

**MINUTES OF MEETING****Special Meeting****May 17, 2021****The meeting was called to order at 9:18 on May 17, 2021**

D. Michael Albrecht - Chairman - Present  
Debra Lester - Commissioner - Present  
Tom Green - Commissioner - Present

David Anderson – Police Chief  
Erik Bjork – Patrol Officer  
Matthew Bowler - Police Commander  
Daniel Anderson – Fire Chief  
Dorothy Wisniewski - Asst. City Mgr./Fin. Director  
Becky Madison – Human Resources Director  
Andrew Fiske - City Attorney

The purpose of the meeting was:

1. Update on Fire Department staffing.
2. Discussion regarding the various procedures to gather and review information regarding the Probationary Patrol Officer's tests, background information, and post conditional offer tests.
3. Discussion and determination regarding Probationary Patrol Officer Michael Mickey's (# 21) request to be reinstated on the Eligibility list after his previous requests to withdraw.
4. Consideration of a motion to remove certain Probationary Patrol Officer Candidates for continued consideration in the selection process.

Business from the public – None.

Fire Chief Daniel Anderson provided an update on Department staffing, noting that one recent hire resigned to take a position in Aurora and one recent retirement, Lt. Gary Despaltro, leaving two open positions. Upon review of the candidate list, two individuals that **previously requested a pass**, expressed interest in continuing in the process. The Police Department will complete background investigations for the two highest ranking candidates, #34 and #35. These candidates do not have firefighter backgrounds and therefore would be potentially be attending academy beginning July 9, 2021. Chairman Albrecht asked if the fire academies were reaching maximum capacity similar to the police academies. Fire Chief Anderson replied that there should be no issues securing spaces for two to three new hires. Chairman Albrecht and Fire Chief Anderson discussed the specifics of the recent department resignation.

Commissioner Lester requested an updated candidate list to better understand which candidates have been hired and which candidates remain on the list. Fire Chief Anderson stated that he did not have the full list but noted recent department hires. He also stated that an updated list would be provided to the Board. Next, they discussed the process for moving forward with candidates from the list as well as specific candidates' status. Commissioner Lester requested a list of hires and promotions for the Fire and Police Departments that were sworn in during the pandemic so that the Board can provide certificates of appointment. Fire Chief Anderson confirmed that he will provide the Board the requested list. Chairman Albrecht stated that he would like letters to employees that have successfully completed their probationary period to come from the Board moving forward.

Moving on to the Police Department, Chairman Albrecht asked Police Chief Anderson about the Department's desire to pursue alternate methods for Sergeant assessments. Chief Anderson asked if the Board would like to schedule a workshop meeting to discuss the process and evaluate alternatives once the current candidate list is

finalized. He stated there were no issues with the current process but that this would be an opportunity to review the process, discuss new ideas and improve efficiencies. Chief Anderson confirmed this process assessment would not impact the current candidate list. Chairman Albrecht requested that the record state that 37 of 41 candidates passed the exam. Andrew Fiske provided clarification regarding the Board's role in the evaluation of the promotional process.

Next, probationary Patrol Officer candidate Michael Mickey's (# 21) request to be reinstated on the eligibility list after his previous requests to withdraw was discussed. The Board and staff discussed the specifics of Mr. Mickey's situation noting that from the previous candidate list he was offered a position and declined. Mr. Mickey took the test again for the current candidate list and then requested that his name be withdrawn. Mr. Mickey, a certified officer with the City of Chicago, is now requesting to be reinstated to the current candidate list. Police Chief Anderson expressed his concerns about moving forward with a candidate that is having difficulty deciding whether or not to pursue the position. The Board and staff further discussed the process implications of Mr. Mickey's request.

Commissioner Green motioned to decline Patrol Officer Michael Mickey's request for reinstatement to the eligibility list, seconded by Commissioner Lester - motion passed.

Moving on to the Report of Commissioners, Chairman Albrecht inquired about liability insurance to which Assistant Village Manager/Finance Director Dorothy Wisniewski replied that pursuant to City Code there is a bond issued for each of the Commissioners in the amount of one-thousand dollars. Additionally, Human Resources Director Becky Madison stated she received confirmation from the City's MICA consultant that Commissioners are covered under ~~the all~~ the City's liability and specifically under the public officials' liability insurance coverage. She explained that actions that are derived from failure to follow advice may be deemed to be intentional acts that are not covered by the policy. Chairman Albrecht requested clarification on the term advice to which Director Madison explained that it would be specific to legal counsel. Assistant Manager/Director Wisniewski reiterated that Commissioners would be covered under the MICA public officials' policy so long as the advice of council assigned to the Commissioners is followed.

Chairman Albrecht asked if the Board should respond to the letter received from the Fire Department union regarding adherence to rules. Fire Chief Anderson stated that he did not receive a copy of the letter but upon initial review of the letter handed to him from Commissioner Lester, stated that he did not see a need to respond. Andrew Fiske stated from a legal standpoint there is no obligation to respond, noting that the spirit of the letter is commentary. Assistant Manager/Director Wisniewski agreed with Mr. Fiske's recommendation.

Motion made to go into Executive Session at 9:48 am to review employment, compensation, performance and dismissal of specific employees in accordance with Section 2(c)(1) of the Open Meetings Act was made by Commissioner Green, seconded by Commissioner Lester – motion passed.

In Attendance following Executive Session:

D. Michael Albrecht – Chair  
Debra Lester – Commissioner  
Tom Green – Commissioner

David Anderson – Police Chief  
Erik Bjork – Patrol Officer  
Matthew Bowler – Police Commander  
Andrew Fiske – City Attorney

The Board went back into Open Session at 10:10 am.

Motions regarding Police Department Candidates Pass/Fail Polygraph Exam:

CANDIDATE #	CANDIDATE NAME	MOTION/2ND	COMM ALBRECHT PASS/FAIL	COMM GREEN PASS/FAIL	COMM LESTER PASS/FAIL	COMMENTS
#29	Borshell, Brian	Motion to Pass: Lester, 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#25	Bucaro, Emanuele	Motion to Pass: Green, 2 <sup>nd</sup> Lester	Aye	Aye	Aye	Unanimous
#15	Burtica, Jon Paul	Motion to <b>Fail</b> : Lester 2 <sup>nd</sup> Green	Nay	Aye	Aye	Burtica fails 2:1
#7	Clark, Shawn	Motion to Pass: Lester 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#20	Eloisa, Alicia	Motion to Pass: Lester 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#24	Erskine, Michael	Motion to Pass: Lester 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#14	Garcia, Idaly	Motion to Pass: Lester 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#23	Johnson, Chivon	Motion to Pass: Lester 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#15	Kellerhals, Nicholas	Motion to Pass: Albrecht; 2 <sup>nd</sup> Green	Aye	Aye	Nay	Kellerhals Passes 2:1
#72	Kobylarz, Matthew	Withdrew				
#6	McGee, Jaquita	Motion to Pass: Green 2 <sup>nd</sup> : Lester	Aye	Aye	Aye	Unanimous
#113	Molina, Gloria	Motion to Pass: Lester 2 <sup>nd</sup> : Albrecht	Aye	Nay	Aye	Molina passes 2:1
#30	Palacz, Michael	Motion to Pass: Lester 2 <sup>nd</sup> : Green	Aye	Aye	Aye	Unanimous
#3	Rosco, Laura	Motion to Pass: Lester 2 <sup>nd</sup> Green	Aye	Aye	Aye	Unanimous
#64	Velazquez, Rolando	Motion to <b>Fail</b> : Lester 2 <sup>nd</sup> Green	Nay	Aye	Aye	Motion passes 2:1 Velezquez eliminated from further consideration

Summary: Jon Paul Burtica eliminated from further consideration, Matthew Kobylarz withdrew, Rolando Velazquez failed polygraph, all others passed Polygraph.

Next special meeting for oral interviews, review of additional polygraphs, review of 4 psychological reports (executive session) and open session votes on passage of polygraphs, psychological reports and oral interviews, June 2, 2021 and June 4, 2021 at 9 am.

Next Regular Meeting: Thursday, June 10, 2021 – 10:00 am.

Motion to Adjourn: 10:25 am made by Commissioner Lester, seconded by Commissioner Green, motion passed unanimously.

APPROVED

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