Present: Commissioners John Hedges, Collette Lueck & John Hedgeman

Absent: none

Also Present: Assistant Village Manager and HR Director Kira Tchang, Deputy Fire Chief Peter Pilafas & Diana Farrera.

Call to Order: Chair John Hedges called the meeting to order at 5:30 P.M.

Public Comment: There was no public comment.

Review and approval of open session minutes from the September 5, 2019 meeting.

 Secretary Comments: Assistant Village Manager and HR Director Kira Tchang, provided commissioners an update on staffing within Police & Fire departments:

* Police Candidates: 8 new police officers were sworn in
* Sergeant promotional a tentative timeline was provided
* Commander hiring status
* Deputy Police Chief hiring
* 3 Firefighter Paramedics completed probation in September
* Hiring for 1 entry level Firefighter Paramedic in progress
* Fire Battalion Chief promotional in progress
* Interviews for Police Sergeants & Police entry level coming in January 2020

2019 Work plan Review: Director Tchang reviewed 2019 work plan outcomes among these entry level police list was established, several promotions in both the Fire & Police departments took place, annual election of Chairman for the Board of Fire & Police Commission was elected, no disciplinary hearings were held in 2019, Commission completed reviewing language for the Police entry level rules.

2020 Work plan Proposal: establish entry level Police hiring list, disciplinary hearings will be held if required, elect a Chairman for 2020, and continue to review entry level Fire rules.

Fire Entry Level Rules: Commissioner Hedgeman requested more information regarding the entry level Fire promotional preference points. Deputy Chief Pilafas put together recommendations to make preference points a more effective process. Commissioners reviewed and discussed each preference point category to determine the amount of points that would will awarded. Commissioner John Hedgeman did not agree with awarding Paramedic points.

* **Educational Points**: 2 points for Associates Degree / 3 points for Bachelor’s degree, maximum of 3 points non-cumulative.
* **Paramedic Points**: 1 total
* **Experience Points**: 1 point for Basic Operations / 2points for Advanced maximum of 2 points non-cumulative.
* **Veterans Points**: per Village ordinance none
* **Residency Points:** for candidates that have resided in the Village of Oak Park 12 months: 1 point.
* **Additional Points**: candidates who are immediate family members of a sworn fire or police officer who suffered a line of duty death in the Village of Oak Park only: 3 points

Board of Fire & Police Commission

The Board of Fire & Police Commission agreed to have a standing meeting the 3 Thursday of every month.

Respectfully submitted,

Diana Farrera

Recording Secretary