



**BOARD OF FIRE AND
POLICE COMMISSIONERS**
Thursday, January 18, 2024 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, January 18, 2024, in Carbondale Civic Center Room 103; 200 South Illinois Avenue. Chair Randy Burnside called the meeting to order at 9:04 a.m.

Roll Call

Commissioners Present: Randy Burnside, Tom Busch, Mike Dismore, John Michalesko, and Linda Flowers

Commissioners Absent: None

Acknowledgement of Guests:

Also present were City Clerk Jennifer R. Sorrell, Human Resources Director Tara Brown, Diversity, Equity, and Inclusion Coordinator Sharonda Cawthon, Police Chief Stan Reno, Community Resource Officer Gerald Edwards, and Fire Chief Mike Hertz.

2. Citizen's Comments

None

3. Approval of the Meeting Minutes from December 5, 2023

MOTION: L Flowers moved, J Michaellesko seconded, that the Board approve the meeting minutes from December 5, 2023. VOTE: All ayes. Nays – None. Motion declared carried.

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

MOTION: J Michaellesko moved, M. Dismore 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 9:10 a.m.

5. Return to Open Session

There was no action taken as a result of the closed meeting.

MOTION: T. Busch moved, M Dismore seconded, that the Board return to open session. VOTE: All Ayes. Nays – None. Motion declared carried. Open session resumed at 9:34 a.m.

6. Review and Revise the Oral Interview Questions for Entry-Level Police Officer, Lateral-Entry Police Officer, and Entry-Level Firefighter and Approve any Proposed Changes

Board members inquired about the necessity for certain questions, such as those pertaining to working different hours, shift work, holidays, night and weekends, and the purpose of scoring a question relating to said question. There were suggestions to modify the language in order to provide better clarity and elicit further additional details.

Commissioners noted that they liked the proposed language for question 5 and discussed whether it was appropriate for both entry level and lateral. There followed differing opinions regarding matters of relationships with diverse populations and community policing as distinctly separate matters. There was a question about whether question 3 might be potentially unfair to the applicant. Chief Reno provided explanation as to why this question may be useful. There followed discussion about what kinds of questions are included on the applications themselves for police and fire, as well as other city positions. A reminder that follow-up questions are permissible, so long as the initial questions are asked of each candidate. Commissioners identified specific changes to the questions they were interested in seeing, those changes will be brought back to a future meeting for approval.

7. City Staff Updates / Comments

Chief Hertz noted a new firefighter was hired and Chief Reno stated that Morgan Penrod is now beginning Field Training and new officers are beginning the Academy in January.

8. Board Comments

None

9. Adjournment

T. Busch moved, L. Flowers seconded, to adjourn the meeting.

Jennifer R. Sorrell, City Clerk

Approved by the Board on