



**BOARD OF FIRE AND
POLICE COMMISSIONERS
Thursday, May 20, 2021, at 10:00 am
SPECIAL Meeting Minutes**

1. Call to Order / Roll Call

The City of Carbondale Board of Fire and Police Commissioners held a special meeting on Thursday, May 20, 2021, virtually through Zoom. Chairperson Kerry Braswell called the meeting to order at 10:13 a.m.

Roll Call

Present: Kerry Braswell, Randy Burnside, and Stephanie Jerstad

Absent: Linda Flowers and Ted Lomax

Acknowledgement of Guests

Also present were Deputy City Clerk Clinette Hayes, Human Resources Manager Tara Brown, Diversity and Compliance Officer Alicia Jackson, Police Chief Stan Reno, Sergeant Tony Williams, City Intern Diamoneek Green, and City Manager Gary Williams (10:32 a.m.).

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

MOTION: R. Burnside moved, S. Jerstad 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: All voted Aye. No Nays. Motion declared carried. Open session recessed at 10:15 a.m.

3. 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, R. Burnside moved, S. Jerstad seconded, that the Board return to open session.

VOTE: All voted Aye. No nays. Motion declared carried. Open session resumed at 10:31 a.m.

4. Approval of the Regular Meeting Minutes from April 15, 2021, and the Special Meeting Minutes from April 29, 2021

MOTION: R. Burnside moved, S. Jerstad seconded, to approve the regular meeting minutes from April 15, 2021, and the special meeting minutes from April 29, 2021.

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

5. Discussion and Approval of an Amendment to Chapter II, Section 1 of the Governing Rules to include an Internal Candidate Eligibility Process for Entry-Level Police Officer Eligibility.

On October 10, 2019, the City Manager first presented this topic to the Board for discussion. It was initially named a “Grow Your Own” program and was presented to the Board in order to create more opportunities to recruit the most qualified candidates for Entry-Level Police Officer. Now called “Internal Candidate Eligibility, it serves the same purpose which will allow recruitment from within City government. This would allow a City employee who is interested in becoming a police officer to waive the required 60 hours of college credit when they have been employed for at least 4 years of continuous service, is in good standing, and has received positive evaluations throughout their employment history. All other eligibility requirements would still apply to candidates entering in under this program.

It was asked if this program was created specifically to diversify the Carbondale Police force. The purpose may be to attract a more diverse pool of candidates, but that does not reflect in the proposed amended language. Thinking longer term, it would be discouraging for any future City Staffperson to bend this policy and use it as a “back door” to get any type of candidate instead of its intended purpose which is to meet the City’s diversity goals. It was suggested that the language be modified to show that this program was developed with diversity and minorities in mind. It was the consensus of the Board to include the specific language.

MOTION: R. Burnside moved, S. Jerstad seconded, to approve an amendment to Chapter II, Section 1 of the Governing Rules to include Internal Candidate Eligibility, with an emphasis on diversity and minority candidates, for Entry-Level Police Officer eligibility.

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

6. Discussion and Approval of an Amendment to Chapter III, Section 1 of the Governing Rules to include Remote Testing Procedures for Entry-Level Police Officer Testing

This topic was first presented to the Board for discussion on October 10, 2019, then further discussed and approved on February 3, 2020. Upon its approval, there was no proposed language presented to the Board. Due to the pandemic, no language was ever drafted until now. The topic was revisited with proposed amendments to the governing rules.

In an effort to increase the consistent declining number of candidates for the entry-level police officer examination the Police Department, Human Resources, and the City Manager have been in contact with colleges, other municipalities, police departments, and testing agencies for testing alternatives. Currently there is only one paper-based police exam administered each year on site. City Staff believes that utilizing testing services remotely at other locations, both inside and outside of this area, will make the exam more accessible to reach a larger pool of candidates and keep the City of Carbondale Police Department relevant and competitive with other municipalities. This will allow administration of the police exam to occur on an on-going basis throughout the year. Other alternatives included collaborating with criminal justice departments at other colleges and universities to administer the exam on their campus and taking advantage of the online testing option from the testing agencies that we already use.

MOTION: R. Burnside moved, S. Jerstad seconded, to approve an amendment to Chapter III, Section 1 of the Governing Rules to include remote testing procedures for Entry-Level Police Officer testing.

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

7. Board Comments

Commissioners congratulated Chief Stan Reno on his recent appointment as Police Chief.

8. Citizen's Comments

None

9. Adjournment

Meeting adjourned at 11:15 a.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on _____