



**BOARD OF FIRE AND
POLICE COMMISSIONERS**
Thursday, May 19, 2022, at 9:00 am
Meeting Minutes

1. Call to Order / Roll Call

The City of Carbondale Board of Fire and Police Commissioners held a meeting on Thursday, May 19, 2022, in Carbondale Civic Center Room 103; 200 South Illinois Avenue. Chairman Kerry Braswell called the meeting to order at 9:03 a.m.

Roll Call

Commissioners Present: Kerry Braswell, Randy Burnside, Tom Busch, Linda Flowers

Commissioners Absent: None

Acknowledgement of Guests

Also present were Deputy City Clerk Clinette Hayes, Director of Human Resources Tara Brown, Diversity, Equity, & Inclusion Coordinator Sharonda Cawthon, Fire Chief Mike Hertz, Police Chief Stan Reno, Deputy Chief Tony Williams, and Community Resource Officer Gerald Edwards.

2. Citizen's Comments

None

3. Approval of Meeting Minutes from April 21, 2022

MOTION: L. Flowers moved, R. Burnside seconded, that the Board approve the meeting minutes from April 21, 2022. VOTE: All Ayes. Nays – None. Motion declared carried.

4. Approval of the Annual Report of the Board of Fire and Police Commissioners for Calendar Year 2021

MOTION: R. Burnside moved, L. Flowers seconded, that the Board approve the annual report of the Board of Fire and Police Commissioners for Calendar year 2021. VOTE: All ayes. Nays – None. Motion declared carried.

5. Election of Board Chairperson and Vice-Chairperson

The Governing Rules of the Board of Fire and Police Commissioners provide that a Chairperson and Vice-Chairperson be elected in April, to serve for one municipal fiscal year (May 1 through April 30). Chairman Braswell opened the floor for any volunteers or nominations.

Commissioner Kerry Braswell was nominated to continue to serve as Chairperson for Fiscal Year 2023. There were no objections.

Commissioner Randy Burnside was nominated to serve as Vice-Chairperson for Fiscal Year 2023. There were no objections.

VOTE: All voted Aye. No Nays. Motion declared carried.

Commissioners Kerry Braswell and Randy Burnside will serve as Chairperson and Vice-Chairperson, respectively, for a term beginning May 1, 2022, through April 30, 2023.

6. Discussion of Amendments to Chapter II, Section 1 (Police Eligibility) of the Board of Fire and Police Commissioners Governing Rules

The Board is requested to consider changes to the education requirement for entry level police officer applicants. As of right now the minimum requirement is to have an Associate’s degree or 60 college credit hours. The police department would like to lower that requirement to only obtaining a high school diploma or GED equivalency in order to stay competitive with other police departments in the area.

Commissioners gave their opinions regarding the topic of lowering the requirement which included financial difficulties with attending college, potential challenges with the age of candidates and their maturity level, education being over emphasized at the entry level, correlation between college education and work performance, and compromising the standards of the police department. Many believe that with the stringent training received at the academy level and proper in-house training will keep those standards intact.

It was stated that if the change is approved that the amending language should show the preference for college credit and/or degrees for those who attain it. Including this will show that the Carbondale Police Department places a value on education, but is not a deal breaker if a candidate does not have it.

If a change in the education requirement is considered, an option for the City would be to incentivize higher education by offering monetary benefits to those who have college credit. This type of incentive, however, is subject to collective bargaining.

7. City Staff Updates / Comments

Police Chief Stan Reno apprised the Board of a couple of people who will be graduating from the Academy at the end of the summer and a few who are currently in training. The next Academy will be held in the fall and the department is hoping to have some candidates complete their testing and interviews in time to attend.

Fire Chief Mike Hertz reported that three candidates have completed the Academy and will soon be finished with their in-house training after which the fire department will be 100% fully staffed.

8. Board Comments

None

9. Adjournment

Meeting adjourned at 10:00 a.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on