

Subcommittee on Recruitment, Hiring, Retention, Training, and Promotion Meeting Minutes 3

Date: Thursday, February 17, 2022

Time: 6:30 pm

Meeting Objectives:

- Review discussion from previous meeting
- Continue identifying consensus recommendations for recruitment, hiring, retention, training, and promotion processes

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

Participation:

- Members Present: Calhamer, Zaldivar, Cordova, Flickema, Bailey, Brockway
- Members Absent: Blanchard, Williams

Agenda

| Time (CT) | Topic | Notes |
|-----------|---|--|
| 6:30pm | Call to Order, Roll Call, and Agenda Review | Facilitators called the meeting to order at 6:41 pm |
| 6:32pm | Review and Approve Meeting Minutes | Subcommittee Member Cordova motioned to approve the minutes from the previous meeting, the motion was seconded by Subcommittee Member Calhamer. The minutes were approved unanimously by a vote of 5-0. |
| 6:35pm | Public Comment <i>Any member of the public who wishes to address the task force may do so via Elgin City Hall</i> | No members of the public were present at City Hall to give public comment. |
| 6:40pm | Recap Previous Meeting A summary of discussion highlights and action items from the previous meeting. | Facilitators opened the discussion by presenting the range of proposed recommendations submitted by subcommittee members. The proposed recommendations included lowering educational requirements for applying to EPD, capping salaries, adding required training for officers on interacting with the LGBTQIA+, HIV positive, and undocumented communities, bonuses for residency and speaking a language other than English, and mandating monthly mental health sessions. Subcommittee members then offered their thoughts on EPD's current educational and experiential |

| | | |
|--|--|---|
| | | <p>requirements.</p> <p>Some subcommittee members expressed that they thought all EPD applicants should have at least a bachelor's to proceed with the recruitment process. One member cited research stating that officers with bachelor's degrees use less force and when they do use force they do so with less deadly impact. Another task force member stated that the commitment and persistence it takes to earn a bachelor's degree shows a level of maturity that would be useful to know was possessed by police.</p> <p>Other subcommittee members voiced that having a bachelor's degree did not necessarily guarantee that someone would have the right character, temperament, and skills to be a police officer. In addition, members noted that bachelor's degrees can be incredibly expensive and can often be financially infeasible.</p> <p>Some subcommittee members suggested that a high school diploma, GED, or associate's degree should be the minimum educational requirement to apply.</p> <p>Another subcommittee member voiced that qualifications other than military service should be allowed including peace corps or missionary work. Additionally, those applying with military experience should be carefully screened for white supremacist radicalization.</p> <p>Chief Anna Lalley then gave her input on hiring requirements. She stated that the City of Elgin had moved away from requiring a bachelor's degree to serve in the police department because of diminishing applications and because community members had expressed that they desired to serve as police officers but were unable to afford a 4-year college education. She stated that there had been success with the current requirements in hiring good candidates.</p> <p>In addition, Councilmember Tish Powell presented a memo that detailed a proposed hiring "points" system for EPD in which different qualifications would give applicants varying levels of points and those with the greatest points would be the most highly considered for selection. This proposal had support in the City Council and was put on pause until the Community Task Force could review it.</p> <p>Facilitators then surveyed the subcommittee members present and found that two supported allowing those</p> |
|--|--|---|

| | | |
|-----------------------|--|--|
| | | <p>with high school diplomas/GED's with other qualifying experience to apply, two supported having high school diploma/GED applicants who could then score additional points based on other factors, and one member supported only hiring applicants with a bachelor's degree.</p> <p>Finally, one member asked the chief if DACA recipients could apply to EPD and the Chief said she would check with her human resources officer and report back.</p> |
| <p>7:50 pm</p> | <p>Wrap up & Next Steps</p> | <p>Facilitators brought the discussion to a close and informed subcommittee members that they would initiate the process of scheduling another meeting that does not conflict with the upcoming whole Task Force meeting next Thursday.</p> <p>The meeting adjourned at 7:58 pm.</p> |