

Meeting 4 Minutes

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

Date: Tuesday, March 1, 2022

Time: 7:00- 8:30 pm

Meeting Objectives:

- Review discussion from previous meeting
- Draft 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

Members Present: Bailey, Brockway, Blanchard, Cordova, Flickema, Zaldivar

Members Absent: Calhamer, Williams

Agenda

Time (CT)	Topic	
7:00pm	Call to Order, Roll Call, and Agenda Review	Facilitators called the meeting to order at 5:05 pm and subsequently reviewed the agenda.
7:02pm	Review and Approve Meeting Minutes	The minutes from the previous meeting were approved via consensus.
7:05pm	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.
7:10pm	Recap Previous Meeting <ul style="list-style-type: none">● A summary of discussion highlights and action items from the previous meeting.	Facilitators gave a quick summary of the previous meeting including the conversation over whether a bachelor's degree or high school diploma/GED should be the base educational requirement for applying to EPD.

<p>7:15pm</p>	<p>Brainstorming Recommendations</p>	<p>The subcommittee began their discussion by continuing the examination of minimum educational requirements. Subcommittee members expressed similar sentiments as in the previous meeting, including the assertion that a bachelor's degree does not determine if someone has the character or temperament to be a police officer and the argument that there is statistical evidence that shows that officers with bachelor's degrees are less likely to use force.</p> <p>The subcommittee then moved to vote on whether they would recommend requiring a bachelor's degree with additional qualifications or a high school diploma/GED with additional qualifications or "preference points." Three members voted in favor of such a system and two voted against/abstained, thus the subcommittee moved forward with a high school diploma/GED as the base education requirement and began to refine a system of additional qualifications.</p> <p>Chief Lalley then shared a memo she had written for City Council detailing a proposed preference points system that the subcommittee could use as starting reference (see FIGURE 1 below).</p> <p>The subcommittee then made adjustments to the preference points system. Changes made included adding a category for training in nonviolence, mediation, or deescalation, lowering the point value for military honorable discharge, and changing the wording "Bilingual" to "multilingual" to accommodate more language possibilities while specifying that priority would be given to languages other than English commonly spoken in the Elgin community.</p> <p>The revised version of the preference points system can be viewed below in FIGURE 2.</p>
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8:25 pm	Wrap up & Next Steps <ul style="list-style-type: none"> Identify subcommittee representative for full Task Force meeting 	The meeting concluded at 8:30 pm. The next meeting of this subcommittee will be on March 17th.
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FIGURE 1

Category	Preference Points Given
Current Certified Police Officer	5 pt
Bachelor's degree in Social Work or Human Services	5 pt
Military Honorable Discharge	5 pt
Any Bachelor's Degree	4 pt
60 College Credit Hours with three-years as a full-time employee of the City of Elgin.	3 pt
Any Associate's Degree	3 pt
Bilingual Skills – Spanish or Lao	3 pt
Elgin resident with minimum 1 year documented	3 pt
Trade School Diploma/Certification	2 pt
Elgin Police Explorer Program with three years good standing with 300 community service hours	2 pt

FIGURE 2

Category	Preference Points Given
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Current Certified Police Officer	5 pt
Bachelor's Degree in Social Work or Human Services	5 pt
Training in non violence, mediation, or deescalation	5 pt
Any Bachelor's Degree	4 pt
60 college credit hours with three years as a full-time employee with the City of Elgin	3 pt
Multilingual with preference toward speakers of priority languages in the community including Spanish or Lao	3 pt
Elgin resident with a minimum of one year documented	3 pt
Trade school diploma/certification Elgin Police Explorer with three years in good standing with 300 community service hours	2 pt
Military Honorable Discharge	2 or 1 pt