryan Krewer, entry level Police Patrol Officer (PPO) candidate.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Messinger to remove the following individuals from consideration for the position of entry level PPO: William Hook, Neal Anderson, and Jon Astornia.

Motion carried.

Motion by Commissioner Witte, seconded by Commissioner Rich to make a conditional offer of employment to Patrick Lott, entry level (PPO) candidate.

Motion carried.

Old Business: None.

New Business: Ms. Brown stated a meeting was scheduled Advocate Medical Group physician to review the physical examination requirements. Recommendations would be brought to the Commission.

Commissioner Schroeder-Concklin cited concerns with the Physical Agility bench press. She believed there were different mindsets using free weights versus machine. Interim Chief Wheeler stated the Physical Agility was being researched and compared with the state's requirements. The concern addressed the different criteria between men and women.

Commissioner Rich cited surprise to failing one (1) portion and the candidate was done versus an overall score. He questioned how the pass/fail correlated. Interim Chief Wheeler stated research needed to be conducted.

Commissioner Schroeder-Concklin questioned the standard at Academy. Interim Chief Wheeler stated the bench press requirements for twenty (20) year old men were harder. Commissioner Schroeder-Concklin suggested that candidates were made aware of the bench press requirements.

Ms. Brown stated that Tina Swanson, Wellness Coordinator, had prepared a brochure regarding to pass the Physical Agility.

Commissioner Schroeder-Concklin requested more room to write responses on the questionnaires and more time to conduct interviews. Ms. Brown suggested forty-five (45) minutes.

Commissioner Halbert stated the majority of interviews did not require thirty (30) minutes. Forty-five (45) minutes would allow time for more questions.

Commissioner Rich questioned if the Background Investigators' questions matched oral interview questions.

Commissioner Schroeder-Concklin believed more open ended questions were required.

Commissioner Halbert requested working on the questions versus adding additional time. Ms. Brown stated she would email interview questions. Todd Greenburg, Corporation Counsel, cautioned discussion of same prior to public meeting.

Commissioner Schroeder-Concklin questioned the HR representative scoring during the interview. Ms. Brown stated HR representative was taking notes. Commissioner Schroeder-Concklin believed it was misleading to the candidate when everyone present was taking notes.

Commissioner Halbert questioned the HR representative tabulating the scores. Ms. Brown responded negatively. He questioned if the HR representative scores were included with the Commission. Ms. Brown responded negatively.

Commissioner Schroeder-Concklin recommended stating this on the instruction sheet. She questioned the ability to ask follow up questions.

Commissioner Witte believed follow up questions were allowed as long as they were relevant to the response. The Chief should be allowed to ask questions as long as they were relevant.

Mr. Greenburg stated the HR representative's role was to insure the questions legality.

Commissioner Schroeder-Concklin cited concerns with interview questions five and six (5 and 6), lying and domestic violence.

Commissioner Messinger requested questions on stealing and traffic issues.

Ms. Brown questioned removal of a candidate after the Oral Interview. Mr. Greenburg believed removal would be recommended in an open meeting. She questioned not conducting a background investigation.

Commissioner Witte stated the Commission could decide at the completion of the interview. The removal process would be at the next meeting. The ability to decide after the oral interview and not conduct a background investigation would save money.

Interim Chief Wheeler requested situational questions.

Commissioner Schroeder-Concklin requested the submission of a writing sample. Ms. Brown believed it was part of the written examination.

Commissioner Halbert questioned typing and computer skills. Mr. Greenburg cautioned testing impact upon minorities.

Commissioner Witte believed younger candidates possessed computer skills.

Ms. Brown requested an additional meeting on Thursday, March 14, 2013 at 4:00 p.m. to review EOHP files, entry level PPO files and future oral interview questions. The Commissioners agreed to same.

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

Motion by Commissioner Witte, seconded by Commissioner Schroeder-Concklin to adjourn.
Time: 5:35 p.m.

Motion carried.

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

Respectfully submitted:

Renee Gooderham
Chief Deputy Clerk