

Record of Meeting
Fire and Police Commission
Wednesday, September 12, 2017 - 5:30pm
Village Hall - Room 123

Present: Commissioners John Hedgemann and John Hedges; Chair Mas Takiguchi

Absent: None

Also Present: Assistant Village Manager and HR Director Julia Scott-Valdez, Chief of Police Anthony Ambrose, HR Generalist Diana Farrera.

Call to Order: Chair Takiguchi called the meeting to order at 5:30 P.M.

Public Comment

There was no public comment.

Secretary Report-2018 Work plan

Ms. Scott-Valdez gave an update on Police hiring, 3 new officers were sworn in and 4 are currently in the academy. Looking to hire 6 more officers after the beginning of the year, after that the list for the first group will be exhausted. In January or February 2018 the next set of interviews for the second group will take place, there are approximately 70 candidates; current list expires in 2 years. A new Firefighter-Paramedic list will be established in 2018. Ms. Scott-Valdez will also review and update the commission rules & regulations for any language changes according to law, disciplinary hearings as needed, election for Chair person in the 4th quarter.

Recruitment Process: Ms. Scott-Valdez is recommending recruitment done differently to reach a broader spectrum of candidates and develop an outreach diversity recruitment program adding a more local presence; she is preparing an RFP for January 2018 which will focus on a diversity recruitment group, create an initiative that will allow entry level recruitment efforts to develop a pool of candidates more reflective of the community.

Ms. Scott-Valdez is also recommending an informal recruitment process for example Resident Beat Officers handing out cards, working with a firm to reach out to surrounding communities as well as within the Oak Park community, electronic posting, job fairs at Oak Park & River Forest High School and universities, she also suggests a scholarship program offered to an Oak Park & River Forest High School student to help pay for their studies if they are majoring in criminal justice.

Commissioner Hedgemann suggested reaching out to non-for-profit local organizations that have more outreach. Chair Takiguchi suggested inviting local non-for-profit organization representatives to a meeting to discuss outreach. Commissioner Hedges will reach out to the Community Foundation to initiate a conversation.

Ms. Scott-Valdez suggested that the Commissioners, Chief of Police & Police Officers are the best ambassadors in reaching out to the community. Additional meetings will be scheduled to continue working on this process.

Sergeants Interviews: Sergeant interviews will take place November 1st through November 3rd, 2018 from 5:00pm-9:00pm

Respectfully submitted,

Diana Ferrara
Recording Secretary