

*Sycamore Fire and Police Commission
Special Meeting Minutes*

October 22, 2008

ROLL CALL

Chairman Petersen called the meeting to order at 1:00 p.m. Present at the meeting were: Commissioner Samantha Dailey, Commissioner Ronald Short, Police Chief Don Thomas and City Attorney Kevin Buick. Fire Chief Bill Riddle was absent from the meeting.

APPROVAL OF AGENDA

Motion

Commissioner Short moved to approve the agenda, as written, and Commissioner Dailey seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

APPROVAL OF THE MINUTES

Open Session

Motion

Commissioner Dailey moved to approve the minutes from the open session of the October 1, 2008 meeting, as written, and Commissioner Short seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

Closed Session

Motion

Commissioner Short moved to approve the minutes from the closed session of the October 1, 2008 meeting, as written, and Commissioner Dailey seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

NEW BUSINESS

A. Discussion on the Hiring of New Police Officers

Chief Thomas reported that conditional offers of employment were extended to candidates Christie Haas and Brad Kummer. He informed the Commissioners that Ms. Haas had accepted the offer, but Mr. Kummer had declined, explaining that he wished to honor his commitment to the Village of Huntley, his current employer. Therefore, the Commissioners would need to extend a conditional offer of employment to the next candidate on the eligibility list. Chief Thomas asked that, since this matter involved personnel issues, it be considered in closed session.

Motion

Commissioner Short moved that the Commissioners go into closed session to discuss personnel issues and Commissioner Dailey seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

Closed session began at 1:05 p.m.

Motion

Commissioner Short moved that the Commissioners return to open session and Commissioner Daily seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

Open session reconvened at 1:15 p.m.

Motion

Commissioner Dailey moved to no longer consider Todd Stroyan as a candidate for the position of Police Officer due to his failure to pass the background examination. Commissioner Short seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

Chief Thomas informed the Commissioners that the next candidate on the eligibility list is Bradley Caldwell. He stated that he had spoken with Mr. Caldwell who indicated that, while he is still interested in working for the Sycamore Police Department, he is not sure what he would do if he was offered the job, since he had recently been hired by the Belvidere Police Department. Chief Thomas asked the Commissioners to consider waiving the medical and psychological examinations for Mr. Caldwell, since he had recently passed these for the Belvidere hiring process. He said that the polygraph and verification of the successful completion of his medical and psychological exams would be a part of Mr. Caldwell's background examination, adding that the background information gathered on him to date was favorable. Chairman Petersen asked Chief Thomas if he had spoken to the Belvidere Police Chief about Mr. Caldwell. Chief Thomas answered that he had not yet done this, but, if he finds out they have had any problems with Mr. Caldwell when he does speak with him, he will report this information to the Commissioners. Chief Thomas also informed the Commissioners that the City would also reimburse Belvidere for Mr. Caldwell's tuition to the Academy as well as for any equipment they purchased on his behalf.

Motion

Commissioner Dailey moved to send a conditional offer of employment to Police Officer candidate Bradley Caldwell and to waive his psychological and medical examinations requirement. Commissioner Short seconded the motion.

Vote

All Commissioners voted aye. Motion carried 3 - 0.

Commissioner Short asked what the next step will be if Mr. Caldwell declines the conditional offer of employment. Chief Thomas answered they would offer the position to the next candidate on the list. If, however, Mr. Caldwell asks for a 90-day deferment, they may want to wait to see if he would accept the job at the end of this deferment period, as this is when his training period with Belvidere will be completed. He added that his Department is currently short two Officers and that he may have two retirements next year.

Chairman Petersen observed that there are only two candidates remaining on the current eligibility list and that it may be time to consider interviewing the "second tier" of candidates who passed the written exam last year but were not given an oral interview at that time. There are eighteen candidates in this second tier; he recommended sending them a letter that explains what has already been done with the "first tier" of candidates, that it is now time to interview those candidates in the "second tier", and to ascertain their interest in remaining in the process.

Commissioner Short asked if, instead of interviewing the "second-tier" candidates, they could just go back to the 17 candidates who did not pass the oral exam when it was administered to them last year. Chief Thomas answered that they were eliminated from consideration for employment when they did not pass the oral exam. Commissioner Short asked if they could be re-interviewed. Mr. Buick answered that they could not. Commissioner Short suggested that the "second-tier"

