



1. Call to Order / Roll Call

The City of Carbondale Board of Fire and Police Commissioners held a meeting on Thursday, February 17, 2022, remotely utilizing Zoom. Chairman Kerry Braswell called the meeting to order at 9:02 a.m.

Roll Call

Commissioners Present: Kerry Braswell, Randy Burnside, Tom Busch, Ted Lomax

Commissioners Absent: Linda Flowers

Acknowledgement of Guests

Also present were Deputy City Clerk Clinette Hayes, Human Resources Manager Tara Brown, Police Chief Stan Reno, Lieutenant Tony Williams and Community Resource Officer Gerald Edwards.

2. Citizen's Comments

None

3. Approval of Meeting Minutes from December 16, 2021

MOTION: T. Busch moved, T. Lomax seconded, that the Board approve the meeting minutes from December 16, 2021. VOTE: Ayes – Braswell, Burnside, Busch, Lomax. Nays – None. Motion declared carried.

4. Closed Meeting to Conduct Oral Interviews for Lateral Entry Police Officer

MOTION: R. Burnside moved, T. Busch seconded, that the Board hold a closed meeting for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to 5 ILCS 120/2(c)(1), specifically to conduct oral interviews for Lateral Entry Police Officer.

VOTE: Ayes – Braswell, Burnside, Busch, Lomax. Nays – None. Motion declared carried. Open session recessed at 9:06 a.m.

5. Return to Open Session

There was no formal action taken as a result of the closed meeting. There being no further business to come before the Board, T. Lomax moved, R. Burnside seconded, that the Board return to open session.

VOTE: Ayes – Braswell, Burnside, Busch, Lomax. Nays – None. Motion declared carried. Open session resumed at 9:33 a.m.

6. Discussion and Approval of Amendments to Chapter IV, Sections 2 and 3 of the Board of Fire and Police Commissioners Governing Rules as it pertains to Police Promotional Examinations

Police Chief Stan Reno proposed a few amendments to the Governing Rules that pertains to promotional examinations. The first is to bring the assessment center component back to the Lieutenant promotional examination process. It was removed from the process several years ago making the sergeant promotional process the only one with an assessment center. PD would like to revert back to conducting an assessment center for lieutenants in order to properly assess the promotional candidates and evaluate their level of readiness. The second amendment is to reduce the life of a promotional eligibility list from three years to two years. This will give promotional candidates more opportunities to decide if they would like to participate in the promotional process. With the high turnover in staff this will also allow PD to move forward more quickly when there is a need to be filled. Lastly, it is proposed to amend the Governing Rules to reduce the number years an officer has to serve before being considered for promotion to sergeant. This applies to police officers (specifically those who've been hired under lateral entry) who already have law enforcement experience outside of the Carbondale Police Department. Currently all police officers must serve three years with CPD before promotional consideration. It is requested to lower the years for experienced (lateral) police officers to one year so that they have the opportunity to utilize their experience in a higher capacity if they choose to do so.

MOTION: T. Busch moved, T. Lomax seconded, that the Board approve the amendments to Chapter IV, Sections 2 and 3 of the Board of Fire and Police Commissioners Governing Rules as it pertains to Police Promotional Examinations contingent upon City Council approval.

VOTE: Ayes – Braswell, Burnside, Busch, Lomax. Nays – None. Motion declared carried.

7. City Staff Updates / Comments

Police Chief Stan Reno updated the Board on the status of entry-level and lateral entry police officer candidates that were recently interviewed by the Board.

Deputy City Clerk Clair Hayes announced the upcoming entry level firefighter examination on Monday, April 4, 2022. Oral interviews for this group of candidates will be held on the regular meeting date of Thursday, April 21, 2022.

8. Board Comments

None

9. Adjournment

Meeting adjourned at 9:51 a.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on