

**Board of Fire and Police Commissioners  
April 14, 2021 Minutes**

Present: Ken Brown  
Steve Malinsky  
David Manigold  
Chief Andy Borkowski  
Captain Jeff Bangert  
Kim Czyz

David Manigold called the meeting to order at 11:00 a.m.

Teleconference phone line is active.

**Minutes**

Moved by Steve Malinsky, second by Ken Brown to approve the minutes of the March 10, 2021 meeting as written. All ayes. Motion passed.

**Public Comment**

None.

**Firefighter Entry Level Testing**

Below is information regarding advertising for entry level testing:

- A small, general ad is placed in The Times for one day only (required by statute) (\$600±)
- Application is posted on the home page of the City website and is posted periodically on the City social media pages. (No fee)
- Testing information is posted on the IVCC job site, which includes 15+ college job sites. (No fee)
- Testing is posted on Blue Line, with additional services such as home page recognition, email blasts, etc. (\$450±). (NOTE: Last posting received 2, 969 views)
- Additionally, the Fire Administrative clerk sends out the testing information to an administrative site.

Discussion regarding factors influencing hiring success:

- Marketing strategy; newspapers, online job posting sites, word of mouth, application packet.
- Career appeal (social factors)
- Applicant pool
- Current national employment rate
- Job pre-requisites: training, residential requirements
- Benefits: salary, benefits, overtime opportunities
- Community appeal: schools, employment opportunities (spouses), recreation, proximity to families
- Current employee satisfaction

### **Rules and Regulations**

Since the Illinois Department of Public Health (IDPH) recognizes the National Registry certification, the Board determined that a paramedic certificate submitted from the National Registry is acceptable and no amendment to the current Rules and Regulations is necessary.

### **Correspondence**

None.

### **New Business**

Captain Bangert advised the Board that police Officer Kathleen Sullivan is doing very good in her field training and Officers Whalen and Brewer are also doing well in PTI.

Chief Borkowski advised the Board that Firefighter Jacob Smith will graduate from the academy this Friday (April 16) and he received reports that his performance was very good.

### **Old Business**

None.

### **Adjournment**

Moved by Ken Brown, second by Steve Malinsky to adjourn at 11:50 a.m. Motion passed.

Respectfully submitted,

Kim Czyz  
Administrative Assistant to the Mayor

<u>Eligibility Register</u>	<u>Expiration Date</u>
Patrol Officer	February 11, 2023
Police Sergeant	November 14, 2021
Police Captain	November 14, 2021
Police Corporal	November 14, 2021
Firefighter	Exhausted, December, 2020
Fire Lieutenant	September 19, 2021
Fire Captain	September 19, 2021