



**BOARD OF FIRE AND
POLICE COMMISSIONERS**
Thursday, October 28, 2021, at 9:00 am
Regular Meeting Minutes

1. Call to Order / Roll Call

The City of Carbondale Board of Fire and Police Commissioners held a meeting on Thursday, October 28, 2021, remotely utilizing Zoom. Chairman Kerry Braswell called the meeting to order at 9:07 a.m.

Roll Call

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

Commissioners Absent: None

Acknowledgement of Guests

Also present were Deputy City Clerk Clinette Hayes, Human Resources Manager Tara Brown, Fire Chief Mike Hertz, Diversity and Compliance Officer Alicia Jackson, Police Chief Stan Reno, and City Attorney Jamie Snyder.

2. Citizen's Comments

None

3. Approval of the Special Meeting Minutes from October 6, 2021

MOTION: T. Lomax moved, R. Burnside seconded, that the Board approve the special meeting minutes from October 6, 2021. VOTE: All voted Aye. No Nays. Motion declared carried.

4. Discussion and Approval of the Proposed Remedy for the Outcome of the Oral Interviews held on September 17, 2021

At the special meeting held on October 6, 2021, the Board discussed and reviewed the newly implemented scoring system used for the Entry-Level Police Officer oral interviews held on September 17, 2021. It was determined by the Board that there was a misunderstanding of how the scoring system was to be utilized, which effected the final outcome of the oral interviews. It was the Board's consensus to allow those candidates to bypass those oral interviews, regardless of their score, and move forward in the process due to the misunderstanding of the new scoring process. Before officially voting on the matter, the Board thought it would be best to consult the City Attorney.

City Attorney Jamie Snyder advised the Board not to change any of the candidate's scores and that no changes in the policy should occur without voting on a rule change. Doing so sets a negative precedence for the future and opens up the possibility of future litigation. If it is allowed now then there is basis for it to happen again in the future which is what needs to be avoided.

It was reiterated that the actual scores would not be changed, but would remain the same. However, this was the first time using this new scoring system and it was admittedly misunderstood by some members of the Board, which led to the failure of some candidates. Knowing this, the only fair thing to do is to allow all candidates who were interviewed to move forward regardless of their final score.

City Attorney Jamie Snyder again advised the Board not to allow candidates to move forward regardless of their score. As stated before, it sets a precedence that can cause problems in the future. He then provided the Board with two options that may cause the least amount of trouble.

1. Leave everything the way it is with no changes.
2. Offer each of the 5 candidates from that meeting the opportunity to re-interview with the new scoring format regardless of whether they passed or failed.

The Board agreed that offering each candidate an opportunity to re-interview will be the best course of action as advised by the City Attorney.

MOTION: T. Lomax moved, L. Flowers seconded, that the Board offer the opportunity for all five candidates from the interviews held on September 17, 2021, to be re-interviewed using the new scoring format. VOTE: Aye – Braswell, Busch, Flowers, Lomax. Nays – Burnside. Motion declared carried.

5. Approval of the Schedule of Regular Meeting Dates for Calendar Year 2022

The Board was presented with a schedule of meetings for calendar year 2022. They were given the option to continue to meet every other month as they have in the past or meet every month.

Streamlining the police examination process has increased the need for more frequent oral interviews with the Board. Scheduling a meeting every month will quicken the process for candidates to move forward without a lengthy waiting period. It also makes it more convenient for the Police Department to schedule eligible candidates to attend the Academy. Monthly meetings also eliminates the need to poll the Board for special meeting dates, which can be difficult because of the personal schedules of the board members. A meeting can always be cancelled if there is no business to come before the Board.

It was the consensus of the Board to establish a regular monthly meeting schedule for 2022.

MOTION: T. Lomax moved, T. Busch seconded, that the Board approve the monthly regular meeting schedule for calendar year 2022. VOTE: All voted Aye. No Nays. Motion declared carried.

6. Board Comments

There is a need for a special meeting to be held for additional oral interviews. The Board agreed to hold those interviews on Thursday, November 4, 2021, at 9:00 a.m.

Commissioner Busch suggested that it may be beneficial to allow time between candidates to discuss the potential police candidates during the oral interviews.

7. Adjournment

Meeting adjourned at 9:44 a.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on