

MINUTES

MEETING OF THE
BOARD OF FIRE AND POLICE COMMISSIONERS
of the
Village of La Grange
Village Hall Lower Level Conference Room
53 South La Grange Road
La Grange, IL 60525

Tuesday, November 18, 2014
7:00 p.m.

1. CALL TO ORDER AND ROLL CALL

A meeting of the Board of Fire and Police Commissioners (BOFPC) of the Village of La Grange was held on Tuesday, November 18, 2014 in the lower level conference room at the Village Hall and was called to order by Chairman Lies at 7:02 p.m.

PRESENT: (and constituting a quorum): Commissioner Paul Kerpan, Commissioner Elyse Hoffenberg with Chairman Mark Lies presiding.

ABSENT: None.

ALSO PRESENT: Assistant Village Manager Andri Peterson, Fire Chief Don Gay and Recording Secretary Cathy Benjamin.

2. APPROVAL OF MINUTES

The Minutes of the meeting of October 16, 2014 was presented for approval. After consideration, it was moved by Commissioner Hoffenberg, seconded by Commissioner Kerpan that the Minutes of October 16, 2014 be approved: motion carried by voice vote.

3. BUSINESS AT HAND

A. Amendment — Rules and Regulations of the Board of Fire and Police Commissioners: Illinois Municipal Code/Fire Protection District Act

Fire Chief Don Gay provided a summary of the Illinois Municipal Code/Fire Protection District Act which governs the qualifications of applicants for firefighter positions. Previously, the state law required the BOFPC to set a passing score for the written exam as the median score of all applicants who took the test. It was further explained that the U.S. Department of Justice evaluated the potential discriminatory impact that this scoring method could have on the hiring of women and minority

firefighters and concluded that the median score method only measured the performance of the group of test takers and not whether or not the applicant was qualified to be a firefighter. Therefore, this method was determined to be inconsistent with the requirements of the civil rights law.

Under the new state law, the BOFPC must amend its Rules and Regulations to reflect that written examinations and testing procedures must be supported by appropriate validation evidence and maintain consistency with state and federal laws.

Ms. Peterson explained that staff has consulted legal counsel and presented suggested amendments in compliance with the new state law which has been incorporated under CHAPTER IIIB — EXAMINATIONS FIRE Section 3 for the Commissioner's consideration. Staff also met with IOS Recruitment (previously Selection Works, LLC), who will be providing the BOFPC with a recommendation of a minimum passing score and verification that the proposed minimum passing score is valid.

As part of the verification process, IOS will have the members of the La Grange Fire Department complete a survey as part of their study. The goal of the study is to determine the degree in which the firefighter position at the La Grange Fire Department overlaps with the job qualifications for which IOS' test was validated.

Discussion ensued regarding the validation process to comply with state and federal laws. It was the consensus of the Commissioners to have IOS Recruitment meet with the Commission to present an overview of the statutory changes regarding the Firefighter Hiring Act and the process that IOS uses to comply with the law.

Also, a second meeting should be scheduled with IOS to present their analysis of the firefighter surveys and make a formal recommendation regarding the cut off score for the Commissioners' consideration.

After further discussion, it is hereby moved that the Board of Fire and Police Commissioners of the Village of La Grange, Illinois, adopt the proposed amendments to the Rules and Regulations of the Board of Fire and Police Commissioners of La Grange as presented in its entirety, as of the date shown below.

Motion made by: Commissioner Kerpan
Seconded by: Commissioner Hoffenberg

<u>Commissioner</u>	<u>Aye</u>	<u>Nay</u>
Commissioner Hoffenberg	x	
Commissioner Kerpan	x	
Chairman Lies	x	

Dated: November 18, 2014

Legal notice to be published in a newspaper of local circulation.

B. Contract — Firefighter/Paramedic Eligibility Testing Services - Industrial/Organizational Solutions (IOS)

The contract with IOS Solutions to conduct the testing process to establish a new Firefighter/Paramedic Eligibility Register was reviewed with the Commissioners. Staff is recommending that the Village retain IOS Recruitment as our testing vendor. It was noted that the contract will be on the Village Board's December 8th agenda for approval.

Chief Gay will arrange for IOS Recruitment to present their recommendation of a minimum passing score and verification that the proposed minimum passing score is valid at a BOFPC meeting in January or early February 2015.

C. Approval — Fire Department New Hire

Fire Chief Gay formally reported to the Commission that with the resignation of one of our new recruits, Michael Raimondi, the grant-funded firefighter position is vacant and must be filled in order to comply with the grant requirements. The next eligible candidate on the Firefighter/Paramedic Eligibility Register is Mark Poulos, who is in the process of participating in the pre-employment testing process. The Commissioners were in agreement with appointing Mr. Poulos to the position of firefighter/paramedic should he successfully complete the pre-employment testing requirements.

4. OLD BUSINESS

None.

5. NEW BUSINESS

Ms. Peterson announced to the BOFPC that Police Chief Mike Holub has tendered his resignation effective December 31, 2014. The Village Manager is in the process of evaluating recruitment options for selection of a new chief. In the interim, the Deputy Police Chief will resume the duties of the police chief.

Ms. Peterson also explained that a non-duty pension has been granted by the Police Pension Board to one of our police officers who has been off duty since November 2013. That position has already been filled by Jin Kang from our Certified Police Officer Eligibility Register.

No action required by the Board of Fire and Police Commissioners on either of these items.

6. PUBLIC COMMENT

None.

7. ADJOURNMENT

Since there is no further business before the Board of Fire and Police Commissioners, it was moved by Commissioner Kerpan, seconded by Commissioner Hoffenberg and carried by voice vote; the meeting was adjourned at 7:50 p.m.

Respectfully submitted,

Catherine Benjamin, Recording Secretary

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