

## Board of Police Commissioners

December 3, 2018

The Board of Police Commissioners met on December 3, 2018 in the Executive Session Room at City Hall. Secretary Doug Emerick called the meeting to order at 8:31 a.m.

### Roll Call:

Present: Doug Emerick, Dan Wisdom, Kim Hankins. Also present, Mayor Kathy Carroll-Duda, Detective Michael Chavez, HR Brandon Maeglin, and Deputy Chief Gene Karzin.

- i) Welcome new Commissioner Kim Hankins- Mr. Hankins related that this is a great opportunity to server his community.
- ii) Public Comment- None
- iii) Approval of minutes to the September 14, 2018 meeting. – Dan Wisdom Motioned to accept the minutes. Kim Hankins 2<sup>nd</sup>. 3 ayes- 0 nays.
- iv) Correspondence-None

### Old Business

- a) Election of Officers (Chairman, Secretary)- Officers were selected and voted in at the last meeting. Doug Emerick is Chairman and Dan Wisdom is Secretary.
- b) Open Meetings Act- Both Doug Emerick and Dan Wisdom finished their training and turned in their certificates.
- c) New Hire Guidelines- Deputy Chief Karzin passed out packets with the changes that were requested. This changes the wording pertaining to prescription drugs and the number of years since someone had partaken in certain drugs.
  - a. Motion to accept updates in the New Hire Guidelines made by Dan Wisdom. Kim Hankins 2<sup>nd</sup>. 3 ayes. 0 nays.
- d) Local Rules and Regulations pertaining to Chief of Police selection of promotional candidates. - The changes that were made were shown to everyone present.

### New Business

- a) Testing of new hires and laterals- Deputy Chief Karzin related that we are moving through the new hire and lateral lists quickly and that we need to think about doing a new list for both. Dan Wisdom related that since the list is not expired we will need to combine lists and give everyone a change to choose to be on it or retest for a different score. Brandon Maeglin related that he will post on Blue Line and on Social Media. Brandon Maeglin stated that we attended the Western University Law Enforcement job fair and it seemed to go very well. Mayor Carroll-Duda asked if there was more to do for the fairs. Brandon Maeglin said yes, that we can contact the professors. Doug Emerick related that timing of testing is important and that we need to check with COPS and FIRE testing to secure dates. Deputy Chief Karzin said that everyone is down in numbers. Dan Wisdom said that the residency is a stumbling block. Kim Hankins agreed. Detective Chavez related that 2 applicants declined jobs since they were outside of the residency requirement by 1.5 miles. Kim Hankins related that Moline has a residency of 25 miles and Rock Island has a requirement of a 60 minute response time. He also stated that the response time is harder to administer. It is easier to know who is either in or out of a set mileage. There was further discussion that we could

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limit to only Illinois and that it is hard for established personnel to have to uproot their families to move within the 15 miles. Dan Wisdom said to Mayor Carroll-Duda that we may need this benefit over other city departments.

- a. Motion to start the process for a new hire and lateral hiring list made by Kim Hankins. Dan Wisdom 2<sup>nd</sup>. 3 ayes. 0 nays.
- b) Update on Candidate Thompson- He is doing well in the academy and will graduate on December 21, 2018 and will begin his first shift on December 37, 2018.
- c) Interview Process- Mayor Carroll- Duda asked if there was a way to improve the process. Brandon Maeglin stated that the interviews could be done in executive session and that would allow for there to be discussion between the Commissioners and asked if there needs to be any HR assistance. Kim Hankins related that while in Moline, HR was the moderator and was heavily involved with questions. By having the interviews in executive session, you can have greater discussion and decide then and there if you want to put people on the list or not. Deputy Chief Karzin stated that he would like to see more involvement with the questions for the process. Dan Wisdom posed the question on if this allowed? He related that the sitting Chief has been allowed to sit in on the interviews, but is only able to answer questions about the department that are posed directly from the interviewee. He also said there is no leeway on the list. The Sergeant promotions are different in the fact that the Chief of Police does not sit in on them. Mr. Wisdom said that this way it is designed to be impartial and fair. There are no probing questions and no difference between what is asked of each candidate. Doug Emerick reiterated that we try to be as impartial as possible. The Commissioners score each individual and then pass in their scores. There is no discussion. They find out how everyone did when they see the final roster. Discussion continued on what everyone would like the process to be for the interview process. Dan Wisdom related that we do not allow those who fail the physical to go ahead and take the written test.
- d) Possible Update to Local Rules and Regulations – The updates that were done at the last meeting were shown to everyone.

### Executive Session

- i) Motion to move in to executive session at 09:30 am. Motion made by Dan Wisdom and 2<sup>nd</sup> by Kim Hankins. 3 ayes. 0 nays.
- ii) Motion to move back in to open session. Motion made by Doug Emerick. 2<sup>nd</sup> by Kim Hankins. 3 ayes. 0 Nays.
- iii) Moved back in to Open Session at 10:04 am.
- iv) After action of Executive Session: Dan Wisdom motioned to send letters to Frankenreider and Irby letters that they will no longer be on the lateral list. Kim Hankins 2<sup>nd</sup>. 3-ayes 0-nays

Adjournment- Motion by Dan Wisdom. Seconded by Doug Emrick. 3 ayes. Meeting adjourned at 10:05 a.m.

Respectfully submitted: Jessica Damewood  
Jessica Damewood, Administrative Assistant