



**BOARD OF FIRE AND
POLICE COMMISSIONERS**
Thursday, December 20, 2022, at 9:00 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, December 20, 2022, in Carbondale Civic Center Room 103; 200 South Illinois Avenue. Chairman Kerry Braswell called the meeting to order at 9:01 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, Deputy Chief of Police Tony Williams, Deputy Chief of Police Matt Dunning, and Police Chief Stan Reno.

2. Citizen's Comments

None

3. Approval of Meeting Minutes from September 29, 2022

MOTION: R. Burnside moved, T. Busch seconded, that the Board approve the meeting minutes from September 29, 2022. VOTE: All ayes. Nays – None. Motion declared carried.

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

MOTION: L. Flowers moved, R. Burnside 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 Entry Level Police Officer. VOTE: All Ayes. Nays – None. Motion declared carried. Open session recessed at 9:02 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, R. Burnside moved, L. Flowers seconded, that the Board return to open session. VOTE: All Ayes. Nays – None. Motion declared carried. Open session resumed at 9:19 a.m.

6. Discussion of Chapter II, Section 1-D of the Governing Rules regarding Requirements for Internal Candidate Eligibility

Police Chief Stan Reno explained to the Board a situation with a current Carbondale Police Department Telecommunicator who was employed for 2 ½ years and then relocated to another state to work in the same capacity for a short time and has now relocated back to Carbondale to return to the same previous

position for the last year and a half. According to Chief Reno it is the goal of this person to become a police officer, but the college credit requirement has not been met. Internal Candidate Eligibility would be an option because it waives the college credit requirement if a candidate has four continuous years of service to the City of Carbondale as outlined in the Board’s governing rules. However, since there was a break in service while being relocated this option would not be available.

It was asked of the Board to discuss the possibility of revising this section of the governing rules to remove the word “continuous” so that someone in this situation would still be eligible even with a small break in service. The Board did not object to the possibility, but suggested that there should be a window of time in place to avoid several years to pass before someone decides to return to their service to the City. It was also suggested that some special consideration may be given to those who have breaks in service with a similar agency to gain valuable and relevant experience.

This item will be brought back to the Board at a subsequent meeting for further discussion and approval.

7. Approval of the Schedule of Regular Meeting Dates for Calendar Year 2023

MOTION: T. Busch moved, R. Burnside seconded, that the Board approve schedule of regular meeting dates for calendar year 2023. VOTE: All ayes. Nays – None. Motion declared carried.

8. City Staff Updates / Comments

Police Chief Stan Reno apprised the Board on recently hired candidates and their progress in the police department. Some of the candidates are wrapping up their FTO training while others have recently completed the academy. Two other candidates did not move forward in the hiring process. Chief Reno stated that they currently have 9 applications for entry level police officer and hopes to get everyone tested very soon.

Deputy Chief of Police Tony Williams, Deputy Chief of Police Matt Dunning, and Police Chief Stan Reno exited the meeting at 9:45 a.m.

Director of Human Resources Tara Brown stated that they have been pushing their outside recruiting efforts for entry level police officers. They have been in contact with city colleges in Chicago who have recently implemented a new 12-month fast track program, currently in their fourth month. Through this new program she and HR staff will be able to actively recruit potential candidates face-to-face.

9. Board Comments

None

10. Adjournment

Meeting adjourned at 9:47 a.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on