



Village of Rantoul

Jose Igartua, Member
Brian Schurter, Member
David Sherrick, Chairman

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BOARD OF FIRE AND POLICE COMMISSIONERS

RANTOUL FIRE AND POLICE COMMISSION
Minutes of Quarterly Meeting
Wednesday, January 15, 2020 1:00 p.m.
Rantoul Police Department Conference Room
109 E. Grove Avenue, Rantoul, Illinois

Present: Dave Sherrick – Commission Chairman
Brian Schurter – Commission Member
Jose Igartua – Commission Member
Chief Tony Brown-Rantoul Police Department
Lieutenant Justin Bouse – Rantoul Police Department
Lieutenant Alex Meyer – Rantoul Police Department
Hailey Braden – Recording Secretary

1. Chairman Sherrick called the meeting to order at 1:04 p.m.
2. Approve Minutes
 - a. Commissioner Schurter made a motion to approve the minutes of the regular meeting held Wednesday, October 15, 2019. Chairman Sherrick seconded the motion. The Board voted unanimously to approve the minutes as written.
3. Public Comments
 - a. No public comments.
4. Old Business
 - a. Chief Brown gave a review of the new Sergeant Promotional process and the positive feedback that was received. For the most part, the current Sergeants and applicants were happy with the process and felt the results were fair and valid. Chief Brown explained the changes made in the process, one of them being the command evaluation. This portion was worth 40% of their score. All Sergeants met at the Holiday Inn, interviewed each applicant according to provided criteria, then evaluated and scored. The written exam was changed to 20% of their score. The oral interview, which is 30% of their score, was conducted by command staff from local departments. Chairman Sherrick advised he attended to ensure that all Fire & Police Commission rules were followed. Each interviewer gave an individual score as opposed to discussing a score as a group. Lt. Meyer stated that any applicant is welcome to come to him for suggestions of particular areas to improve in based on their ratings. Chief Brown concluded with announcing that Officer James Schmidt will be promoted to Sergeant effective January 18, 2020.
 - b. In regards to the current applicant eligibility list, Lt. Bouse commented that this portion was added to open up the discussion of possibly revising the process of maintaining the list due to the change in funding from the state. Agencies are required to pay PTI tuition \$6,050 per student, and the chance of full reimbursement is unlikely. We have 2 new hires, Rikki McComas and Conrad Powell, reporting to PTI January 19th. He

added that they are satisfied with a couple people on the current list, have identified at least 1, and hope to select 2. The list is in the process of being updated, and they will go through the top 8 to see where it stands. Chief Brown said one of the applicants failed the background check, and the Fire & Police Commission members approved the removal of the applicant from the list. Lt. Meyer said that Champaign is down 10-15 officers, and Chief Brown added that agencies will be looking more for lateral hires as opposed to new hires. Lt. Meyer feels that our contracts are much better than they were 5 years ago, and we have good options for lateral hires.

5. New Business

- a. Chairman Sherrick inquired about when the next applicant testing is, and Lt. Bouse confirmed that the next test isn't until 2021. He added that they would like to start looking at other options instead of only updating when testing every 2 years. Other agencies are trending toward constantly refreshing the lists year round. Chief Brown expressed that he would like to ultimately go in this direction and believes it would help maintain an updated stream of applicants. The last group to test was 25% female/minority. Lt. Bouse assured that he would research different options, interview processes, and the Fire & Police Commission's role. Lt. Meyer said our current process is functional, but a new option would ensure a list with more quality. Chief Brown added that we have lost 3 out of 7-8 officers during our training process. They aren't able to fully function once on patrol. He, also, commented that he has checked with other departments, and their loss rate is comparable. Lt. Meyer advised that they have changed parts of their training program by bringing in the new hires a month early to get familiar with officers, routines, and geography. Also, they have rotated through all FTO's to get acquainted, and Chief Brown added that they have been assigned mentors. Commissioner Schurter said that he would not be opposed to the change in process, but would like to know all the reasons for doing so and what the options are.

6. Other Business

- a. The next quarterly meeting of the Rantoul Board of Fire and Police Commissioners is scheduled for Wednesday, April 15, 2020, at 1:00 p.m. in the conference room of the Rantoul Police Department..

7. Adjournment

- a. A motion was made by Chairman Sherrick to adjourn the meeting. Commissioner Schurter seconded the motion. The Board voted unanimously to adjourn the meeting at 1:34 p.m.