



VILLAGE OF SCHAUMBURG

AGENDA

Board of Fire and Police Commissioners
Thursday, January 11, 2024
5:00 PM - Conference Room B

CALL TO ORDER

APPROVAL OF MINUTES

1. Meeting Minutes- 11.9.2023
2. Meeting Minutes- 11.16.2023 Executive Session

NEW BUSINESS

1. Upcoming BFPC Meeting Dates
2. Addition of NTN neighborhood canvassing pricing
3. Discussion about Military experience in lieu of 4 year degree
4. Approval of Entry Level Police List #3

UNFINISHED BUSINESS

CONTINUING ITEMS

1. Hiring Report Status- verbal

DEFERRALS

1. Police Officer Interviews

COMMENTS FROM THE PUBLIC

CHAIRMAN'S REPORT

COUNSEL REPORT

COMMISSIONER'S COMMENTS/MENTIONS

ADJOURNMENT

1. In accordance with Section 2(c)1 of Open Meetings Act, (Personnel). The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body including hearing testimony on a complaint lodged against an employee to determine its validity.

RECONVENE

NEXT MEETING

In compliance with the Americans with Disabilities Act and other applicable Federal and State laws, the meeting will be accessible to individuals with disabilities. Persons requiring auxiliary aids and/or services should contact the Village Manager's Office at 847.923.4705, preferably no later than five days before the meeting.



**Meeting Minutes- 11.9.2023
1/11/2024
Board of Fire and Police Commissioners**

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:

ATTACHMENTS:

Description	Type
▣ Meeting Minutes 11.9.2023	Exhibit

**BOARD OF FIRE AND POLICE COMMISSIONERS
VILLAGE OF SCHAUMBURG
NOVEMBER 9TH, 2023**

CALL TO ORDER

The meeting of the Village of Schaumburg Board of Fire and Police Commissioners for November 9th, 2023, was called to order by Chairman Lawrence Mazzeffi at 5:00 p.m.

ROLL CALL

MEMBERS PRESENT: Lawrence J. Mazzeffi, Chairman
 Lynne Peterson, Commissioner
 Sandi Pajak, Commissioner
 Peter Justen, Commissioner

OTHERS PRESENT: James Walter, Fire Chief
 Bill Wolf, Police Chief
 Paula Hewson, Assistant Village Manager
 Jean Bueche, Assistant Director of Human Resources
 John Kelly, BFPC Attorney

MEMBERS ABSENT: Angel Garcia, Commissioner

APPROVAL OF MINUTES

Approval of Minutes of Executive Session 10.12.2023 – **A motion was made by Commissioner Justen to approve the minutes of Executive sessions 10.12.2023, seconded by Commissioner Pajak. No Commissioner voted nay. MOTION CARRIED.**

Approval of Meeting Minutes of 10.12.2023 – **A motion was made by Commissioner Pajak to approve the meeting minutes of October 12th, 2023, seconded by Commissioner Justen. No Commissioner voted nay. MOTION CARRIED.**

NEW BUSINESS:

1. Presentation of Interview Validation by National Testing Network – Presenter did not show for the presentation.

2. Approval of Fire Lieutenant Assessment Recommendations- A motion was made by Commissioner Peterson to approve the Fire Lieutenant assessment recommendations, seconded by commissioner Pajak. No commissioners voted nay. MOTION CARRIED.

BOARD OF FIRE AND POLICE COMMISSIONERS

VILLAGE OF SCHAUMBURG

November 9th, 2023

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3. Recommendation to amend the BFPC rules and regulations pertaining to oral interviews-

Chairman Mazzeffi explained that statistical bias occurred during the promotional process due to the number of commissioners during the interviews for fire lieutenant. Due to this statistical bias, the Chairman suggests that the board has the same number of commissioners interviewing for each interview. Chairman Mazzeffi voiced his concern with the interviewing process for certified police candidates. Ms. Hewson suggests that the best practice in hiring is to establish a list, approve a list, and post it on the website. Mr. Mazzeffi asked Mr. Kelly if this is the best course of action. Mr. Kelly explained that the best practice is to follow the rules and regulations as outlined in the BFPC rules and regulations. Ms. Hewson agreed that it is best practice to always interview all candidates with the same commissioners. Ms. Pajak expressed her agreement that when conducting interviews all the same number of commissioners need to commit and agree to interview for the days of those interviews, to keep it best practice. Mr. Mazzeffi suggests that it is hard to commit to interviews in the future when they are unaware of their schedules. Ms. Hewson suggests approving amendments as suggested and taking a closer look at the certified candidates. Commissioner Peterson made a motion to approve the recommendations to amend the BFPC rules and regulations pertaining to oral interviews. Commissioner Justen seconded the motion. Motion passes.

4. Approval of Preliminary Fire Lieutenant Eligibility List- A motion was made by Commissioner Peterson to approve the Fire Lieutenant Eligibility list, seconded by commissioner Pajak. No commissioners voted nay. MOTION CARRIED.

5. Approval of 2023 Fire Lieutenant Eligibility List- A motion was made by Commissioner Pajak to approve the Fire Lieutenant Eligibility list, seconded by commissioner Justen. No commissioners voted nay. MOTION CARRIED.

6. Approval of Police Sergeant Promotional Eligibility List- A motion was made by Commissioner Peterson to approve the Police sergeant promotional list, seconded by commissioner Justen. No commissioners voted nay. MOTION CARRIED.

7. Approval of Entry level police officer eligibility List- A motion was made by Commissioner Peterson to approve the entry level police officer eligibility list, seconded by commissioner Justen. No commissioners voted nay. MOTION CARRIED.

CONTINUING ITEMS:

Ms. Hamilton stated that there are six candidates in background check, three candidates moving forward to interview, and one certified officer in a polygraph.

COMMENTS FROM THE PUBLIC:

There were no members of the public in attendance.

CHAIRMAN'S REPORT:

BOARD OF FIRE AND POLICE COMMISSIONERS

VILLAGE OF SCHAUMBURG

November 9th, 2023

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Mr. Mazzeffi asked for the department preparing the agenda for the appointment ceremonies to add a section for commissioners comments during the ceremony. He suggested this to ensure all commissioners were afforded the opportunities to say a few words.

Mr. Peterson presented his findings from the board of fire and police commissioners conference. He presented the evidence about the employment of non-us citizens as municipal police officers.

COUNSEL REPORT:

Mr. Kelly highlighted that the statute states that individuals from the DOCA program are approaching the age of hire for a police officer. He then highlighted that the police officer requirements are still to be enforced, and all candidates need to meet those requirements. He advises the commission to continue to follow the rules and regulations as stated in the BFPC rules. These rules include the ability to possess a firearm, which a status of citizenship is needed for that rule. Mr. Mazzeffi inquired about our rules including citizenship. Mr. Kelly said that they do.

ADJOURNMENT:

A motion was made by Commissioner Justen to adjourn into executive session in accordance with Section 2(c)1 of Open Meetings Act, (Personnel). The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body including hearing testimony on a complaint lodged against an employee to determine its validity. seconded by Commissioner Peterson. No Commissioner voted nay. MOTION CARRIED.

Respectfully submitted,

Jessi Hamilton
BFPC Recruiting Coordinator



**Meeting Minutes- 11.16.2023 Executive Session
1/11/2024
Board of Fire and Police Commissioners**

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:



**Upcoming BFPC Meeting Dates
1/11/2024
Board of Fire and Police Commissioners**

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:



**Addition of NTN neighborhood canvassing pricing
1/11/2024
Board of Fire and Police Commissioners**

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:

ATTACHMENTS:

Description	Type
▫ Quote on Canvassing- NTN	Exhibit

This is a bit dependent on how you want this done. If you are satisfied with the current process and want 2-4 neighbors contacted via email/phone as references, your price would increase to \$1,900.00 per candidate (a rate increase of \$150.00).

If you want to have an investigator on the ground walking door to door that would increase your price dramatically. I would estimate \$2,500.00 per candidate plus any per diem incurred by the investigator.

Most agencies have had a lot of success just asking us to expand the current virtual / remote process (first quote), having us reach out to neighbors, etc.

Let me know if you have any questions.

Ed Green



Discussion about Military experience in lieu of 4 year degree

1/11/2024

Board of Fire and Police Commissioners

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:



**Approval of Entry Level Police List #3
1/11/2024
Board of Fire and Police Commissioners**

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:

ATTACHMENTS:

Description	Type
▣ Entry Level Police Eligibility List #3	Exhibit

2024 POLICE OFFICER ELIGIBILITY LIST #3

1	Arthur Ciesielski	87.43
2	Nathan Amos	86.95
3	Chas Migut	84.77
4	Nicholas Kirkines	84.03
5	Alexander Minow	82.51

This 2024 Police Officer Preliminary Eligibility List was compiled in accordance with the Rules and Regulations of the Schaumburg Board of Fire and Police Commissioners, State of Illinois Statutes, and Village of Schaumburg Ordinances. Total points will be determined through a test given by National Testing Network, interview with the BFPC, and applicable preference points. This list is effective January 11, 2024 and will expire January 12, 2026, if not exhausted earlier.

BOARD OF FIRE AND POLICE COMMISSIONERS
Village of Schaumburg

Lawrence J. Mazzeffi, Chairman

Peter J. Justen, Commissioner

Lynne D. Peterson, Commissioner

Angel Garcia, Commissioner

Sandi Pajak, Commissioner



Hiring Report Status- verbal
1/11/2024
Board of Fire and Police Commissioners

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:



**Police Officer Interviews
1/11/2024
Board of Fire and Police Commissioners**

Presenter:

Lead Department: Board of Fire and Police Commissioners

Executive Summary:

Recommended Action:



In accordance with Section 2(c)1 of Open Meetings Act, (Personnel). The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body including hearing testimony on a complaint lodged against an employee to determine its validity.

1/11/2024

Board of Fire and Police Commissioners

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