

**MINUTES OF THE OPEN SESSION OF THE SPECIAL MEETING OF
THE BOARD OF FIRE AND POLICE COMMISSIONERS OF
THE CITY OF NORTH CHICAGO**

November 26, 2013

Held in the West Conference Room of the City of North Chicago,
1850 Lewis Avenue, North Chicago, Illinois

1. Chairwoman Dicker reconvened the meeting adjourned November 25, 2013, at 10:00 A.M.
2. Roll call identified the following Commissioners present:
 - Chairwoman Velma Dicker
 - Secretary Shawna Huley
 - Commissioner Vanderbilt Blanchard

Other persons present included:

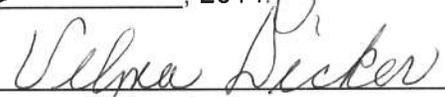
Attorney William Franks
North Chicago Police Officer Carl Sturt representing North Chicago F.O.P. Lodge 31
North Chicago Police Officer Hartman

3. Old Business.
 - a. Pending promotional examination.
 - i. Chairwoman Dicker asked Officer Sturt if he and F.O.P. Lodge 31 had consulted about the Lodge's position relating to retaining or delaying the current promotional exam scheduled for December 3, 2013, at the Lodge meeting schedules for last night.
 - ii. Officer Sturt replied that collectively the Lodge thought it better to postpone the examination to allow time to finalize the written examination and incorporate the oral interview (assessment center) component. And given the pending Holiday Season and amount of work to be accomplished, suggested that the middle of January probably would be better time to conduct the test. Officer Sturt confirmed that the Lodge was comfortable with delaying the promotional examination until January.
 - iii. Attorney Franks commented that once the details were finalized he would prepare written guidelines identifying the steps and procedures for the police promotional process.
 - iv. General discussion (Mr. Franks, Chairwoman Dicker, Officer Sturt) on collaborating to prepare the written police promotional process guidelines.
 - v. General discussion (Chairwoman Dicker, Secretary Huley, Officer Sturt) on the potential impact that delaying the promotional exam could have on the department, noting that the prior promotional list expired in October 2013.
 - vi. General discussion (Secretary Huley, Chairwoman Dicker, Mr. Franks) regarding consultants supporting the Commission's promotional process, and possible consideration of alternative vendors if the process/dates slip again.
 - vii. General discussion (Secretary Huley, Chairwoman Dicker, Mr. Franks, Officer Hartman) acknowledging the need for the Commission's efforts to define the police promotion process correct as it will shape the police department for years to come, dispel misconceptions and miscommunications, and best serve the interests of the citizens of North Chicago.

- viii. A motion was made by Chairwoman Dicker, seconded by Commissioner Blanchard, that: Police Consultants continue with the testing date set for December 3, 2013; and Police Consultants with the F.O.P. [Lodge 31] conduct the oral interview assessment and that we go back after this process has been concluded and look for a new vendor.
 - ix. General discussion (Chairwoman Dicker, Secretary Huley, Officer Strut, Mr. Franks) concerning the test date in light of Commission discussions held November 25, 2013.
 - x. Chairwoman Dicker withdrew her motion, and Commissioner Blanchard withdrew his second.
 - xi. General discussions continued relating to the dates to administer promotional exam components, vendors to conduct this and future promotional exams, and finalizing details for the current sergeants and lieutenants promotional examination
 - xii. A motion was made by Chairwoman Dicker, seconded by Secretary Huley, that the promotional exam for sergeants and lieutenants be delayed until mid-January for a date that is agreed upon. There being no further discussion a roll call vote was taken on the motion with the following results: Yes – 3, No – 0, Abstain – 0, Absent – 0. Motion carried.
 - xiii. A motion was made by Chairwoman Dicker, seconded by Secretary Huley, that the oral interviews [component] be conducted using the assessment center concept for the promotional exam for sergeants and lieutenants. There being no further discussion a roll call vote was taken on the motion with the following results: Yes – 3, No – 0, Abstain – 0, Absent – 0. Motion carried.
 - xiv. A motion was made by Secretary Huley, seconded by Chairwoman Dicker, to seek vendors for testing services for both fire and police departments for both new hire and promotional testing. There being no further discussion a roll call vote was taken on the motion with the following results: Yes – 3, No – 0, Abstain – 0, Absent – 0. Motion carried.
 - xv. A motion was made by Chairwoman Dicker, seconded by Commissioner Blanchard, to authorize the Commission's attorney, William Franks, to meet with F.O.P. to review the rules and regulations for the City of North Chicago. There being no further discussion a roll call vote was taken on the motion with the following results: Yes – 3, No – 0, Abstain – 0, Absent – 0. Motion carried.
4. Public Comment.
 - a. North Chicago Police Officer Sturt addressed the Commission.
 - i. Officer Sturt solicited the Commission for suggestions the police department might employ to build a bridge to be more interactive with the City's senior citizens.
 - j. General discussion (Commissioner Blanchard, Officer Sturt, Mr. Franks, Secretary Huley) on some ideas to enhance police department – senior citizen interaction.
 5. Closed Session. There were no items for closed session.
 6. Action on items from closed session. Not applicable
 7. Adjournment. There being no further business for the Commission, a motion was made by Chairwoman Dicker, seconded by Commissioner Blanchard, to adjourn. A voice call vote

was taken on the motion with the following results: Yes – 3, No – 0, Abstain – 0, Absent – 0.
Motion carried.

Approved by the Commission on Feb. 6, 2014.



Velma Dicker, Chairwoman
City of North Chicago
Board of Fire and Police Commissioners

ATTEST:



Shawna Huley, Secretary
City of North Chicago
Board of Fire and Police Commissioners