

Meeting Minutes

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

Date: Tuesday, March 22, 2022

Time: 5:00pm-6:30pm

Meeting Objectives:

- Draft and vote for recommendations for recruitment, hiring, retention, training, and promotion processed

Attendees: Ismael Cordova, Tish Calhamer, Carroll Bailey, Kevin Zaldivar, Aubrey Flickema, Chief Lalley, Penny Williams, Joshua Brockway, Shimon Blanchard

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; address people as they would prefer to be addressed
- 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

Notes

Time (CT)	Topic	Notes
5:00pm	Call to Order and Agenda Review	Meeting started at 6:05pm.
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>	No Public Comment

<p>5:10pm</p>	<p>Review of prior deliberations</p> <ul style="list-style-type: none">● Recap of previous discussion and review list of recommendations	<p>Facilitator Sara shared a document that was emailed to the Subcommittee with recommendations thus far. Recommendations were reviewed and members had an opportunity to add additional comments or ask questions.</p> <p>Member Williams asked about a clarifying question on the education requirement. Member Joshua stated that these are preferred qualifications for added points to the requirements.</p> <p>Member Calhamer wanted to know if there is an extra 3 points for the human service/social service on top of the Bachelors.</p> <ul style="list-style-type: none">● Facilitator Sara: Any bachelors will give you 3 points and degree in specific area will give you an additional 3 points. <p>Facilitator Sara reminded the subcommittee that there was a suggestion that we have a different point system/table.</p> <p>Member Ismael recommended not incorporating residency and discussing that in another system i.e. promotion.</p> <ul style="list-style-type: none">● There was no consensus so the subcommittee will table it. <p>Member Aubree asked clarifying questions after reviewing the Public Act which requires veteran preference for 5 points.</p> <p>Chief Lalley explained the process:</p> <ul style="list-style-type: none">● By law, veterans are given preference points once the list is established upon their initial hiring process. Can be used during promotional exams. <p>Member Cordova recommended removing veteran status off this initial point system since it is mandated by law.</p> <p>Member Brockway asked what is the actual requirement and where do these points fit in and if</p>
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		<p>this was included in the actual proposal?</p> <p>Chief Lalley explained:</p> <ul style="list-style-type: none">● Since they get points already if you choose to, the subcommittee can give them extra points. It is given to them by law. There is a verification process to be eligible for veteran preference.● Yes, that was in changing preference from diploma/GED to level out the candidates with Bachelors. <p>Member Brockway recommended striking the 3 points and let the 5 points stand per statue.</p> <p>Facilitator Sara told the subcommittee that Chief Lalley will be providing some responses to all of these concerns in the full Task Force meeting.</p> <p>Member Kevin asked if anyone has any research in regards to preference points in regards to public safety?</p> <p>Member Aubree replied: I have looked over your research and have dug into a lot of things that were submitted and let's make sure that the data aligns. My vote is not something that is caught out of the air. Will load research information into the Box</p> <p>Member Cordoval recommends adding Associates of Applied Sciences?</p> <p>Member Bailey agreed with Member Cordova</p> <ul style="list-style-type: none">● The Subcommittee came to a consensus on Education credits and hours and keeping Trade Schools. <p>Recommendations Voting Results: Recommendation (1): Include high school and/or GED degree as a requirement. Results: 7 out of 8 in favor</p>
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		<p>Results: 8 out of 8 in favor</p> <p>Trade school diploma, 60 college credit hours, or any Associate degree.</p> <p>Results: 6 in favor 2 against</p> <p>Three years as an employee with the City of Elgin.</p> <p>Results: 8 out of 8 in favor</p> <p>Multilingual with preference toward speakers of top 3 priority languages in the community (top languages to be reviewed yearly).</p> <p>Result: 8 out of 8 in favor</p> <p>Elgin resident with a minimum of one year documented.</p> <p>Results: 8 out of 8 in favor</p> <p>Elgin Police Explorer certification with three years in good standing with 300 community service hours.</p> <p>Results: 8 out of 8 in favor</p> <p>Military Honorable Discharge.</p> <p>Results: 5 in favor, 3 against</p> <p>Professional experience in community service and involvement.</p> <p>Results: 5 in favor, 3 against</p> <p>Chief Lalley believes that is state law but will confirm. In the law it states that under 35 of age and they get some exceed the max age prevision if in the military they will be sent to the subcommittee.</p>
<p>6:25pm</p>	<p>Recap and discussion of next steps</p>	<p>Next meeting is scheduled for March 31st and will focus on training.</p> <p>Meeting adjourned at 6:13PM.</p>