

## Meeting 5 Minutes

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

**Date: Thursday, March 17, 2022**

**Time: 6:30- 8:00 pm**

**Attendees: Penny Williams, Kevin Joshua, Tish C., Ismael Cordova, Danise Habun, Joshua Brockway, Councilwoman Powell, Chief Lalley, Carroll Bailey**

#### Meeting Objectives:

- Draft and vote for 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

#### Agenda

Time (CT)	Topic	Notes
7:00pm	Call to Order, Roll Call, and Agenda Review	Meeting started @6:35pm
7:02pm	Review and Approve Meeting Minutes	Minutes were approved
7:05pm	<b>Public Comment</b> <i>Any member of the public who wishes to address the task force may do so via Elgin City Hall</i>	A member of the community was present and shared a story of police stopping him last night. He said he was racially profiled. Was pulled over for improper lane usage and that is not possible because there aren't any lanes on that street. Called the K-9 unit to come and search the car.

		<p>Removed an item from his vehicle. He will go back to file more complaints on the illegal action that happened to him last night.</p> <p>Chief Lalley stated that she is aware of the complaints that Demetrius made and will reach out to Demetrius to discuss it tomorrow.</p>
<p><b>7:10pm</b></p>	<p><b>Recap Previous Meeting</b></p> <ul style="list-style-type: none"> <li>• A summary of discussion highlights and action items from the previous meeting.</li> <li>• Review Task Force meeting</li> </ul>	<p>Facilitator Sara :Voted on a point system and certain categories that we wanted to keep.</p> <ul style="list-style-type: none"> <li>● Shared slide proposed recommendations.</li> <li>● Suggestion on Community service <ul style="list-style-type: none"> <li>○ What does this look like, do we want to include it</li> </ul> </li> <li>● Military points</li> <li>● Conversation about education requirement will include high school diploma/GED; revisit or presenting</li> </ul> <p>Comments/Reflections</p> <ul style="list-style-type: none"> <li>● Member Joshua: There was confusion on points. This is after sitting for the test the ranking for the officers. They take a test then these points are aggregated. Point system shows preference for hiring. This is later in the process</li> <li>● Chief Lalley: points given After examination and interview.</li> <li>● Changing requirements to Diploma/GED.</li> <li>● Need to discuss age requirements. Don't think current requirements should be changed. Current requirements is 21.</li> <li>● Member Cordova recommends adding the language "in good standing" As far as community service we should change to professional community service. Don't know how this would work.</li> </ul>

		<p>Councilwoman Powell recommends having someone from the Police and Firearms Commission join in on subcommittee meetings.</p> <p>Chief Lalley explained the process in background investigations. We reach out to past employers. A waiver is signed and we are able to get information. Or just reach out to the HR department. Due to the Safety Act. If fired for certain categories have to be reported to the State. We do extensive background investigations.</p> <p>Chief Lalley weighed in on the current point system. It was up to 10 points maximum anyone can receive.</p> <p>Member Aubrey: Keeping it at 5 points, but I will like to capture the views of other people on the task force that they live in our community.</p> <p>Sara: Possible recommendation can be for the council members to reassess the Ordinance around residency.</p> <p>Councilwoman Powell suggested making that recommendation two ways: Preference for residency speaks to the desire to hire current residents in our community. Actual residency requirement there are changes at the state level to apply an Ordinance to require residency of newly hired officers. That is a possibility for a recommendation. Right now we have Ordinance in the book that requires residency for higher up positions in the department.</p> <p>Subcommittee members were discussing the point system that was recommended and they couldn't come to consensus on this so they decided to table it a possibly bring this discussion to the entire Task Force</p>
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		<p>Facilitator Sara reminded the subcommittee members to make sure recommendations are very specific.</p> <p>Member Cordova recommends moving to 15 points total.</p> <p>Penny had concerns with the age limit being 21. What is the likelihood that they would have this experience? I don't want to cut them out. Look at the 60 college credit with 3 years experience with the community. We need to make sure we're considerate of that.</p> <p>Ismael: Remove the term full time. 3 years employment with the City of Elgin</p> <p>Lalley informed the subcommittee that the minimum age requirement by law is 21. She began to explain the hiring process for applicants.</p> <ul style="list-style-type: none"><li>● You have to submit your applications, meet qualifications, take a written test then a physical test and have to pass the written test with 70%. In the pass we take the top 60 candidates. Last time out of 140 applications the list of candidates were 16 due to them not being able to pass the background. The officers that I have hired over the past 4 years are very young 24-25. The older people are coming from other agencies. I can get the average age. We're seeing people coming straight from college and the military.</li><li>● When background is conducted they are asked to provide reference personal and business. I have to look at an application for a reference requirement and get back to you.</li><li>●</li></ul> <p>Member Cordova would like to recommend</p>
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		<p>changing the language based on the three top languages documented in the City.</p> <p>Subcommittee members continued to discuss the point system and could not come to a consensus.</p> <p>Members recommended moving the current Police Department to sub items. Identify more items i.e., case workers.</p> <p>Subcommittee member Cordova wants to make sure to specify specific roles, titles and experiences.</p> <p>Member Aubrey recommends talking to all members of the Task Force. Can we add a priority point for submitting (2) letters of recommendations from someone within the community.</p> <p>Member Cordova agreed with Aubrey would want that from all the applicants 2 academic 2 professional references.</p> <p>Councilwoman Powell expressed concerns:</p> <ul style="list-style-type: none"><li>● It seems like we haven't taken a dive in best practices. What are the best practices that can help frame/guide some of our conversations? I think we are getting in the weeds. What is the research showing? I don't see anything in Box that speaks to this. I was expecting that from Kearns &amp; West.</li></ul> <p>Facilitator Sara explained that We are reviewing documents and adding them to the Box. We were hoping to bring in more experts.</p> <p>Member Joshua expressed frustration with the comment and stated the following:</p> <ul style="list-style-type: none"><li>● What are we supposed to do? I would rather move on from the point system.</li></ul>
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		<p>So we can get on to the things that weren't already worked on by the council.</p> <p>Facilitator Sara stated that we wanted to balance because this is such a heavy subcommittee and didn't want to overload the subcommittee.</p> <p>Councilwoman Powell continues; My concern is that we will not have enough time. Will be nice to go through it all. I think we can only do what we can do. I feel like we are having some good discussions. I feel like everything is going to be half done. We need to be more deliberative.</p> <p>Facilitator Sara responded informing the subcommittee to Email all comments and suggestions in between meetings. To help move this process and make it efficient.</p> <p>Member Kevin: The frustrations need to be taken up to the City Manager.</p> <p>Member Joshua: My recommendation is to pass the point recommendation and we move on to training.</p>
<b>7:20pm</b>	<b>Brainstorming Recommendations</b>	
<b>7:30pm</b>	<b>Break (if needed)</b>	
<b>7:40pm</b>	<b>Continue Brainstorming and Identifying Recommendations</b>	
<b>8:20 pm</b>	<p><b>Wrap up &amp; Next Steps</b></p> <ul style="list-style-type: none"> <li>• Identify subcommittee representative for full Task Force meeting</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Next meeting to vote on the point system</b></li> <li>● <b>Will follow up with updated table</b></li> <li>● <b>If you have any additional information needed from the Chief please let the facilitation team know.</b></li> </ul>

		<ul style="list-style-type: none"><li>● Scheduled to meet two weeks from now.</li><li>● Next Thursday full Task Force meeting.</li><li>● Will send out a Doodle in regards to short meeting to vote.</li></ul>
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**This meeting will be conducted via Zoom. The meeting video will be recorded and live streamed at [cityofelgin.org/watchtaskforce](http://cityofelgin.org/watchtaskforce).**

**The Adjudication Room (across from the Council Chambers) at City Hall, located at 150 Dexter Court, will be open for anyone interested in speaking during the public comment portion of the meeting.**

**All agendas, meeting minutes and meeting video recordings will be available on the City's website: [cityofelgin.org/taskforce](http://cityofelgin.org/taskforce).**

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