



**DES PLAINES BOARD OF FIRE AND POLICE COMMISSIONERS**  
**SPECIAL MEETING MINUTES**

**July 31, 2023**

**Second Floor Conference Room – 8:30 a.m.**

**Call to Order: 8:40 a.m.**

**Roll Call:**

**Albrecht: Present**

**Green: Present**

**Garceau: Present**

D. Michael Albrecht	Commissioner	John Rice	Commander - Investigations
Thomas Green	Commissioner	Matt Bowler	Commander – Support Services
Kristy Garceau	Commissioner	Rob Fitzpatrick	Detective
David Anderson	Police Chief	Ryan Borre	Detective
Dan Shanahan	Deputy Chief – Patrol	Becky Madison	Director of Human Resources
Sean Flanagan	Deputy Chief- Support Services	Sarah Gianni	Management Analyst

**Public Comment:** None.

**New Business:**

1. Review and Approval of June 29, 2023 Special Meeting Minutes

When reviewing the minutes, Chairman Albrecht asked the Chief of Police to further explain how a passing score for a section would not be based on a set percentage, but rather a percentage recommended by the vendor. Police Chief Anderson explained that the vendor would make a recommendation of what to use as a passing score because they have different tests. The level of difficulty for a test may change. Therefore, the vendor would weight everything and give the best recommendation for passing, which would likely necessitate a different recommendation for each test.

Motion to approve Special Meeting Minutes of June 29, 2023, as presented.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.



2. Review and Approval of July 11, 2023 Special Meeting Minutes

Motion to approve Special Meeting Minutes of July 11, 2023, as presented.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

Before going into executive session, Human Resources Director Becky Madison noted that Candidate #14 Zarin Zahariev is out of the state and therefore cannot attend the interview on August 3<sup>rd</sup>. She asked whether the Board was open to having an interview over zoom. All board members verbally affirmed they were fine with having a Zoom interview.

**Executive Session:**

Motion to go into Executive session for the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the City under section 2(c)(1) of the Open Meetings Act at 8:46 a.m. via roll-call vote.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

**Back in Regular Session at 10:05 a.m. (Break)**

3. Consideration of motions pertaining to the retention or removal of Probationary Police Officer Candidates from continued consideration in the selection process.

i. Motion to proceed with short form for Probationary Police Officer candidate Adrian Alicea.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion Carried. Candidate disqualified.

ii. Motion to proceed with short form for Probationary Police Officer candidate Donovan De Hoyos.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Garceau	Green	Aye	Aye	Aye

Motion Carried. Candidate disqualified.



Motion to go into Executive session for the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the City under section 2(c)(1) of the Open Meetings Act at 12:10 p.m. via roll-call vote.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

**Back in Regular Session at: 2:17 p.m.**

1. Consideration of motions pertaining to the retention or removal of Probationary Police Officer Candidates from continued consideration in the selection process.
  - a. Motion to proceed with a conditional offer for Probationary Police Officer candidate Alven Georges.

I hereby make a motion to extend an offer of employment to Candidate Alven Georges, conditioned on the successful completion of a psychological examination, a medical examination, and a drug/alcohol test, all conducted by one or more professionals that the BFPC currently uses. If for some reason one or more of those professionals are unable to promptly complete the examinations and/or tests, my motion gives the City of Des Plaines the ability to secure an alternative professional or clinic to promptly complete the exams and/or tests. My motion also directs Human Resources to promptly circulate the aforementioned test/exam results to the individual BFPC members. My motion also allows for the formal appointment of Candidate Alven Georges by the BFPC Chairperson without the need for the BFPC to reconvene if Candidate Alven Georges successfully passes the psychological. Medical and drug/alcohol exams and/or tests. My motion however, precludes Candidate Alven Georges' appointment if by chance he fails one or more of the aforementioned exams/tests and/or if one or more BFPC Members call for further discussion about Candidate Alven Georges' appointment, with that call occurring within 3 calendar days of having received the exam/test results from Human Resources.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

2. Consideration of motions pertaining to the retention or removal of Lateral Policer Officer Candidates from continued consideration in the selection process.
  - a. Motion to proceed with a conditional offer for Lateral Police Officer candidate Ernesto Amparan.

I hereby make a motion to extend an offer of employment to Candidate Ernesto Amparan, conditioned on the successful completion of a psychological examination, a medical examination, and a drug/alcohol test, all conducted by one or more professionals that the BFPC currently uses. If for some reason one or more of those



professionals are unable to promptly complete the examinations and/or tests, my motion gives the City of Des Plaines the ability to secure an alternative professional or clinic to promptly complete the exams and/or tests. My motion also directs Human Resources to promptly circulate the aforementioned test/exam results to the individual BFPC members. My motion also allows for the formal appointment of Candidate Ernesto Amparan by the BFPC Chairperson without the need for the BFPC to reconvene if Candidate Ernesto Amparan successfully passes the psychological. Medical and drug/alcohol exams and/or tests. My motion however, precludes Candidate Ernesto Amparan’s appointment if by chance he fails one or more of the aforementioned exams/tests and/or if one or more BFPC Members call for further discussion about Candidate Ernesto Amparan’s appointment, with that call occurring within 3 calendar days of having received the exam/test results from Human Resources.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

1. (Returned) Consideration of motions pertaining to the retention or removal of Probationary Police Officer Candidates from continued consideration in the selection process.
  - b. Motion to proceed with a conditional offer for Probationary Police Officer candidate Nicholas Lodding.  
  
Candidate Nicholas Lodding’s interview was moved to the next meeting (Thursday, August 3, 2023).
  - c. Motion to proceed with a conditional offer for Probationary Police Officer candidate Matthew Laws.  
  
Candidate Matthew Laws withdrew.
  - d. Motion to proceed with a conditional offer for Probationary Police Officer candidate Issac Mora.

I hereby make a motion to extend an offer of employment to Candidate Issac Mora, conditioned on the successful completion of a psychological examination, a medical examination, and a drug/alcohol test, all conducted by one or more professionals that the BFPC currently uses. If for some reason one or more of those professionals are unable to promptly complete the examinations and/or tests, my motion gives the City of Des Plaines the ability to secure an alternative professional or clinic to promptly complete the exams and/or tests. My motion also directs Human Resources to promptly circulate the aforementioned test/exam results to the individual BFPC members. My motion also allows for the formal appointment of Candidate Issac Mora by the BFPC Chairperson without the need for the BFPC to reconvene if Candidate Issac Mora successfully passes the psychological. Medical and drug/alcohol exams and/or tests. My motion however, precludes Candidate Issac Mora’s appointment if by chance he fails one or more of the aforementioned exams/tests and/or if one or more BFPC Members call for further discussion about Candidate Issac Mora’s appointment, with that call occurring within 3 calendar days of having received the exam/test results from Human Resources.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

- e. Motion to proceed with a conditional offer for Probationary Police Officer candidate Thomas Hohenadel.

I hereby make a motion to extend an offer of employment to Candidate Thomas Hohenadel, conditioned on the successful completion of a psychological examination, a medical examination, and a drug/alcohol test, all conducted by one or more professionals that the BFPC currently uses. If for some reason one or more of those professionals are unable to promptly complete the examinations and/or tests, my motion gives the City of Des Plaines the ability to secure an alternative professional or clinic to promptly complete the exams and/or tests. My motion also directs Human Resources to promptly circulate the aforementioned test/exam results to the individual BFPC members. My motion also allows for the formal appointment of Candidate Thomas Hohenadel by the BFPC Chairperson without the need for the BFPC to reconvene if Candidate Thomas Hohenadel successfully passes the psychological. Medical and drug/alcohol exams and/or tests. My motion however, precludes Candidate Thomas Hohenadel's appointment if by chance he fails one or more of the aforementioned exams/tests and/or if one or more BFPC Members call for further discussion about Candidate Thomas Hohenadel's appointment, with that call occurring within 3 calendar days of having received the exam/test results from Human Resources.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

- 3. Motion to eliminate Probationary Police Officer candidate Piotr Rolski.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried. Candidate eliminated.

- 4. Consideration of motions pertaining to the retention or removal of Probationary Firefighter/Paramedic Candidates from continued consideration in the selection process.

None.

**Report of Commissioners:** None.



**Adjournment**

Motion to adjourn.

Motion Made by	2 <sup>nd</sup>	Albrecht	Green	Garceau
Green	Garceau	Aye	Aye	Aye

Motion carried.

**Adjourned at 2:25 p.m.**


**Next Special Meeting:** August 3, 2023 at 8:30 a.m.

**Next Regular Meeting:** September 11, 2023, 6:00 p.m.

Respectfully submitted,

Sarah Gianni, Management Analyst HR/Risk

Approved this day 11<sup>th</sup> day of September, 2023




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D. Michael Albrecht, Chairman




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Thomas Green, Secretary