



BOARD OF FIRE AND POLICE COMMISSIONERS
Thursday, May 23, 2019, at 8:30 am
Carbondale Civic Center Room 103
200 South Illinois Avenue
Meeting Minutes

1. Call to Order / Roll Call

The City of Carbondale Board of Fire and Police Commissioners held a meeting on Thursday, May 23, 2019, in Carbondale Civic Center Room 103, 200 South Illinois Avenue. Chairman Kerry Braswell called the meeting to order at 8:30 a.m.

Roll Call

Present: Kerry Braswell, Randy Burnside, Gerald Edwards, and Herman Williams

Absent: None

Acknowledgement of Guests

Also present were Deputy City Clerk Clinette Hayes, Deputy Police Chief Stan Reno, Fire Chief Mike Hertz, Fire Captain Jay Crippen, Human Resources Manager Tara Brown, and Diversity and Compliance Officer Alicia Jackson.

2. Approval of meeting minutes from February 26, 2019

MOTION: R. Burnside moved, H. Williams seconded, to approve the meeting minutes from February 26, 2019. VOTE: All voted Aye. No Nays. Motion declared carried.

3. Election of Board Chairperson and Vice-Chairperson

The Governing Rules of the Board of Fire and Police Commissioners provide that a Chairperson and Vice-Chairperson be elected in April, to serve for one municipal fiscal year (May 1 through April 30).

Chairman Braswell opened the floor for any volunteers or nominations and none came forward. It was suggested that those Commissioners currently serving in that capacity remain in those positions for Fiscal Year 2020.

MOTION: H. Williams moved, R. Burnside seconded, to keep the positions of Chair and Vice-Chair as is for Fiscal Year 2020. VOTE: All voted Aye. No Nays. Motion declared carried.

Commissioners Kerry Braswell and Gerald Edwards will continue to serve as Chairperson and Vice-Chairperson, respectively, for a term beginning May 1, 2019, through April 30, 2020.

4. Update Regarding Upcoming Police and Fire Examination Dates

Deputy City Clerk, Clinette Hayes apprised the Board of upcoming Entry-Level Police and Fire Captain promotional examination dates. This item was for the Board's information only. No action was needed.

5. Closed Meeting to Conduct Oral Interviews for Entry-Level Firefighter

MOTION: R. Burnside moved, G. Edwards seconded, that the Board hold a closed meeting for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to 5 ILCS 120/2(c)(1), specifically to conduct oral interviews for Entry-Level Firefighter. VOTE: All voted Aye. No Nays. Motion declared carried. Open session recessed at 8:40 a.m.

Deputy Police Chief Stan Reno exited the meeting at 8:40 a.m.

There was no formal action taken as a result of the closed meeting. There being no further business to come before the Board, R. Burnside moved, H. Williams seconded, that the Board return to open session. VOTE: All voted Aye. No nays. Motion declared carried. Open session resumed at 2:37 p.m.

6. Board Comments

Commissioner Edwards requested that the police department’s referral/incentive program be put on the next meeting agenda for discussion. He requested for the Board to receive information regarding this program from Police Chief Jeff Grubbs at the last meeting, but did not receive it. He would like for the Police Chief to be in attendance for discussion and provide the program information.

It was suggested that the oral interview set of questions be revised. Some of the questions appear to be redundant or they are the same question, but presented in a different way.

Creating some kind of scoring dynamic for the oral interview questions was also discussed. As it currently stands, the Commissioners are to give a score between zero and one hundred to each candidate. An average score of 70 or more is passing. There is no provided criteria or scoring scale for the Board to determine a candidate’s score. Each Commissioner chooses a random number to assign to each candidate. It was suggested that each question be given a value based on the importance of a question. Doing so will show how a candidates final score was determined should anyone want to view their records.

One concern regarding the scoring system is the fairness to the current eligible candidates on the eligibility list since they were scored under the current system. An updated scoring system could potentially give a new candidate an advantage over those who are currently on the eligibility list. It was suggested that we offer those persons currently on the eligibility list a chance to re-take the fire exam before their eligibility expires in 2021. It was the consensus of the Board for Staff to research or develop more relevant oral interview questions for Fire and Police and create a draft scoring system for review. In addition to the oral interview questions, Fire Chief Mike Hertz suggested that the physical fitness assessment be modified to meet the needs of the Fire Department.

7. Citizens’ Comments

None

8. Adjournment

Meeting adjourned at 2:52 p.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on _____