

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

Date: Thursday, March 31, 2022

Time: 6:30pm-8:00pm

Attendees:

Task Force: Flickema, Calhamer, Brockway, Bailey, Blanchard, Habun

Police and Fire Department: Chief Ana Lalley, Commissioner Anthony

Meeting Objectives:

- Identify recommendations for recruitment, hiring, retention, training, and promotion processes

Agenda

Time (CT)	Topic	Notes
6:30pm	Call to order and agenda review	Meeting start: 6:33PM
6:35pm	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.
6:40pm	Review of prior deliberations and research presentation <ul style="list-style-type: none"> • Recap of previous discussion, review list of recommendations, and provide research on case studies and best practices 	Chief Lalley began by providing comments on previous recommendation discussion items.
6:45pm	Fire and police commissioner discussion · Question and answer	<p style="text-align: center;">Discussion</p> <p>A task force member questioned the commissioner on the educational requirement. They asked if a bachelor's degree equates to individuals having more critical thinking than a high school diploma.</p>

Another task force member stated that since the requirement for a bachelor's degree was voted against it is necessary to have a more substantive training. The commissioner responded stating that they do not believe that a bachelor's degree does not define a candidate or a candidate's ability to lead and perform well in the job. They stated that the entry written exam is the best way to vet candidates as well as the current process. Allowing candidates to hold a High School degree broadens the applicant pool and diversifies the police force.

A task force asked the commissioner their opinion about the recommendation of having Police Officers living within the City of Elgin. The commissioner responded stating that they were unsure about this recommendation, but that if it is implemented the resident requirement should be for Police leadership and should be implemented in the next hiring and recruitment cycle. Chief Lalley clarified that the Lieutenant, Commander, Deputy Chief, and Chief are all required as of recent to be residents of the city of Elgin.

Another task force member asked if there is a probationary period or would you like to see one put in place when someone is hired? Chief Lalley responded stating that when someone is hiring they have a 6 month probationary period.

A task force member suggested building community relationships with new hires.

Another task force member inquired about the existing training that is required of police officers. Chief Lalley confirmed that police officers have annual training for anything that is regarding emotional distressing situations, firearms, taser recertifications. Each year officers have about 45

		<p>hours of training every year. Additionally, officers have monthly trainings as new laws and regulations come out.</p> <p>A question was asked to Chief Lalley regarding retention of information from the trainings. Chief Lalley responded that the police department conducts audits and randomly pulls footage to ensure that officers are implementing what they are being trained on.</p> <p>A task force member asked where the department looks to for best practices. The Chief responded stating PERF, ISCP, ICANT all have best practices they have looked at. The Chief stated that there are supervisors, command staff, City Council members, and committees that are all part of researching and developing new training.</p> <p>Another task force member asked what the protocol is if an officer is not performing well during a training session. Chief Lalley explained that remedial training is instituted if they see an officer or officers not properly getting trained.</p> <p>Another task force member asked if there was an ability to see the body camera audits that the police department conducts. Chief Lalley stated that whenever there is an intense incident there is always a debrief where the officers present sit down in a room and are critical of what happened in order to see how the officers can improve.</p> <p>A task force member stated that based on the information that was presented by the Chief it seems that the police department is doing a wonderful job.</p> <p>Commissioner Anthony mentioned that during hiring cycles there are hundreds of applicants that get narrowed down substantially. He stated that the police department is becoming</p>
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		<p>increasingly younger as many police officers begin to retire.</p> <p>The subcommittee decided to meet weekly as the timelines for the subcommittee recommendations are approaching.</p>
7:25pm	Recap and discussion of next steps	Time end: 7:58PM