



DES PLAINES BOARD OF FIRE AND POLICE COMMISSIONERS
SPECIAL MEETING MINUTES

January 16, 2024

First Floor Conference Room 101 – 1:30 p.m.

Call to Order: 1:31 p.m.

Roll Call:

Albrecht: Present

Green: Not Present

Garceau: Present

D. Michael Albrecht	Commissioner	Sean Flanagan	Deputy Chief- Support Services
Kristy Garceau	Commissioner	John Rice	Commander - Investigations
		Dan Anderson	Fire Chief
		Sam Foster	Deputy Chief Administration/Support Services
David Anderson	Police Chief	Becky Madison	Recording Secretary/ Director of Human Resources
Dan Shanahan	Deputy Chief – Patrol	Sarah Gianni	Management Analyst

Public Comment: None.

New Business:

Chairman Albrecht noted the scores for Firefighter/Paramedic candidates were quite high. Fire Chief Anderson concurred, noting it was a good group all around. He noted that there was an Asterix next to candidates #5 and #6. This is because candidate #4 is a veteran and preference points cannot be used to pass a veteran. Two candidates withdrew because they were hired by other municipalities and are therefore not on this list. Human Resources Director Becky Madison noted that this list and the previous list both have 21 candidates. She added that she received the candidate responses to their Personal History Questionnaires (PHQ’s). Fire Chief Anderson stated that he hoped interviews would be held in the middle or end of the next month.

Chairman Albrecht inquired as to when the Police hiring process would begin again. Human Resources Director Becky Madison stated the test was ready go out, but there are still four Lateral Candidates to consider. Commander John Rice stated he believes that will be set by mid-February. Interviews could be held after that, about a week after. Human Resources Director Becky Madison stated she would look into interview dates once the background due date is confirmed. Commander Rice stated they should be done by February 12th.

Interviews for Fire would likely be the first or second week of March. Commissioner Garceau confirmed that the second week of March would work well for her. Fire Chief Anderson stated the Spring Academy starts on April 8th. He hopes 5 candidates would be sent to the Academy. There are 3 vacancies currently, and one Engineer will retire in March. There is likely one other vacancy after that. Police Chief Anderson stated the



department is currently down 3, with one retirement happening last week. With the additional officer in the budget, they may be down 4. Commander Rice noted to Fire Chief Anderson that getting 5 candidates out of the current list may be difficult. Human Resources Director Becky Madison noted that even if a candidate does not yet have their paramedics' license, they can still go through the background process per changes to the Rules and Regulations of the BFPC. Conditional offers can be given to those who should be receiving their paramedic license in May or June. Fire Chief Anderson noted he would want them ready for the July Academy.

Chairman Albrecht asked if any women were on the list. Human Resources Director Becky Madison noted that there is one on the list. Chairman Albrecht further inquired about how the two women previously hired are doing post-academy. Fire Chief Anderson stated they are progressing very well.

1. Review and approval of the final 2024 Probationary Firefighter/Paramedic Eligibility List.

Motion Made by	2 nd	Albrecht	Green	Garceau
Garceau	Albrecht	Aye	--	Aye

Motion carried. Final list approved.

Executive Session: None.

New Business Continued:

2. Consideration of motions pertaining to the retention or removal of Lateral Police Officer Candidates from continued consideration in the selection process.
None.
3. Consideration of motions pertaining to the retention or removal of Probationary Police Officer Candidates from continued consideration in the selection process.
None.
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 nd	Albrecht	Green	Garceau
Garceau	Albrecht	Aye	--	Aye

Motion carried.



BOARD OF FIRE AND POLICE COMMISSIONERS
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Adjourned at 1:40 p.m.

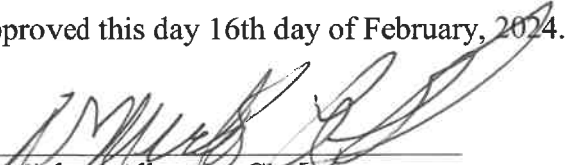
Next Special Meeting: February 16, 2024, 1:30 p.m.

Next Regular Meeting: March 11, 2024, 6:00 p.m.

Respectfully submitted,

Sarah Gianni, Management Analyst HR/Risk

Approved this day 16th day of February, 2024.



D. Michael Albrecht, Chairman



Thomas Green, Secretary

