

**BOARD OF FIRE AND POLICE COMMISSIONERS
VILLAGE OF SCHAUMBURG
JANUARY 11, 2024**

CALL TO ORDER

The meeting of the Village of Schaumburg Board of Fire and Police Commissioners for January 11 2024, was called to order by Chairman Lawrence Mazzeffi at 5:02 p.m.

ROLL CALL

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

OTHERS PRESENT: James Walter, Fire Chief
 Bill Wolf, Police Chief
 Paula Hewson, Assistant Village Manager
 Joe Carey, Director of Human Resources

MEMBERS ABSENT: John Kelly, BFPC Attorney

APPROVAL OF MINUTES

Approval of Minutes of Executive Session 11.9.2023 –. Commissioner Pajak stated two corrections to the minutes. Commissioner Pajak stated that in number three the section says “basis” instead of the word “Bias”. As well as under “chairman’s report” a correction should be made to “Mr. Justen” instead of “Mr. Peterson”. **With those corrections a motion was made by Commissioner Peterson to approve the minutes of Executive sessions 11.9.2023 , seconded by Commissioner Justen. No Commissioner voted nay. MOTION CARRIED.**

Approval of Executive session Meeting Minutes of 11.16.23 – **A motion was made by Commissioner Justen to approve the meeting minutes of November 11, 2023, seconded by Commissioner Pajak. No Commissioner voted nay. MOTION CARRIED.**

NEW BUSINESS:

1. Upcoming BFPC meeting dates

Commissioner Mazzeffi reiterated that the meetings are the second Thursdays of every month. He also mentioned that he advised the secretary to start the process for police sergeant and lieutenant promotional process. Commissioner Mazzeffi asked the assistant village manager if the board

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makes a motion for a recommendation to the village to begin the testing for police promotional. Ms. Hewson stated that the board can make the motion now if they would like to. Chairman Mazzeffi agreed, and commissioner Peterson asked the police chief if he anticipates that police sergeant list to be exhausted soon. The police chief stated that he anticipates it will be exhausted by the end of this year. **A motion was made by Commissioner Peterson to engage our testing company to begin the process for police sergeant and police lieutenant promotional testing, seconded by commissioner Garcia. No commissioners voted nay. MOTION CARRIED.**

2. Addition of NTN neighborhood canvassing pricing/addition- Chairman Mazzeffi stated that he asked for this to be added to the agenda. He stated that currently the candidates are providing their own references, while it was previously that neighbors and other close people who were not referred to by the candidate were reached out to. The price is stated as \$150.00 to add to our background assessments. Chairman Mazzeffi stated that the secretary will reach out to the background company and let them know we do not need the addition to the boards assessments.

3. Discussion of Military experience in lieu of a four year degree- Chairman Mazzeffi explained that he did not want to get into it in depth. He explained that many candidates have reached out with this information. Chairman Mazzeffi stated that the board has the ability under state statute to change our current ordinates. The police Chief stated that the board would need to make a recommendation to the village board. He stated an example- the police department provided a survey that stated that only three departments, Schaumburg as one of the three to require a four-year degree. Chairman Pajak asked if other departments are not requiring education at all, or are they accepting military in lieu of education? Chief wolf stated that it is mixed among departments. There are only three departments that require bachelor's degree with no expectations, but the rests are mixed with ranging from 60 credit hours to no education with military experience. Commissioner Peterson asked the chief if it is making a difference, the educational waiver, across the departments the police department surveyed. Chief wolf stated it is making a huge difference. He stated we are one of the only departments that is not full staffed across the survey. Commissioner Pajak reported that the board sees a lot, even with the education, of candidates the board would not select. Chief wolf reported that it would be helpful to the board when they make their decision to have a larger pool of candidates. Commissioner Garcia reported that the village of Schaumburg has the best candidates based upon high standards, and we should wait before considering waiving our standards. Commissioner Peterson stated that we get good candidates, but we are beginning to get some more questionable. Commissioner Mazzeffi stated that not everything is permanent, and we could consider down the road making it a case-by-case basis. He stated that it doesn't have to be a broad policy. Ms. Hewson stated that if military is something that the board is considering, the staff can put together research and a memo for the board to review. Commissioner Peterson is not in favor of decreasing the boards requirement but would be in favor of reviewing a memo the staff puts together. Commissioner Pajak asked if the police department can add more staff for some cushion. Chief wolf stated that the police department has never been full staff in the time he has been chief.

4. Approval of Preliminary Entry Level List #3- **A motion was made by Commissioner Peterson to approve the 2024 police officer preliminary entry level police list #3, seconded by commissioner Justen. No commissioners voted nay. MOTION CARRIED.**

DEFFERRALS:

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Certified police officer interviews- Chairman Mazzeffi stated that with certified candidates the board wanted to make sure the statistical bias does not happen again. He stated that entry level and certified candidates do not have the same standard for their interview process. He stated that he wanted this is deferral to keep in mind that we will need to look at this issue and give it more thought as it comes up.

COMMENTS FROM THE PUBLIC:

There were no members of the public in attendance.

CHAIRMANS REPORT:

Mr. Mazzeffi has nothing to report.

COUNSEL REPORT:

Counsel was absent for this meeting.

ADJOURNMENT:

A motion was made by Commissioner Peterson to adjourn into executive session in accordance with Section 2(c)1 of Open Meetings Act, (Personnel) at 5:35pm. 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 Pajak. No Commissioner voted nay. MOTION CARRIED.

Respectfully submitted,

Jessi Hamilton
BFPC Recruiting Coordinator