



**Board of Fire and Police Commission Special Minutes
109 E. Olive Street, Bloomington, IL
Council Chambers**

TUESDAY, FEBRUARY 21, 2017 at 4:00 P.M.

I. Call to Order

Commissioner Messinger called the meeting to order at 4:00 PM

II. Pledge of Allegiance

III. Roll Call of Attendance

Dean Messenger called the roll:

Commissioners: James Jordan, Dianne Hollister, Keith Rich, Dean Messenger.

Staff Present: Daniel Esquivel, Clay Wheeler, Eric Vaughn, George Boyle.

IV. Public Comment

Consideration of approving the Commission minutes of Regular Session, 2017.

Motion by Commissioner Hollister, seconded by Commissioner Rich, that the minutes of the Regular Meeting on January 3, 2017 be approved as presented.

Ayes: Commissioners Jordan, Hollister, Rich, and Messinger

Nays: None.

Motion carried.

V. Human Resources Liaison Discussion

Mr. Esquivel wanted to highlight a few things and stated that he failed to list the Executive Session and so we cannot discuss in detail those folks that were asking for removal or approval. I know most of you did come in and look at the files, and so I know you are fairly familiar with those and so if you remember anything of them at all, if we could do a straight vote, we could do that, but if we want to discuss them at all, we would have to open an Executive Session, which we would have to put off until the next meeting, the 7th, because it is not on the agenda.

Commissioner Messinger asked if you have an Executive Session on it to have it?

Mr. Esquivel stated that was correct.

Mr. Boyle stated not a straight vote, but a discussion about the specifics.

Mr. Esquivel stated that if did a straight vote, we could definitely do that today. However, if we had questions around it, any of those files, we would have to put that off.

Commissioner Jordan stated that he had seen some of them but did not get all of them through. What numbers are we looking at – are we talking about hires, job offers, at this point?

Mr. Esquivel stated we have one each for Police and Fire that we would be hiring and then consideration for removal of a few from Fire.

Commissioner Jordan asked if anybody had an issue with discussion on the removal?

Mr. Boyle suggested that we just take each item in the agenda at a time. I think Danny was just kind of giving us a little background here as to what we were suggesting, and with respect to the things that are listed on there, like there is one that is a contingent offer. Again, if there is a vote, write on the contingent offer just a motion to accept or something along that line, that's fine, but with respect to any specifics and, this is particularly in the case with respect to the removals, Legal suggesting that specifics be discussed in an Executive Session and that the Executive Session be noticed. It has to be noticed 48 hours in advance, a minimum of that.

Commissioner Messinger stated my suggestion is the three of us have seen the folders, we are a quorum, that we go ahead and decide on it.

Mr. Esquivel stated that per George's recommendation, we will just go through the items off the agenda and then when we get to that, you can move to approve and vote on that. I just wanted to discuss the entry level Firefighter hiring and so I got together with Eric Vaughn last week and we met and came up with a timeline. What we are looking to do is open up the job here in the next week and have it open for about a month and then we can coordinate the dates around the Commission meetings so that our process is kind of lock in step just like the Police was so that we are not missing a beat and kind of keeping it moving as fast as we can, but taking advantage of as much of an open period as possible so we can get as many candidates as possible.

Commissioner Messinger asked would we have special meetings?

Mr. Esquivel stated no that we will just build it around the current regular meetings we have, and so if we do that, just like we did for Police, I think we will be fine just as long as we kind of stick to those regular meetings that were already outlined. The update for the Police hiring, the physical agility test did wrap up last week. We had 51 folks moving forward in the process and the next step would be oral interviews, which would be taking place next week. Tentatively, that are the dates that we had outlined that we had given you the timeline. I did talk with Legal about having different Commissioners sit in on the interviews as

opposed to having the same Commissioner sit in on all 51 interviews, because that is what we are looking to do is interview all 51 candidates that pass the physical agility, so we did talk to Legal. That is okay to have different Commissioners, and so the only request was that training be done, and so I can definitely give training on interviewing. So, felt that if everyone received the same training, they would be looking for the same things.

Commissioner Messinger asked with the previous training we have had or have done, would we need additional training?

Mr. Esquivel stated that was correct and that is just to establish that everyone has kind of received the same training.

Commissioner Messinger asked if there needed to be a date set for the training?

Mr. Esquivel stated, yes, and I would say in twos at most.

Commissioner Messinger asked if we should pick dates and times?

Mr. Esquivel stated that we should to let him know availability.

Commissioner Messinger asked when do we want to do the interviews?

Clay Wheeler stated we are kind of hoping to have them full time all the way through that next week, Monday the 27th through Friday the 3rd, but do not know if we can get them all done in that amount of time.

Mr. Esquivel stated, I think in talking to Jen, she mentioned doing 4-hour sessions. So, a half day for every day that week and then we would spill into a half week then the following week.

Commissioner Messinger asked if we are thinking 30 minutes apiece?

Mr. Esquivel stated, 30 minutes apiece, 4 hours. If we max that out, that's 8.

Commissioner Messinger stated that we should have the training this week.

Mr. Esquivel stated we could do one every day, so one Commissioner would cover one whole day and then another Commissioner the next day and so on and so forth, or however you all decide to divide up the workload.

Commissioner Messinger stated the first thing is the training. Should we get the training this week so we are ready to go next week?

Mr. Esquivel stated this week or early next week.

Commissioner Messinger stated the first step he was trying to do is schedule the training this week and find out what time and dates and then we will get to next week if we can.

Commissioner Jordan asked what is the timeframe on the training.

Mr. Esquivel stated about 45 minutes.

Discussion about times and days Commissioners are available for interviews.

Mr. Esquivel stated he would send out a schedule to everyone.

VI. Fire Liaison Discussion

Eric Vaughn stated we would like to request that we extend the conditional job offer to 2016006 candidate. We have been through his files and we think that he will make an excellent firefighter for us, so we would like to request that you approve that.

Commissioner Messinger asked if there was any discussion. Accept a motion to make a contingent job offer for 2016006.

Commissioner Jordan stated he did not see the file.

Commissioner Rich stated that he did not either.

Commissioner Hollister stated so moved to extend the contingent job offer for candidate 2016006. I read the file.

Eric Vaughn stated if you would like to defer it to next meeting, we are going to have five openings soon, so we would like to get this individual on board as soon as possible, but if folks are not comfortable with voting, I completely understand that.

Commissioner Messinger stated that he had a suggestion that we get the file out and read it right now.

Commissioner Jordan stated, if everybody has looked through it, he did not have a problem with it.

Eric Vaughn stated it is our recommendation that we did not see anything in his file that sent up red flags, and the Fire Department feels confident that he will be a good employee.

Motion by Commissioner Hollister, seconded by Commissioner Rich, that the contingent job offer be approved and extended for candidate 2016006.

Ayes: Commissioners Jordan, Hollister, Rich, and Messinger

Nays: None.

Motion carried.

Eric Vaughn stated the next item is the consideration is to remove three applicants, 2016001, 2016003, 2016011. It is our recommendation based on the files and some of the things that have come back via the polygraph and some of the other issues, the backgrounds, we are requesting that these three individuals actually be removed from the list.

Commissioner Messinger stated that having reviewed those files, I would concur with what you are saying without question.

Commissioner Hollister stated that she concurred. I read the files and I agree.

Commissioner Messenger asked for a motion to remove 2016001, 2016003, 2016011.

Commissioner Hollister stated she would move and Commissioner Jordan seconded. All were in favor.

Motion by Commissioner Hollister, seconded by Commissioner Jordan, that candidates 2016001, 2016003, 2016011 be removed from further consideration.

Ayes: Commissioners Jordan, Hollister, Rich, and Messinger.

Nays: None.

Motion carried.

VII. Police Liaison Discussion

A. Commissioner Messinger asked how many started out because we ended up with 51 and asked how many showed up.

Mr. Esquivel stated 64, 65. We had two back out and a few injuries.

Clay Wheeler stated there were several that did not pass.

Clay Wheeler stated, as far as my part today, we discussed the interview scheduling already and the next thing is we are just asking for consideration for a conditional job offer for a lateral candidate 91701, and experienced officer that we have looked at and done the background and stuff and ready to move for a conditional offer.

Commissioner Messinger asked if there was a motion to accept.

Motion by Commissioner Hollister, seconded by Commissioner Jordan, that a conditional job offer be approved for experienced candidate 91701.

Ayes: Commissioners Jordan, Hollister, Rich, and Messinger.

Nays: None.

Motion carried.

VIII. Future Discussion Items

Commissioner Hollister stated I am going to accept an appointment with another Board, so I will serve out my term with the Police and Fire, but I am going to another Commission.

Commissioner Messinger asked if Commissioner Hollister would be through May?

Commissioner Hollister stated she thought it was April. She commented that she had enjoyed meeting you all and I have spent half of my career with the Peoria Fire Department and the other half with the Peoria Public Library, so I am going to the Library Board.

Commissioner Rich stated that his term ends April 30th.

Commissioner Messinger stated that we start the process of looking for two more Commissioners again.

IX. Next Scheduled Regular Meeting Date:

Commissioner Messenger stated the next meeting would be March 7th, and Daniel will put out a schedule for the interviews when we signed up.

X. Adjournment

Motion by Commissioner Jordan, seconded by Commissioner Hollister, that the meeting be adjourned.

Ayes: Commissioners Jordan, Hollister, Rich, and Messinger.

Nays: None.

Motion carried, (viva voce).