

Meeting Agenda

Subcommittee on Training, Recruitment, Hiring, Retention, and Promotion

Date: Thursday, January 6, 2022

Time: 6:00 p.m.

Zoom:

Meeting Objectives:

- Clarify goals of subcommittee
- Discuss key pieces of information needed for deliberations

Discussion Agreements:

- Speak for yourself about what has heart and meaning
- Honor the agenda or modify by agreement
- Learn from and understand each other's perspective
- Be respectful, candid, and constructive
- Provide balance of speaking time
- Test assumptions by asking questions
- Explore innovative solutions based upon common interests
- Strive to resolve differences and seek common ground
- Discuss topics together rather than in isolation
- Limit side conversations and actively participate

Agenda

Time (CT)	Topic
5:00pm	Call to Order, Role Call, and Agenda Review
5:05pm	Public Comment <ul style="list-style-type: none">• <i>Any member of the public who wishes to address the task force may do so via Elgin City Hall</i>
5:10pm	Getting to Know Each Other <ul style="list-style-type: none">• In one sentence, state why you want to be part of this subcommittee?• What direct experience have you had with how the Elgin Police Department conducts training, recruitment, hiring, retention, and promotion that informs your service on this subcommittee?
5:25pm	Discuss and Confirm Scope of Work <ul style="list-style-type: none">• Using the ordinance and task force scope of work as guidance, what should be the focus of this subcommittee?• What do you want to understand better?
5:35pm	Break (if needed)
5:40pm	Discuss and Confirm Scope of Work Continued <ul style="list-style-type: none">• Identify requests for information

	<ul style="list-style-type: none"> ● Identify key questions for subcommittee to answer
5:55pm	Wrap up & Next Steps

Notes from initial Task Force meeting:

- Training: a goal is to have an understanding of the training and recruitment process. It is transparent to potential employees. What are the expectations? What are the processes for background check and mental health stability within the EPD? Are they capable of handling the job?
- Want to understand the prerequisites [for becoming an officer]: How does it compare/differences in best practices.
- Diversity hiring, police roles
- Interested in hearing education. requirement and continued education requirements are there any in EPD?
- Data on promotions within the last 10 years. How long do police last and why are they leaving? How do they utilize seniority? Possible in person training.
- Is it possible to provide the different statistics on diversity and how they relate to the police and age as well. Would like to view the census report.