



DES PLAINES BOARD OF FIRE AND POLICE COMMISSIONERS
REGULAR MEETING MINUTES
JUNE 10, 2024
FIRST FLOOR CONFERENCE ROOM – 6:00 P.M.

Call to Order: 6:00 p.m.

Roll Call:

Albrecht: Present

Green: Present

Garceau: Present

D. Michael Albrecht	Commissioner	Dan Shanahan	Deputy Chief – Patrol
Thomas Green	Commissioner	Sean Flanagan	Deputy Chief – Support Services
Kristy Garceau	Commissioner	Becky Madison	Recording Secretary/ Director of Human Resources
Matt Matzl	Fire Chief	Sam Foster	Deputy Fire Chief
John Rice	Police Commander		

Public Comment: None.

New Business:

1. Review and approval of the Special Meeting Minutes of May 9, 2024.

Motion to approve the Special Meeting Minutes of May 9, 2024 as presented.

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

Motion carried.

2. Discussion pertaining to the Commissions preferred psychological assessment vendor.

Human Resources Director Becky Madison provided a brief overview of the selection and retention of the BFPC’s current psychological assessment provider, C.O.P.S. & F.I.R.E., as well as their status and performance as the selected vendor. The purpose of the discussion was to brief the Commissioners on the vendors’ request to sign an updated terms of service agreement providing an overview of late fees and rush processing, which was not provided for in the current service agreement.

Director Madison provided a detailed overview of the vendors’ performance and applauded their ability to schedule appointments and make accommodations. However, with the updated terms, the vendor is

unable to hold appointment times for the Commission due to the cancellation fees the City would experience. Additionally, Director Madison communicated that since her participation with the Commission began in 2021, the vendor has recommended and passed every candidate, approximately 48 evaluations, which is uncommon. Given that the vendor is in the final year of their original agreement, Director Madison requested the Commission’s permission to review and evaluate alternative vendors for their consideration. The Commission agreed to this request.

Chairman Albrecht requested staff survey area communities to obtain a benchmark on psychological examination failure rates, as well as determine appropriate alternative vendors. The Commission determined it was appropriate to include the current vendor to provide an explanation to their change in practices and the impact it has on their current clients.

Director Madison agreed to coordinate the vendor review and provide an update by the end of the year.

3. Discussion regarding the selection of a date for entry level patrol officer interviews.

To prepare for entry level patrol officer interviews, Director Madison requested the Commission consider additional summer meeting dates for processing and interviewing candidates. The Commission agreed to meet at Noon, July 10th if needed. They also agreed to host interviews on July 29th and 31st from Noon to 5:00 p.m. in the Second Floor Conference Room.

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 6:20 p.m. via roll-call vote.

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

Motion carried.

Back in Regular Session at 6:25 p.m.

New Business Continued:

1. Consideration of motions pertaining to the retention or removal of Lateral Police Officer Candidates from continued consideration in the selection process.
 - a. None.
2. Consideration of motions pertaining to the retention or removal of Probationary Police Officer Candidates from continued consideration in the selection process.
- 3.

- a. Motion to disqualify Probationary Police Officer candidate Armin Music for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- b. Motion to disqualify Probationary Police Officer candidate Jacob Mejia for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- c. Motion to disqualify Probationary Police Officer candidate Pawel Lemanski for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- d. Motion to disqualify Probationary Police Officer candidate Brandon Raschillo for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- e. Motion to disqualify Probationary Police Officer candidate Carlos Flores for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- f. Motion to disqualify Probationary Police Officer candidate Edgar Beltran for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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



Motion carried.

- g. Motion to disqualify Probationary Police Officer candidate Daniel Dodson for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- h. Motion to disqualify Probationary Police Officer candidate Sergio Hernandez for the reasons that will be more fully set forth in the rejection letter that Human Resources will draft.

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

Motion carried.

- 4. Consideration of motions pertaining to the retention or removal of Probationary Firefighter/Paramedic Candidates from continued consideration in the selection process.
 - a. None.

Report of Commissioners:

- a. None.

Adjournment

Motion to adjourn.

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

Motion carried.

Adjourned at 6:30 p.m.

Next Regular Meeting: September 9, 2024, 6:00 p.m.



BOARD OF FIRE AND POLICE COMMISSIONERS
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Respectfully submitted,

Becky Madison, Director of Human Resources

Approved this day 10th day of July, 2024.



D. Michael Albrecht, Chairman



Thomas Green, Secretary

