

**PALOS FIRE PROTECTION DISTRICT  
BOARD OF FIRE COMMISSIONERS  
MINUTES OF REGULAR MEETING  
OCTOBER 10, 2019**

**CALL TO ORDER:** A regular meeting of the Board of Fire Commissioners of the Palos Fire Protection District was called to order on Thursday, October 10, 2019 at 10:00 a.m. by Commissioner James Staszczuk at Station #1, 8815 W. 123<sup>rd</sup> Street, Palos Park, Illinois.

**ROLL CALL:** On the call of the roll, the following Commissioners responded as present: Commissioners James Staszczuk, Tom Crowhurst and Robert Stevens.

**OTHERS PRESENT:** Chief Mike McDonald, and recording secretary, Maxine Bell.

**PUBLIC COMMENT:** None

**APPROVAL OF MINUTES:** Commissioner Staszczuk made a Motion to Approve the minutes of the September 12, 2019 meeting and Commissioner Stevens seconded. By call of the roll, the Motion passed.

**OLD BUSINESS:** Jim Hackett is acting as Shift Commander and Commissioner Staszczuk asked how he was doing in that capacity. Chief McDonald stated that he was doing fine and Commissioner Staszczuk asked how much longer he has. Chief McDonald stated that Jim Hackett had 60 more days and Commissioner Staszczuk asked if after that time, could he do it one more time? Chief responded in the negative and stated that he just sent out a letter to all the lieutenants asking if they were interested in being actors. If they were and met the criteria, then the District will have them as Shift Commanders and will not have to pay overtime. That was the plan thus far.

**NEW BUSINESS:** Commissioner Staszczuk wanted to go over the dismissal of an employee. Chief mentioned that the employee was Thomas Touhy. Chief stated that if the Commissioners read Section 4, employee did not receive a favorable response from Stephen A. Laser & Associates. Commissioner Staszczuk stated that the response would be shown to Mr. Touhy as he has the right to see it. Commissioner Staszczuk asked about the new hire. Chief stated that his name was Brian Bachman and he DID receive a favorable response from Stephen A. Laser & Associates. Commissioner Staszczuk then made a Motion to Reject Thomas Touhy's Application for New Hire. The Motion was seconded by Commissioner Stevens. By call of the roll the Motion passed. Commissioner Staszczuk then made a Motion to Approve the Hiring of Mr. Bachman as a New Firefighter. The Motion was seconded by Commissioner Stevens and by call of the roll, the Motion passed.

The next order of business was the Lieutenant Testing. Chief stated that the listing for lieutenant testing was just put up yesterday and the listing stated that a new string for promotional exam for rank of lieutenant will be held; that applications would be made available on October 11, 2019 from 9:00 a.m. to 4:00 p.m. and these applications need to be completed and returned by November 1, 2019. The test will follow language determined by Collective Bargaining Agreement for merit and seniority points, which we already have in place and not subject to question; it is the present one; which we are operating under right now and it will be done in accordance with Fire Protection Promotional Exam as per the norm. Eligibility will be based on the following qualifications:

- a. served as a firefighter with at least five years' experience;
- b. must have a Firefighter III certificate; and
- c. must obtain Officer 1 prior to the exam.

On October 11th the applications are available and the reading list will be put up. On October 25 the education and merit points will be due. On November 15th a status of all the data collected and a list will be posted. It was determined that the next Commissioner's Regular Meeting will be November 7, 2019. Dec. 10 & 11 will be oral interviews. Commissioner Staszczuk needs all of the oral questions and, if available, what the answers should be. Assessment Center will take place on January 27th and written exam will be February 7th and the candidates will get their feedback and get their test scores. A preliminary list will be put up February 14th and then the final promotional test posting will be March 1st.

Commissioner Staszczuk asked if Chief will be hiring a new lieutenant on March 1st off the list right away. Chief stated that everything depends on the CBA. The District needed to have a list because the PFPD's list is expiring.

Chief commented that a mediation date has not been set yet and many things may yet occur. Chief stated that the next time a promotional test will take place is 12 years from now. The PFPD's desire is to put the very best in the positions vacated. Chief stated that in order to hire 9 more people, PFPD had to reduce their salary paid to new hires.

Commissioner Staszczuk wanted to go over the agenda for the November 7th meeting. He stressed that there are 3 things that need to be put on agenda for next meeting. (1) Scores from Lieutenant's test; (2) look at oral interviews; and (3) depending on outcome of CBA, Commissioners may need to hire 3 additional employees. Chief stated that as long as we're talking about this, he reminded Commissioners that there is an employee with 2 accidents who is on probation. Chief wants to extend his probationary period for six months to one year. If Union is not open minded to that then Chief has to err on the side of caution and with 2 accidents and the employee lying, he has to cut his ties. However, in order to be able to see what direction this employee may go, he needs to have more time to evaluate and see for himself. Commissioners were agreeable.

**ADJOURNMENT:** There being no further business to conduct, Commissioner Staszczuk made a Motion to Adjourn the Regular Meeting of the Board of Fire Commissioners and Commissioner Stevens seconded. By call of the roll, the Motion passed.

The next scheduled regular meeting of the Board of Commissioners will be Thursday, November 7, 2019 at 7:00 p.m.

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