



# Village of Rantoul

Ken Calhoun, Member  
Brian Schurter, Member  
David Sherrick, Chairman

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## BOARD OF FIRE AND POLICE COMMISSIONERS

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RANTOUL FIRE AND POLICE COMMISSION  
Minutes of Quarterly Meeting  
Wednesday, January 16, 2019 1:00 p.m.  
Rantoul Police Department Conference Room  
109 E. Grove, Rantoul, Illinois

Present: Dave Sherrick – Commission Chairman  
Ken Calhoun – Commission Member  
Brian Schurter – Commission Member  
Kathy Kohl – Recording Secretary  
Lieutenant Alex Meyer – Rantoul Police Department  
Lieutenant Justin Bouse – Rantoul Police Department  
Chief Tony Brown – Rantoul Police Department

1. Chairman Sherrick called the meeting to order at 1:13 p.m.
2. Approve Minutes
  - a. Commissioner Calhoun made a motion to approve the minutes of the regular meeting held Wednesday, October 17, 2018. Commissioner Schurter seconded the motion. Minutes were approved as written.
3. Public Comments
  - a. No public comments.
4. Old Business
  - a. The promotion eligibility list for Sergeant and Lieutenant expires February 8, 2019. Lt. Bouse contacted IO Solutions regarding the availability of the Core Concepts study guide and was informed the updated study guide publication may be available in early spring. The Core Concept study guide previously purchased by officers for the last promotional testing will be an adequate resource for this year's promotional testing. Commissioner Schurter inquired as to whether there are other companies that could be utilized for promotional testing. Lt. Bouse indicated the police department has not looked at other testing companies as the department has been pleased with IO Solutions and their services. Lt. Bouse said that when the study guide publication comes available that a test date could be set 60 to 90 days out allowing officers time to study for the test. Chief Brown said he does not anticipate any promotional openings this spring but possibly in the fall. The police department would not have an active promotional eligibility list for Sergeant or Lieutenant for a few months. Lt. Bouse said he researched statutes and case law and did not find a problem with not having a valid promotional eligibility list. Commissioner Calhoun made a motion to change the February 8, 2019 promotional test date to a future date yet to be determined. Commissioner Schurter seconded the motion. The board voted unanimously to approve changing the promotional test date.

- b. Chairman Sherrick and Lt. Bouse reviewed the Fire and Police Commission budget and concluded there would be sufficient funds to accomplish entry level police testing this year. Lt. Bouse said past history shows that not all eligible officers will participate in promotional testing thus reducing the cost of promotional tests. Lt. Bouse also said a proposal to eliminate promotional testing for Lieutenants would free up money allocated for Lieutenant promotional tests.

## 5. New Business

- a. Chief Brown proposed revising the scoring breakdown for the Sergeants promotional test as follows: 40% Command/Supervisor Evaluation, 30% Oral Board, 20% Written Exam, 10% Longevity. Chief Brown's proposal included eliminating the Fire and Police Commission as the oral interview board and creating an oral board of command staff from Rantoul Police and other police agencies. This would also include a member of the Fire and Police Commission to sit in on the oral interviews to oversee the process. The Fire and Police Commission would be responsible for setting the standards and providing interview questions. Lt. Meyer said this process would give expertise to the oral interview process. Commissioner Schurter asked the purpose of the Fire and Police Commission. Chief Brown said the purpose is to bring non-bias and objectivity to the process. Lt. Meyer said that anyone can speak well and sound good but the Fire and Police Commission does not always have the professional knowledge to perceive what is accurate. Lt. Meyer said the police department is comfortable with the Fire and Police Commission performing the oral interviews for initial hires but a police profession board is needed for Sergeant promotional interviews. Commissioner Schurter said the purpose of the Fire and Police Commission is to act as an arbiter of fairness. Commissioner Schurter said that if the Board of Commissioners is informed as to who will participate on the oral board, the process would be fair and makes more sense. Chief Brown said the purpose of the Fire and Police Commission would be to supervise and maintain a standard of fairness in the process. Chairman Sherrick said he did not have an issue certifying this process. Commissioner Schurter said to put this in context, the Fire and Police Commission would approve the qualified police board members in the rank of Lieutenant or above and certify the questions. Chief Brown said the promotional applicants would receive a score, it was not a pass or fail process. Then the Fire and Police Commission would take the scores to tabulate the results and certify the eligibility list. Lt. Bouse advised that changes to the promotional scoring breakdown would require amending the Fire and Police Commission rules and regulations. Chairman Sherrick made a motion to approve the change to the scoring breakdown for Sergeants promotional testing. Commissioner Schurter seconded the motion. The board voted unanimously to approve the scoring breakdown for Sergeants promotional testing. Chairman Sherrick requested a special meeting be held on January 30 at 1:30 p.m. in the police department conference room to discuss the scoring and oral board change for Sergeants promotional testing and to set a date for entry level testing. Chairman Sherrick asked Secretary Kohl to make the notifications for the special meeting.
- b. No date was set for the Sergeant oral interviews since the test date is yet to be determined.
- c. Chief Brown proposed the Lieutenant promotion process be removed from the authority of the Fire and Police Commission. As the Lieutenant position is a command level position, Chief Brown feels the need to have greater input for filling this position. All qualified applicants would be interviewed by Chief Brown. Qualifications would remain the same for the position of Lieutenant, one must have five or more years full-time service as a certified police officer and have attained the rank of Sergeant with the

Rantoul Police Department as set by village ordinance. Removing authority of Lieutenant promotions from the Board of Fire and Police Commission would require Village Board approval. There are more options for identifying applicants for command staff positions. Lt. Meyer said this is a much better system. Lieutenants would still have access to appeals through the Village board. Commissioner Sherrick stated he had no objections to Chief Brown's proposal.

Commissioner Sherrick informed those present that Commissioner Calhoun will be submitting his resignation from the Fire and Police Commission.

6. Other Business

- a. The next quarterly meeting of the Rantoul Board of Fire and Police Commissioners will be held on Wednesday, April 17, 2019, 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 Calhoun seconded the motion. Meeting adjourned at 2:04 p.m.