



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

**MARCH 11, 2024**

**SECOND FLOOR CONFERENCE ROOM – 9:00 A.M.**

**Call to Order: 9:04 a.m.**

**Roll Call:**

**Albrecht: Present**

**Green: Present**

**Garceau: Present**

|                     |                                |                   |   |
|---------------------|--------------------------------|-------------------|---|
| D. Michael Albrecht | Commissioner                   | Mike Beauvais     | Detective   |
| Thomas Green        | Commissioner                   | Carlo Ereno       | Detective   |
| Kristy Garceau      | Commissioner                   | Katherine Derfler | Detective   |
| David Anderson      | Police Chief                   | Dan Anderson      | Fire Chief  |
| Dan Shanahan        | Deputy Chief – Patrol          | Sam Foster        | Deputy Chief<br>Administration/Support Services     |
| Sean Flanagan       | Deputy Chief- Support Services | Becky Madison     | Recording Secretary/<br>Director of Human Resources |
| John Rice           | Commander - Investigations     | Sarah Gianni      | Management Analyst                                  |
| Ryan Borre          | Detective                      |                   |   |

**Public Comment:** None.

**New Business:**

There was a general discussion begun by Chairman Albrecht about the PEP test for firefighter/paramedic candidates. Director of Human Resources Becky Madison noted that this has not been done for the last few Fire lists. Chairman Albrecht stated he would be interested in bringing this back. Fire Chief Anderson noted this would not be possible with the current list, to which Chairman Albrecht stated he understood. Deputy Chief Sam Foster stated he would make a note to review why the practice was discontinued previously. Detective Borre noted that he finds the PEP test helpful as it can identify potential issues with candidates, though he does not feel it is a necessity.

Fire Chief Anderson believes the list for Fire may be good through the end of the year considering some candidates will not have their Paramedics License test until July. Human Resources Director Becky Madison observed there are currently five (5) candidates who do have their license. The Fire Department currently has the budget authority to hire up to five (5) in preparation of impending retirements. If all 5 candidates pass, then the hiring could be filled. All other candidates would have to wait until the Fall academy in October.



But they could still start with the City in August or September and get to know Des Plaines procedures before being sent to the Academy.

Chairman Albrecht noted that the Fire Department application seems to have very small print. Given that there appears to be issues with honesty, Chairman Albrecht requested that future applications bold and underline any statements pertaining to lying on the application for all future police and fire applications. HR Director Madison stated the applications would be reviewed following the current police and fire entry hiring.

**Executive Session:**

1. 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 and Discussion and approval of minutes under Section 2(c)(21) of the Open Meetings Act at 9:12 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 3:02 p.m.**

**New Business Continued:**

1. Consideration of a motion to appoint Candidate Dominic Wistocki as a Police Officer with a start date of March 13, 2024 and swear-in date to be arranged by the Police Department.
  - a. Motion to extend a letter of appointment to Lateral Police Officer Candidate Dominic Wistocki.

I hereby make a motion to appoint Dominic Wistocki as a Lateral Police Officer with a swear-in date and start date to be arranged by the City's Human Resources and Police Departments.

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

Motion carried. Candidate appointed.

2. Review and approval of the Special Meeting Minutes of February 16, 2024.

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

Motion carried.



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

- a. I hereby make a motion to extend an offer of employment to Candidate Edgardo Hernandez, 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 circulate the aforementioned test/exam results to the individual BFPC members prior to their next meeting.

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

Motion carried. Candidate passes.

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

- a. None.

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

- a. Motion to disqualify Firefighter/Paramedic candidate Jesse Whitlock for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried. Candidate disqualified.

- b. I hereby make a motion to extend an offer of employment to Dylan Lersch, 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 Dylan Lersch

by the BFPC Chairperson without the need for the BFPC to reconvene if Dylan Lersch successfully passes the psychological, medical and drug/alcohol exams and/or tests. My motion however, precludes Dylan Lersch’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 Dylan Lersch’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.

- c. I hereby make a motion to extend an offer of employment to James Boldt, once he has successfully obtained his State of Illinois Paramedic licensure. The conditional offer shall be extended in the order of the final Firefighter/Paramedic Eligibility List passed on January 16, 2024 of which James Boldt is #12. The offer of employment is 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 circulate the aforementioned test/exam results to the individual BFPC members prior to their next meeting.

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

Motion carried.

- d. Motion to disqualify Firefighter/Paramedic candidate Patrick Galloway for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried. Candidate disqualified.

- e. I hereby make a motion to extend an offer of employment to Raul Ramirez, once he has successfully obtained his State of Illinois Paramedic licensure. The conditional offer shall be extended in the order of the final Firefighter/Paramedic Eligibility List passed on January 16, 2024 of which Raul Ramirez is #9. The offer of employment is 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 circulate the aforementioned test/exam results to the individual BFPC members prior to their next meeting.

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

Motion carried.

- f. I hereby make a motion to extend an offer of employment to Michael Major, once he has successfully obtained his State of Illinois Paramedic licensure. The conditional offer shall be extended in the order of the final Firefighter/Paramedic Eligibility List passed on January 16, 2024 of which Michael Major is #11. The offer of employment is 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 circulate the aforementioned test/exam results to the individual BFPC members prior to their next meeting.

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

Motion carried.

**Report of Commissioners:**

Chairman Albrecht asked what the pass rate is for the Paramedic’s examination. Fire Chief Anderson stated he believes NCH testing usually has a 90% pass rate.

**Adjournment**

Motion to adjourn.

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

Motion carried.

**Adjourned at 3:08 p.m.**

**Next Special Meeting:** March 15, 2024, 9:00 a.m.

**Next Regular Meeting:** June 10, 2024, 6:00 p.m.



BOARD OF FIRE AND POLICE COMMISSIONERS  
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Respectfully submitted,

Sarah Gianni, Management Analyst HR/Risk

Approved this day 2nd day of May, 2024.

  
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D. Michael Albrecht, Chairman

  
\_\_\_\_\_  
Thomas Green, Secretary