

MINUTES OF REGULAR  
MEETING  
BOARD OF FIRE AND POLICE COMMISSION  
CITY OF COUNTRYSIDE  
March 2, 2020

**I. Call to Order**

Meeting was called to order at 5:03 p.m.

**II. Roll Call**

Upon roll call the following were present:

Jerry Welch, Chairman  
Mary Louise Pisone, Secretary  
Thomas Perry, Commissioner

Also in attendance: Sue Dignin, HR/Executive Assistant, Joe Ford, Police Chief

**III. Approval of Minutes**

Motion was made by Mary Louise Pisone and seconded by Thomas Perry to approve the Regular Meeting minutes of December 10, 2019. Motion carried and the minutes were approved.

**IV. Comments from the Public**

None.

**V. New Business**

Sue Dignin distributed a copy of the Final Promotional Eligibility List to the Board. Chairman Welch stated that the Board received a Freedom of Information Request from one of the candidates who participated in the promotional process questioning why his veteran preference points were not applied to his score, which prevented his name from being placed on the Final Promotional Eligibility List. Chairman Welch stated that the Board changed their Rules and Regulations, as a Home Rule community, in 2014 in regards to Veteran preference points to state that veteran preference points may be utilized only once for Original Appointment or for one Promotional Appointment. This candidate had used his veteran preference points for original appointment.

The Board received a copy of Sergeant Andree's letter of retirement effective May 16, 2020. This will allow the Board to appoint an officer to fill this position and also create an opening for a Patrol Officer position. The Board is currently in the process of filling a Patrol Officer position as the result of Patrol Officer Goluszka retiring in December, 2019. Candidate number eight has been scheduled to take the polygraph, and he will be scheduled for the physical and drug test, and the psychological assessment test will be last. This candidate is currently a part-time police officer for the Village of Merrionette Park. The files for patrol officer candidates 9-11 have been submitted to the Chief of Police to start the background investigation.

The Board reviewed proposals for the promotional testing process from the following three companies: Police Consultants, Inc., Resource Management Associates, and Industrial

Organization Solutions. The Commissioners still had questions that needed to be answered. Chairman Welch will call Resource Management and Industrial Organization Solutions. This discussion will be tabled to the next meeting.

Motion was made by Mary Louise Pisone and seconded by Thomas Perry to make the correction to Chapter IV – Section 5 and add § 65 ILCS 5/10-2.1-11 to Appendix VI to the Rules and Regulations of the Board of Fire and Police Commissioners. The Board will also add §65 ILCS 5/10-2.1-9 Original appointments; Preferences; Limitation to Appendix VI. Motion carried and this correction and the addition of two state statutes were approved.

**VI. Old Business**

None.

**VII. Other Business**

None of the commissioners will be able to attend the Illinois Fire & Police Commissioners Association – Spring Seminar in May.

Police Chief Joe Ford suggested changing the Board's Rules and Regulations to offer preference points for qualified bi-lingual language skills and to also create a separate Lateral Transfer List of certified police officers. The requirements to be eligible for this list would be set by the Board. The Board will advertise for candidates for this list. Home Rule allows the Board options to better meet the needs of the City.

Motion was made by Thomas Perry and seconded by Mary Louise Pisone to approve that a Board Commissioner meet with Chief Ford and the Board's attorney, Erik Peck to discuss modifications to the Board's Rules and Regulations to recruit and hire officers that mirror our community. Motion carried that an individual from the Board, will meet with Chief Ford and Erik Peck and bring forward a recommendation to the Board to create a Lateral Transfer List.

**VIII. Adjournment**

A motion was made to adjourn by Thomas Perry and seconded by Mary Louise Pisone. Motion carried and the meeting adjourned at 6:50 p.m.

The next scheduled meeting will be held on Tuesday, June 9, 2020 at 5:00 p.m.

---

Mary Louise Pisone, Secretary

---

Jerry Welch, Chairman

---

Thomas Perry, Commissioner