



**BOARD OF FIRE AND
POLICE COMMISSIONERS**
Thursday, February 15, 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, February 15, 2024, in Carbondale Civic Center Room 103; 200 South Illinois Avenue. Chairperson Randy Burnside called the meeting to order at 9:03 a.m.

Roll Call

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

Commissioners Absent: Linda Flowers

Acknowledgement of Guests:

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

2. Citizen's Comments - None

3. Approval of the Meeting Minutes from January 18, 2024

MOTION: T. Busch moved, M. Dismore seconded, that the Board approve the meeting minutes from January 18, 2024. VOTE: All ayes. Nays – None. Motion declared carried.

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

MOTION: T. Busch 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 9:05 a.m.

Police Chief Stan Reno and Deputy Police Chief Matt Dunning exits the meeting at 9:57 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, 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 9:58 a.m.

6. Continued Review and Revision of the Oral Interview Questions for Entry-Level Police Officer, Lateral-Entry Police Officer, and Entry-Level Firefighter and Approval of any Proposed Changes

At the previous meeting held on January 18, 2024, the Board reviewed the oral interview questions for Entry-Level Police Officer, Entry-Level Firefighter, and Lateral-Entry Police Officer. The purpose of the review was to make sure that the questions are still relevant to the position and to

ensure that the Board is getting enough information from the candidate's responses in order to score appropriately. The Board was asked to review, revise or eliminate questions for all three positions. There was a consensus on what questions to change, but there was no action taken at that time. The Board wanted to see the recommended changes before moving to approve them. After further discussion the Board decided to change a few oral interview questions for the Entry-Level Police Officer and Firefighter. There were no changes made to the oral interview questions for Lateral-Entry Police Officer.

During the course of discussion, the Board asked about follow-up questions and what they can and cannot ask a candidate. Human Resources Director Tara Brown addressed their inquiries and offered to put together a sample of questions that are appropriate during interviews and when it is the proper time to ask those questions.

MOTION: T. Busch moved, J. Michalesko seconded, to approve the changes to the Entry-Level Police Officer and Entry-Level Firefighter Oral Interview Questions. VOTE: All Ayes. Nays – None. Motion declared carried.

7. City Staff Updates / Comments

Deputy Police Chief Tony Williams gave an update on the candidates who are currently in field training, attending the academy, and those who have been released to work on their own.

Deputy City Clerk, Clinette Hayes announced the upcoming entry-level firefighter examination, which will be held on Tuesday, April 2, 2024. The oral interviews will be held during the regular Board meeting on April 18, 2024.

8. Board Comments - None

9. Adjournment - Meeting adjourned at 10:44 a.m.

Clinette C. Hayes, Deputy City Clerk

Approved by the Board on